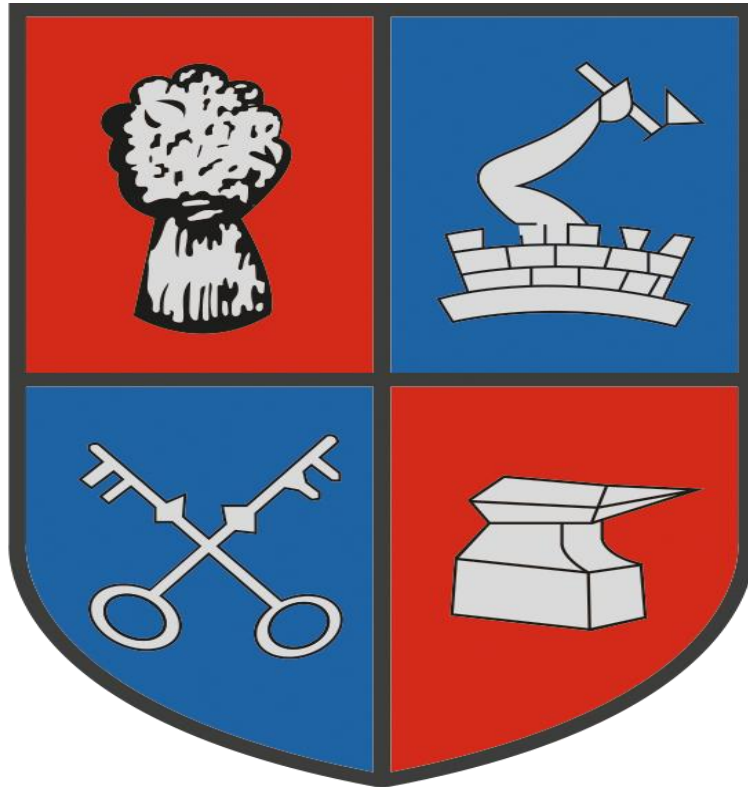


Saltley Academy



Spanish Teacher (Maternity Cover) Candidate Pack



**Washwood Heath
Multi Academy Trust**
Respect Collaboration Aspiration



Saltley Academy - Candidate Pack

Headteachers Welcome

Welcome to Saltley Academy. Thank you for considering a career at Saltley Academy and showing an interest in the role of Spanish Teacher (Maternity Cover) within our School.

We are a vibrant and forward-thinking educational institution committed to providing an exceptional learning environment where every student can flourish. Our staff are at the heart of what we do, and we are dedicated to creating a supportive and dynamic workplace where professional growth and personal development are encouraged.

Saltley Academy is a leading educational institution situated in Birmingham. Our mission is to inspire and empower students to achieve their full potential through a commitment to excellence, inclusivity, and innovation. We offer a range of academic and extracurricular opportunities designed to support and challenge our students, preparing them for success in their future endeavours.

Our values include:

- Excellence: Striving for the highest standards in all aspects of our work.
- Inclusivity: Creating an environment where everyone is valued and respected.
- Innovation: Embracing new ideas and approaches to enhance teaching and learning.
- Collaboration: Working together to achieve common goals and support one another.

Our staff are passionate, dedicated professionals who contribute to a thriving and positive school environment. We invest in our team by providing opportunities for continuous professional development and fostering a culture of support and collaboration.

Saltley Academy is part of the Washwood Heath Multi Academy Trust.

This Candidate Pack is designed to give you an overview of our academy, the role we are recruiting for, and the qualities we seek in our candidates. We hope it helps you understand what makes Saltley Academy a great place to work and guides you through the application process.

Paul Marano

Headteacher





Saltley Academy - Candidate Pack

About Our School

We are proud not just of our examination results, but also our commitment to valuing each individual/pupil, celebrating all the cultures of our city and country and being the best we can be.

Our 'Academy Pledge' as a Rights Respecting School is as follows; "Saltley Academy is founded on the principle of all respecting the dignity and rights of each and every individual. Respectful relationships are at the core of this learning community, which will enable our young people to respect all whom they meet and to understand and develop the skills they need to embrace the responsibilities of being an outstanding learner and an active, contributing and content citizen."

Saltley Academy provides outstanding learning opportunities for our pupils, in a safe and caring environment. Our pupils feel that they belong to the school, have a voice and are treated equally. Being a member of Saltley Academy transforms not only your life but all the lives of our Academy community. We work alongside other schools and institutions, so we can inspire our pupils to be outstanding, life-long learners, who are also taught and guided by the inspirational staff here at Saltley Academy.

With the skills and personal qualities that are required for a happy and successful life and career, Saltley Academy prepares pupils for adult life, as respectful and responsible citizens in multi-cultural Britain. In a school where real success is recognised and celebrated, Saltley has the highest expectations for academic progress and personal standards. We also encourage our pupils to believe in what they can achieve. Providing every opportunity possible for them, we aim to be a shining example of excellence in teaching and learning.

