Teacher of Modern Foreign Languages

(Required for September 2021)

uat
building excellence

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Letter from the Chief Executive Officer of Uffculme Academy Trust

Dear Applicant

On behalf of Uffculme Academy Trust I would like to thank you for your interest in the role of Teacher of Modern Foreign Languages based at Holyrood Academy.

This is a hugely exciting time for both Holyrood Academy and our Multi Academy Trust and we are seeking an experienced, dynamic and inspirational Teacher to play a key role in securing outstanding outcomes for our pupils inside and outside of the classroom.

We are looking for a highly motivated practitioner who can lead by example and inspire others whilst providing challenge and rigour within the school and across the Multi Academy Trust. In return we can offer wide-ranging career development opportunities, excellent support and access to some of the best teachers and leaders in the South West.

We are incredibly proud of our Multi Academy Trust and the schools within it and the potential to further improve standards of education for all children no matter what their starting point or their background. The Trust board is highly ambitious and committed and we are looking for an individual who shares the same values.

The closing date for applications is 11am on Thursday 11th February and interviews will take place the week beginning Monday 22nd February 2021

We look forward to receiving your application.

Lorraine Heath OBE
Chief Executive Officer

Uffculme Academy Trust

Uffculme Academy Trust is a multi-academy trust (MAT) working across Devon and Somerset. It was born of the partnership between Uffculme Secondary School, an outstanding 11-16 comprehensive, and Uffculme Primary School, which is the nearest and biggest of the secondary school's eight feeder schools. The founding school, Uffculme School, is a nationally renowned Outstanding secondary school, which regularly achieves amongst the best outcomes in England. Uffculme School is also the host school for the West Country Teaching School Alliance, a teaching school that delivers exceptional CPD, school-to-school support and initial teacher education across 3 counties.

In September 2019, Holyrood Academy and Axe Valley Academy joined Uffculme Academy Trust to create a MAT of four schools delivering education to around 3000 children and young people from the ages of 4-19. In September 2020, a fifth school, Neroche Primary will also join the Trust.

Our Trust mission is to enable effective collaboration and partnerships that will support outstanding educational experiences for the pupils attending each of the Trust's schools.

Our mission is underpinned by our core beliefs and values that:

- every child has the right to a high-quality education where excellence is the norm
- teachers have the right to teach free from disruption and distractions, and
- parents have the right to know that their children are well cared for and supported to achieve their best.

The Trust is committed to creating and supporting a network of exceptional schools in which:

- each school sits at the heart of its community
- aspirations and expectations are high, and achievable, for everyone
- every pupil makes excellent progress and is enabled to achieve ambitious personal targets
- trust and mutual respect are at the core of all the relationships across the Trust
- enrichment is valued, planned for and resourced
- diversity is welcomed and celebrated
- pupil and parental engagement is high
- collaboration and partnerships across the Trust mean that all our staff may apply and develop their skills and experience, and
- teachers enjoy teaching and pupils enjoy learning.

Letter from the Headteacher of Holyrood Academy

Dear Applicant,

Thank you for your interest in this post.

Holyrood exists to serve its community as such; we are looking for a Teacher of Modern Foreign Languages who shares our commitment to ensuring that the young people we serve receive the best possible standard of education. You will join a positive and hard-working team of staff who are absolutely focussed upon bringing our vision for the Academy to fruition.

We seek to establish a mission for social justice at Holyrood: one that promotes social mobility and allows students to achieve brilliantly, regardless of their background. However, we are also developing a school culture wherein students feel happy, are invested in the wider aspects of school life and are not ashamed to aim extremely high.

We are a school that values the building of positive and compassionate relationships with students and we place high aspiration, quality classroom delivery and 'feeding the Holyrood culture' at the heart of what we do.

Newly qualified teachers who have a desire to become an outstanding practitioner are encouraged to apply. We have an excellent induction programme for newly qualified teachers and professional development programme that will support you as you start your journey to excellence.

As we are currently unable to offer visits to the Academy if you would like to have an informal telephone conversation with me please email me your contact details to dmaccormick@educ.somerset.gov.uk so I can arrange to call you.

If this vision matches your own, we would be delighted to hear from you.

Dave MacCormick

Headteacher

Holyrood Academy

Holyrood Academy is an 11-18 Academy in Somerset with approximately 1250 students on roll – including around 150 in the sixth form. It is situated in the centre of the market town of Chard and it is the only secondary school in the town. We are therefore fully comprehensive and committed to providing an excellent education in the service of our whole community.

Holyrood was last inspected in 2013 when it achieved an Outstanding rating.

Outcomes have been historically strong and despite the considerable challenges brought by the changes to KS4 programmes of study, we have consistently achieved a positive progress 8 score placing us as reliably one of the top performing secondary schools in Somerset.

On September 1st, 2019, Holyrood Academy along with its Devon partner school, Axe Valley Academy joined Uffculme Academy Trust thereby creating opportunities to work as part of a team of highly effective school leaders. It allows each school in the MAT to share good practice and provides exceptional opportunities to learn from each other. All our senior leaders are system leaders and regularly contribute to the leadership programmes of Teaching Schools across the region including those put on by our own Teaching School WCTSA.

