



GREENSHAW
LEARNING TRUST



GLOUCESTER
ACADEMY

Teacher of Languages
Recruitment Pack

**ALWAYS
LEARNING**

Introduction

Thank you for your interest in our Teacher of Modern Foreign Languages role.

This is a unique and exciting opportunity for an inspirational and aspirational leader to join Gloucester Academy and further contribute to the life chances of our young people in the school, and across the Trust. The Academy will be on a rapid trajectory of improvement, that will be sustained over many years, it is a chance to be part of something very special. It will support career development and equip you for a further promotion within the Academy and within our trust. We are based in central Gloucester which in itself is in a beautiful area of the country and provides access to the Cotswolds, close proximity to Bristol and Cheltenham. The area we serve is diverse, and therefore our catchment and students offer a range of expectations and challenges, being able to drive ambitions is key.

Gloucester Academy joined the Greenshaw Learning Trust on 1st June 2020.

The Greenshaw Learning Trust is a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing their own distinctive character. The Greenshaw Learning Trust website www.greenshawlearningtrust.co.uk provides a clear picture of our aspirations and our vision for schools within the Trust; however, please do not hesitate to contact us to seek further information.

The Gloucester Academy website www.gloucesteracademy.com will also provide further information on the school.

Vision

The vision for Gloucester Academy is simple 'Every child to climb the mountain to the best University or Profession'. This will be supported through disruption free learning and a clear expectation of working hard and being kind.

Work life balance is central to this vision for our students. We offer a highly visible and supportive SLT, centralised planning and resources, centralised detentions, disruption free learning, whole class feedback through a clear feedback policy, lessons structure based on the Rosenshine principles, visualisers in every classroom, subject experts working together within a collaborative trust, highly bespoke CPD in a short weekly session i.e. Teach Like a Champion foci each session.

We are ambitious about diversity and inclusion and very much look forward to receiving applications from candidates whose personal qualities and values reflect those in the person specification and whose experiences also place them in a strong position to deliver the challenges set out in the job description. We encourage applications from candidates regardless of age, disability, gender identity, sexual orientation, pregnancy, marital status, religion, belief, or race.

Gloucester Academy is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect our own. Please make contact for an informal discussion.

Yours faithfully



Phillippa Lewis
Headteacher

Greenshaw Learning Trust – About us

The Greenshaw Learning Trust (GLT) provides an effective structure for schools to achieve real benefits from school to-school collaboration, and a culture of trust and openness that promotes honest and transparent dialogue and mutual support.

At the heart of the Trust is proven school improvement advice and guidance – with regular meetings with school leaders, input from specialist primary and secondary experts and staff training and development in all our schools.

All schools in the Trust receive expert advice and fast-response support on budget planning and monitoring, payroll, human resources, employment and legal advice, purchasing, capital projects, admissions, policy development and audit. Our catering team provides advice and guidance on meeting the statutory responsibilities for food standards, healthy eating and safety, and helps our schools achieve higher take-up of meals and significant cost savings through quality improvement and the central procurement of food supplies.

Each school's local governing body receives support and advice to ensure that they can contribute effectively to the governance and leadership of their school, including tailored guidance to chairs and clerks and governor training.

The Greenshaw Learning Trust is committed to meeting the needs of every student – our schools offer a wide range of special needs provision and across the Trust we have extensive expertise in behaviour, attendance, family liaison and therapies to support our students and their teachers.

The Greenshaw Learning Trust Mission Statement

- *We are ambitious for our schools and their students. We believe that there is no ceiling on what can be achieved by anyone, regardless of their circumstances or background.*
- *We are committed to providing a supportive and inclusive learning environment, giving every young person the opportunity to fulfil their potential now, and in the future.*
- *We seek to realise the power of individuals and organisations working together in collaboration whilst retaining their individuality, and we recognise that we can always improve.*

Greenshaw Learning Trust Employee Benefits

The Greenshaw Learning Trust recognises that our employees are our most important asset and we are aware that the quality and commitment of our employees is critical to our success. We offer all our employees the following staff benefits:

- Excellent CPD opportunities and career progression.
- Employer Contributions to Teachers Pension Scheme.
- Cycle to work scheme.
- Gym membership scheme.
- Employee Assistance Programme.
- Eye Care Voucher scheme.

