



marches school  
Part of the Marches Academy Trust



SIXTH FORM



## Teacher of MFL Recruitment Pack

May 2023



[marchesschool.co.uk](https://marchesschool.co.uk) |



SY11 2AR |



@MarchesSchool

# Job description

Post title: Teacher of MFL

Salary: MPR/UPR

Hours of work: Full time

Post status: Permanent.

Responsible to:  
Director of Modern Languages.

## We offer:

- Hard working students and strong home/school partnerships.
- Excellent staff facilities – workroom, kitchen and social space.
- Excellent professional learning and support at every stage in your career, with opportunity for continued personal development through our Talent Pathway.
- Career development opportunities including funded NPQs.
- An 'Outstanding' curriculum.
- A full extra-curricular programme with opportunities for enrichment activities for all.
- Teaching opportunities through to A Level.
- A core belief in staff wellbeing and work life balance for all, evidenced in policy and practice.
- Year-round free membership to our state-of-the-art fitness suite
- Benefits including funded counselling, physiotherapy and GP and other medical support.

## Purpose:

The MFL Department is a blend of experienced and newly qualified staff, working together to create a dynamic curriculum that includes many exciting enrichment opportunities.

As a forward-thinking department, all staff have the opportunity to teach across a range of specialist areas and to develop the skill set that enables this approach.

## Why this role above others?

We know this school is a special place, our staff wellbeing survey tells us staff love working here because of the relationships between staff, departments and students and we would love to meet you so you can see this in practice.

Any questions in regards to the role can be raised with the Fflur Gottschalk - Director of Modern Foreign Languages at: [fflur.gottschalk@mar.mmat.co.uk](mailto:fflur.gottschalk@mar.mmat.co.uk)



### **Main activities to the particular duties:**

To ensure quality first teaching gives every child the skills to achieve in a caring environment.

- Teach French and Spanish to Key Stage 3, and at least French or Spanish to Key Stage 5.
- Contribute to other areas of the curriculum as and when necessary.
- Provide cover for the lessons of other teachers as and when required, whilst maintaining teachers PP allocation.
- Take part in extra-curricular activities.
- Responsible for a tutor group.
- Part of a duty team and undertake the responsibilities desired.

### **Teaching and Learning:**

- Adhere to Teaching Standards.
- Maintain behaviour for learning in accordance with the school's procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- Contribute to the development of schemes of work, assessments, resources and displays.
- Keep up to date with marking, assessments and data entry.
- Keep an accurate teaching record.

### **Curriculum Development:**

- **C**ontribute to the team responsibility for a subject or aspect of the school's work and develop plans which identify clear targets and success criteria for its development and/or preservation.
- Contribute to whole school's development activities.

### **Community Responsibilities:**

- To ensure effective dialogue with parents in accordance with school policies.
- To attend and support community events as required.

### **Standards and Quality Assurance:**

- **U**phold department, school and Trust procedures, policies and plans.
- Represent the department in cross-curricular working parties.
- Attend Department, Year Team meetings and events to fully support the department, the school and the Multi-Academy Trust.
- Attend relevant INSET courses and meetings within the Trust and with outside agencies.
- Take a professional approach to all aspects of the work.
- Respect confidentiality: all confidential information should not be released to unauthorised persons.

### **Staff Development:**

- Take part in the school and Academy's staff development programme by participating in arrangements for further training and professional development.
- Continue personal development in relevant areas including subject knowledge and teaching methods.
- Ensure effective and efficient deployment of classroom support.
- Contribute to the delivery of relevant training programmes.
- Work as a member of the department team to contribute to positive effective working relationships within the school.

In addition to the above all Marches Academy Trust staff are required to:

- Adhere to policies and procedures, including Equality and Diversity and Health and Safety
- Respect confidentiality: all confidential information should be kept in confidence and not released to unauthorised persons
- Undertake appropriate training and development as required
- Participate in the Performance Review Cycle
- Demonstrate excellent Customer Care in dealing with all customers
- Ensure positive effective working relationships with the School teams, stakeholders and partners.

### **Objectives and outcomes**

To be agreed with the successful post-holder once appointed.