The leadership team at Holyrood Academy consists of a mix of newly appointed and highly experienced senior leaders. All are driven to deliver exceptional experiences and educational outcomes for young people and have firmly bought into the UAT principles of excellence.

Holyrood benefits from a large and beautifully situated site within easy commuting distance of towns such as Taunton and Yeovil as well as the cities of Exeter and Bristol. Chard is on the edge of the Blackdown Hills and close to the Devon and Dorset coastlines. The Academy occupies a split site; however, both sites are located on the same campus. We are therefore lucky enough to have a great deal of open space and our staff and students enjoy excellent facilities.

In addition, the Trust believes investing in the health and well-being of staff is crucial. As part of this support the Trust employs a full-time Director of Wellbeing who provides services such as personal training, counselling, CBT, nutrition advice and injury rehabilitation. In addition, all Trust staff have subsidised access to the on-site Lifestyle Fitness Gym, including all classes, at Holyrood Academy for £9.99 per month.

HOLYROOD ACADEMY
JOB DESCRIPTION
TEACHER OF MODERN FOREIGN LANGUAGES

Note: These are broad descriptions of the types of duties/activities expected at this level, for illustrative purposes. They are not intended to provide an exhaustive list of duties.

POST TITLE: Teacher of Modern Foreign Languages

SALARY GRADE: TMS & UPS

Person to whom teacher is responsible: Modern Foreign Languages Curriculum Team Leader

Classroom responsibilities:

- To teach across the age and ability range in line with the Department's Schemes of Work and external examination courses in such a way to challenge and inspire students of all abilities to achieve high standards.
- Plan, prepare and teach lessons according to the students' educational needs with reference to prior attainment, subject targets, SEN and other needs, as required.
- Assess, record and report on the development, progress and attainment of students in line with Academy and department policies and procedures.
- Set high expectations for students' behaviour establishing and maintaining a good standard of discipline through well focused teaching, effective classroom management and through positive and productive relationships.
- Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current School Teachers Pay and Conditions Document and Teacher Standards.
- To set and mark work for classes according to Academy and departmental guidelines.
- To set appropriate, quality homework in accordance with the Academy timetable.
- Liaise with support staff, such as Teaching Assistants, to ensure a coherent programme of study for students in the classroom.
- To follow Academy procedures for preparing, presenting and assessing students.
- Be a form tutor to a designated group of students supporting them academically and pastorally.
- Take an active part within the Academy's monitoring, evaluation and review programmes, professional development activities and teachers' Performance Management structures and cycle
- Attend staff briefings and departmental meetings as required.
- Carry out a share of supervising duties in accordance with published schedules.
- Carrying out such other tasks commensurate with the above as may be required from time to time by the Headteacher.

Knowledge and understanding:

- Have a sound knowledge and understanding of the concepts and skills in his/her specialist subjects and a detailed knowledge and understanding of the National curriculum programmes of study.
- Understand for his/her specialist subjects the framework of 11-16 and sixth form qualifications and the routes of progression through it.
- Be familiar with the school's current systems and structures as outlined in policy documents including Health and Safety and Child Protection Policies.
- Understand and know how national, local comparative and Academy data can be used to set clear targets for students' achievement.
- Understand how students' learning in the subject is affected by their physical, intellectual, emotional and social development.
- Be familiar with subject-specific health and safety requirements, where relevant, and plan lessons to avoid potential hazards.

This job description sets out the main duties of the post at the date when it was drawn up; it does not provide an exhaustive list of duties. Duties may vary from time to time without changing the general character of the post or the level of responsibility. Such variations are a common occurrence and cannot justify a reconsideration of the grading of the post.

Employee Name ..... Date .....

Employee Signature ..... Date:.....

HOLYROOD ACADEMY
PERSON SPECIFICATION
TEACHER OF MODERN FOREIGN LANGUAGES

Essential	Assessed through
Good hons degree (2:2 or higher) in a relevant Languages specialism	Application
QTS status	Application
Proficient and fluent in at least two of the following languages – French, German or Spanish	Application
Ability to teach modern foreign languages to GCSE level	Application
Potential to deliver outstanding outcomes for students	Letter/references/performance data
High level of subject knowledge and enthusiasm for subject	Letter/Interview
Excellent interpersonal skills	Interview/references
Excellent ICT skills	Letter/references
Ability to inspire and enthuse young people	Letter/reference/teaching episode
A genuine love of teaching and rapport with young people	Teaching episode/interview
Commitment to further professional development and learning	Application/letter
A sense of humour	References/interview
Excellent relationships with colleagues	References
Willingness to contribute to the tutorial programme	Letter/interview
Desirable	**Assessed through**
Evidence of a willingness to contribute to extra-curricular programme	References/letter/interview
Ability to teach a language at Key Stage 5	Letter/Application/Interview
Evidence of contributing to development of departmental schemes of work	Letter/interview