Our MFL Department

Context and Background:

Gloucester Academy has been under new leadership since February 2020. We are now part of the Greenshaw Learning Trust who are renowned for their robust focus on building strong teaching and learning and a staunch behaviour management system, ensuring that every student receives disruption free learning - in every lesson. The new leadership team, supported by the staff, work together to drive our aim to help every student climb their own personal mountain. As a result of this change the last twelve months have seen a period of rapid and significant improvement in the academy. The academy is now well on the way to becoming the best school in Gloucester. Classrooms are calm and focussed, students work hard and are kind to one another, and staff genuinely enjoy working here.

The Department:

Our MFL department nurtures a love for languages for our students by focussing on Hispanic culture and a Conti EPI instruction method that promotes use of target language and successful production through chunking. The team has a positive outreach with the community with weekly support from local native speakers delivering conversation sessions to KS4 as well as strong connections with other MFL teams to collaborate on visits and events. We focus on building confidence and are passionate about empowering our pupils to use their language to communicate and connect with the wider world. We enrich the lives of our pupils through challenge, extracurricular activities and a well-planned curriculum carefully interwoven to encourage retrieval, progress and success.

Currently we only teach Spanish to all year groups giving each Year group 5 hours per fortnight curriculum time with Year 11 receiving an extra hour a fortnight from 3.00 – 4.00pm on either a Monday or Friday. KS4 study Edexcel Spanish. We run community languages and currently have 12 different languages taking their GCSEs in Year 10 with the support of the local community and members of staff in the school. As a school we are open to discussing introducing another language for our students.

The current Head of faculty will be on maternity leave from April 2023 so we would expect our Lead Practitioner of MFL to support the department until her return and then will join the Lead Practitioner team to support teaching and learning across the school.

Resources:

All rooms have electronic white boards, whiteboards and visualisers.

Curriculum:

The curriculum intent and map can be found on our website

<https://www.gloucesteracademy.co.uk/students/learning/curriculum>

Job Description – Teacher of MFL

To work with colleagues, Trustees, School Council and parents/carers, in partnership, sustaining and improving the quality of education:

- to enable all students to realise their individual talents to the full,
- to prepare all students for the changing demands of future adult life,
- to encourage a view of education as an enjoyable, lifelong process,

Creating an appropriate working environment which promotes students': Health; Safety; Enjoyment and Achievement; Positive Contributions; Economic Well-being; International Perspective.

Reporting to:	Head of faculty
Salary:	Main scale / UPS
Hours:	Full time
Contract:	Permanent
Start date:	1st September 2023
Place of Work:	Gloucester Academy

Medical Examination: Appointments are subject to a satisfactory medical report

Probationary period: New Employees are required to complete a six-month probationary period

Responsibilities Main Duties / Responsibilities

- To work with the Headteacher and Senior Leadership Team to promote inclusion, and equality of opportunity for both students and staff
- To share in the corporate responsibility for, and commitment to, the safeguarding and promotion of the well-being and discipline of all students
- To progress the education and welfare of designated groups of students in accordance with the prevailing School Teachers' Pay and Conditions Document, having due regard to the requirements of the National Curriculum, the aims, objectives and schemes of work of the Academy/Learning Area, Year Cohort, and any policies of the Academy Trust
- To perform particular assigned duties at the reasonable direction of the Headteacher or his/her designated representative(s)
- To be a role model for students, inspiring them to be actively interested in your subject
- To maintain appropriate records and to provide relevant accurate and up-to-date information for SIMs, register
- To prioritise and manage time effectively, ensuring continued professional development in line with the role
- To follow the school policies and procedures

General

- To participate in school initiatives where every person is expected to contribute to learner's progress.
- To participate in the school's professional learning programme as agreed
- To play a full part in the life of the school community, supporting its distinctive mission and ethos, and encouraging and ensuring staff, pupils and students adhere to school expectations

Such other duties as may be reasonably allocated by your line manager or Headteacher