# Person specification

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|                                                  | Essential                                                                                                                                                                                                                                  | Desirable                                                                                                                                                      |
|--------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Qualifications and Training                      | <ul style="list-style-type: none"><li>• A good Honours Degree in a relevant area.</li></ul>                                                                                                                                                | <ul style="list-style-type: none"><li>• The desire to further knowledge through relevant courses or a further degree.</li></ul>                                |
| Experience                                       | <ul style="list-style-type: none"><li>• A successful PGCE year.</li></ul>                                                                                                                                                                  | <ul style="list-style-type: none"><li>• Form tutor experience.</li><li>• A portfolio of relevant resources showing teaching and learning strategies.</li></ul> |
| Personal qualities and other relevant experience | <ul style="list-style-type: none"><li>• Effective communicator.</li><li>• The ability to engender enthusiasm for learning.</li><li>• Willingness to take opportunities to develop abilities further.</li></ul>                             |                                                                                                                                                                |
| Skills                                           | <ul style="list-style-type: none"><li>• Contribute to SOW, assessments and resources.</li><li>• Attend CPD representing the views of the Science department.</li><li>• The use of ICT in lessons and for personal documentation.</li></ul> |                                                                                                                                                                |

A core belief in staff wellbeing and work life balance evidenced in policy and practice

# Who we are

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Welcome to the Marches Academy Trust!

We are a multi-academy sponsor based in Shropshire, currently comprising four secondary schools, five primary schools and one special school.

Across our Trust we have a wealth of experience to inspire and motivate children, young people and staff to be the very best they can.

Achievement Through Caring drives our Trust, and our values are shared throughout our family of schools; we work together on embedding them in everything we do.

Our Trust prides itself on delivering high quality education and connecting with our children and young people to inspire and enthuse them to learn, achieve and to be happy.

The Marches is a thriving school, dedicated to ensuring students feel fully supported in all that they do. Learning radiates well beyond the classroom, with a vast array of extra-curricular activities, trips and educational visits taking place each term.

Facilities at the school are exceptional, providing students with access to state-of-the-art ICT equipment, extensive sports facilities and fully equipped classrooms.

As the founder school for the Marches Academy Trust leaders have opportunities to work cross Trust to support and collaborate with peers and colleagues in growing our family of schools.

Check out our video:

<https://youtu.be/5x2Fpqf-2QY>

Interested? Here's how to apply:

- [Complete the online application](#)

The closing date for applications is on **Monday 5th June at 10am**

The Trust is committed to safeguarding and promoting the welfare of the children in our care and expect all staff to share this commitment.

# Welcome from the CEO

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This is a high achieving Trust that is imaginative and creative in its approach to teaching and learning and is keen to look for continued sustained improvement. We are therefore seeking to appoint a Teacher of MFL with the desire to drive efficiencies across our Trust.

Our vision 'Achievement through Caring' is central to all that we do at The Marches Academy Trust. Our schools are innovative and striving to ensure that young people make the very most of their learning adventure and are equipped with the skills required to prosper in the modern world.

We are immensely proud of the Alliance of Leading Learning who provide a wide range of professional development opportunities across our Trust, nationally and internationally.

Our family of schools currently includes:

- The Marches School and Sixth Form in Oswestry
- Sir John Talbot's School and Sixth Form in Whitchurch
- Tilstock CE Primary School and Nursery in Whitchurch
- The Grove School and Sixth Form in Market Drayton
- Lower Heath CE Primary School and Nursery in Lower Heath
- Shrewsbury Academy in Shrewsbury
- Longlands Primary School and Nursery in Market Drayton
- Grange Primary School and Nursery in Shrewsbury
- Oakmeadow CE Primary School and Nursery in Shrewsbury
- Woodlands School in Wem

*Sarah Finch*

**CEO**

**The Marches Academy Trust**



# Our Trust vision statement and values

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## **Our vision:**

Achievement through caring

## **Mission statement:**

As a Trust, it's our mission to empower everyone in our Trust and our communities to live and breathe our values and Achievement Through Caring, to reach their full potential.

## **Values:**



# Our family of schools

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Marches Academy Trust



grove school



marches school



Shrewsbury Academy



Sir John Talbot's school



Woodlands school



Grange  
Primary School



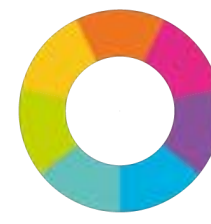
Longlands  
Primary School



Lower Heath  
CE Primary School



Oakmeadow  
CE Primary School



Tilstock  
CE Primary School

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Alliance of Leading Learning

We are a school led inclusive partnership representing all phases and school contexts nationally and internationally. Our core team at The Marches Academy Trust have trained over 400 ITT and over 150 School Direct students; we have also led the professional learning of over 5,000 educational leaders and governors.