Student Support and Progress

- i. To be a tutor to an assigned group of students if and when required
- ii. To promote the general progress and well-being of individual students and the Tutor Group as a whole.
- iii. To liaise with the relevant pastoral leaders to ensure the implementation of the Student Support system.
- iv. To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life
- v. To evaluate and monitor the progress of students and keep up-to-date student records as may be required
- vi. To contribute to the preparation of Action Plans and other reports as required
- vii. To alert the appropriate staff to problems experienced by students
- viii. To communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff
- ix. To apply the Behaviour Policy so that effective learning can take place

Key Contacts

Daily involvement with other teaching staff, Headteacher, Assistant Headteachers, Head of Key Stages, Heads of Subject Areas, other support staff and pupils of the School.

Contact with parents and other School visitors, including students on work placements.

Other job requirements

The teacher will be part of the school's appraisal scheme. S/he will have a team leader who will set agreed targets for the year. The team leader will monitor and review performance, including classroom teaching.

The school will support the continuing professional development of all staff, to ensure that their expertise is being kept up to date.

Safeguarding

- i. Be keenly aware of the responsibility for safeguarding children and to help in the application of the Safeguarding Policy within the school
- ii. Comply with the school's Safeguarding Policy in order to ensure the welfare of children and young persons

The Trust is committed to safeguarding children and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to an enhanced Disclosure & Barring check along with other relevant employment checks.

This job description is not exhaustive and serves only to highlight the main requirements of the post holder. The line manager may stipulate other reasonable requirements. The job description will be reviewed regularly and may be subject to change.

Person specification – Teacher of MFL

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples within their application.

Criteria	Essential	
Training, Qualifications and School Experience: In their application, candidates will demonstrate that they have the following training, qualifications and school experience:		
	• Hold a recognised degree (or equivalent) with a good classification in a relevant subject & teaching qualification (QTS) • This post is suitable for NQT’S • Commitment to own self development	
Criteria	Essential	
Personal and Professional Qualities and Attributes: In their statement of suitability and during the selection process, candidates will demonstrate the ability to:		
	• Ability to teach your subject area up to Key Stage 4 • Desire to further raise overall achievement in your subject area through promoting the highest standards of teaching and learning • A flexible approach to the teaching of your subject that seeks to promote the learning opportunities of all students and to secure the highest possible levels of achievement • Demonstrate a commitment to following the school’s principles of teaching, learning and assessment • Good discipline/classroom management • Commitment to working within the School’s Safeguarding Policy and Procedures. • Commitment to high standards and expectations. • High levels of professional integrity	
Criteria	Essential	Desirable
Professional Knowledge and Understanding: In their statement of suitability and during the selection process, candidates will demonstrate professional knowledge and understanding of:		
	• Excellent subject knowledge and a genuine passion for teaching your subject • Detailed knowledge of current curriculum and pedagogical developments in the teaching of your subject and the wider curriculum • Understanding of Exam Board specifications	& Awareness of wider educational contemporary issues

The Recruitment Process

1. Applications

To apply for a staff vacancy, please register for an online account to complete the application form. Please visit our website www.gloucesteracademy.com.

The recruitment process is managed via your online account and you will receive regular notifications regarding the progress of your application.

The completed online application form should be accompanied by a personal statement of suitability of no more than 2 sides of A4. In the application form and personal statement, you should demonstrate how you meet the requirements set out in the Person Specification. Please include specific examples which support your application.

Applications must be received by **midday Friday 14th April 2023**. We encourage early applications. Applications received after this date and time will not be considered.

2. Shortlisting

Shortlisting will be finalised ASAP. Shortlisted candidates will then be invited by telephone to attend for an interview. Please make sure you have given day and evening telephone numbers on which you can be reached.

3. Interview

Interview dates will follow shortly after the closing date.

4. Notification of outcome

Candidates will be notified of the outcome as soon as possible following the interview process. Please ensure you have given day and evening telephone numbers on which you can be reached.

5. Feedback

Unsuccessful shortlisted candidates will have the opportunity for professional feedback during the week following the interviews.

6. Taking up post

The successful candidate will **take up post 1st September 2023**

Should you require any additional information, please contact imaguire@gloucesteracademy.co.uk

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