We deliver the DfE National Professional Qualifications, and we actively encourage our staff to complete an NPQ programme at their earliest opportunity.

We also talent spot, from within our Trust team, colleagues who want to share their expertise and enhance their experiences by becoming an Improvement Consultant. Supporting schools, departments and individuals across the Trust and also external schools.

Embracing all our work is the unique Professional Learning Conference we host each year which continues to inspire school colleagues nationally.

n joining The Marches Academy Trust you have direct access to an outward facing large group of outstanding schools across the West Midlands and beyond.

Quite simply we want to ensure the right expertise exists to enhance a self-improving system and impact learners, leaders and schools to drive continuous improvement.

You will be part of this success story as a member of our team; and on starting your new post you will also be starting your learning journey - with all the benefits of being part of a large and successful Trust with exemplary partnerships nationally and internationally.



**We hold true to delivering current, inspirational training that has real impact back in the workplace. Most importantly our participants confirm in countless testimonials that we invest in their leadership journey.**

(Cavell Priestley-Bird  
Executive Director of ALL)

# Our investment in you

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## **Talent Spotting our Future Leaders**

Our Talent Pathway supports the professional development of staff within the trust. We identify leadership talent and leadership needs for future succession planning – ensuring relevant and practical leadership development opportunities for staff.

Our talent management programme and our Career Development Pathways provide a framework for the discussion of your leadership journey and the professional learning you can access along the way.

## **Talent Contract**

The Talent contract is a promise; a covenant between yourself and the trust that the Trust will do its' very best to support and develop you professionally. The Contract describes a variety of Professional development opportunities and encourages you to identify and pursue your training needs.



**We believe successful creative lifelong learners participate in a journey of self discovery. They know how to learn, acquire skills and feel safe to take risks with confidence and courage.**

# Our investment in you

We really care about employee wellbeing and our commitment is set out in our Wellbeing Policy and Charter. This commitment is underpinned by our four pillars of wellbeing;

- Emotional - Some examples include a robust induction programme, Trust newsletter, professional performance reviews (appraisal) and line manager check-in meeting. We have clear policies and procedures relating to all aspects of your employment and we carry out an annual well-being survey to gauge the health of our staff.
- Physical - we are blessed that our schools are located in beautiful Shropshire market towns and /or rural locations. We can offer discounted local gyms and onsite facilities in our secondary schools.
- Financial - we offer membership to two great pension schemes; Local government pension scheme and Teachers' pension scheme. Our terms and conditions are aligned to Burgundy Book & School Teachers Pay & Conditions Document (teachers) and NJC Green Book (associate staff). We also recognise continuous service for sickness, maternity and annual leave entitlements for those transferring under the Redundancy payments (local government) Modification Order (RPMO).
- Social - encouragement of great working relationships and sense of belonging through team building events, PD days, end of term events and Trust Awards evening.

## Wellbeing Offer

We are delighted that our wellbeing offer includes access to a free confidential medical and wellbeing service with School's Advisory Service (SAS) for all staff. Services available include counselling, bereavement counselling, physiotherapy, menopause support and stress awareness sessions. We encourage staff to utilise SAS in seeking out preventative and early intervention by making support easily accessible for all!



Generous  
non contact  
time for staff

Everyone within our Academy Trust shares the objective to help keep children and young people safe by contributing to:

Providing a safe environment for children and young people to learn in an education setting and identifying those who are suffering or likely to suffer significant harm, taking appropriate action with the aim of ensuring they are kept safe both at home and within the education setting.

The post holder may have opportunities to work in other schools within The Marches Academy Trust.

This job description does not form part of the contract of employment. It describes the way you are expected and required to perform.

"This post is exempt from the Rehabilitation of Offenders Act 1974 and as such all applicants who are appointed to this post will be subject to an Enhanced Disclosure from the Criminal Records Bureau before the appointment is confirmed. This check will include details of cautions, reprimands or warnings, as well as convictions and non-conviction information. Once provisionally appointed, the successful applicant may also be required to apply for an Enhanced Disclosure at predetermined intervals during the course of their employment whilst in this post."





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