School Vision & Ethos

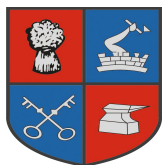
Saltley Academy is committed to developing outstanding learners. This means that all students will have the opportunity, guidance and care to ensure that:

- They achieve academic excellence;
- They are respectful and respected;
- They are safe, guided and cared for, while developing independence, resilience and creativity;
- They develop as happy, successful, respectful and responsible citizens, who will play a positive role in the school, the community and society as a whole;
- They develop the skills and qualities needed to do this, which will prepare them for further study and the world of work;
- They have a wide range of enriching experiences and different learning opportunities;
- They have access to excellent teachers, quality support staff and superb facilities and technology;
- They are able to be the best they can be.

Curriculum Overview

Our ambitious curriculum at Saltley Academy is built to inspire and challenge students, giving them opportunities to develop and become outstanding learners. It aligns with the WHMAT strategic vision for teaching and learning as it is both broad and rich, underpinned by our principle of respecting the rights of all in our community, and meets individual needs, allowing all students to secure outstanding achievements.

We aim to provide our students with a breadth of knowledge, skills and experiences that enable them to reach their full potential academically, culturally, socially, morally and spiritually. As a Rights Respecting School, Articles 29 (the goals of education) and 31 (the right to leisure, play and culture) are central to the aims of our curriculum.



Saltley Academy - Candidate Pack

At Saltley Academy students will:

- Experience a broad, rich and inspiring curriculum
- Be literate and numerate
- Learn to become active citizens
- Learn and develop the Saltley Outstanding Learner Qualities needed for success in life, including becoming confident, articulate orators
- Prepare for and secure the foundations for future progression

Outstanding Learner

The ten Outstanding Learner Qualities (OLQs) that students learn about and are expected to develop are embedded in each aspect of the school and feature in the form time and assembly curriculum. We see these qualities as integral to success and becoming life-long learners.

- Respect – Show it to earn it
- Independence – Show your skills
- Resilience – Show commitment
- Communication – Be understood
- Innovation – Be creative
- Leadership – Take responsibility
- Reflection – Take time to evaluate
- Knowledge – Apply it
- Collaboration – Be a team



Broad and Rich Curriculum

At KS3, the curriculum is broad, and students experience the full National Curriculum through each subject's learning journey, giving them opportunities to explore each subject and become junior experts e.g. junior historians whilst learning the key knowledge and principles required. Each learning journey has been carefully planned for all to make progress towards goals, sequenced to make sense and build on prior learning. Subjects make links with each other which allows students to make further meaningful links with knowledge information and skills and gives them further opportunities to recall and practise this knowledge and skills. Our curriculum at KS3 inspires students to develop the skills of enquiry and curiosity in order that they become lifelong learners.

Our curriculum is ambitious for all and academic rigour is integral to every curriculum pathway at KS4. Students are carefully matched to their pathway to ensure they are able to reach their potential, achieve academic success and continue their learning at Post 16 on the course of their choice. The English Baccalaureate suite of subjects is the most ambitious pathway, giving a breadth and depth of curriculum that will enable any chosen path in further education. The majority of students will take the Ebacc, while students who demonstrate the commitment, resilience and aptitude required, will also study separate Sciences instead of Combined Science. The majority of students will achieve 9 GCSEs at the end of Year 11, with selected students working towards 8 GCSEs, with an addition focus on the core subjects English and Maths.

Our curriculum maintains the flexibility needed for some of our students with high level SEND, either in mainstream or in the Bridge (our Resource Base for pupils with Autism). We are able to offer Asdan for preparation for life skills, and allow students to work towards Entry Level in the core subjects before taking the GCSEs in these subjects.



Saltley Academy - Candidate Pack

Job Advertisement

Job Advertisement: Spanish Teacher (Maternity Cover)

Do you have the ambition and determination to secure positive outcomes for young people? Do you want to work in a forward-thinking and aspirational academy that places learning at the heart of everything it does, where your professional development is important to us and your innovation valued? If so, we want to hear from you.

Grade: MPS/UPS

Line managed by: Head of MFL and Faculty Lead for Spanish

Contract Type: Full-Time (Maternity Cover)

Location: Saltley Academy, [Birmingham]

About Us:

Saltley Academy is a thriving educational institution committed to excellence and inclusivity. Our mission is to provide a supportive and enriching environment where every student can achieve their full potential.

Can you inspire young people with your passion for Spanish?

We now have a fantastic opportunity for a Spanish Teacher (Maternity Cover) to join our high performing, forward thinking and collaborative MFL department, and teach Spanish at key stages 3 and 4. This position requires a qualified and dedicated Spanish teacher with passion and drive, who believes that every student can achieve their full potential.

The ideal candidate will:

- Be an inspiring teacher with real passion and enthusiasm for the subject with excellent subject knowledge.
- Be committed to delivering an excellent standard of teaching for all students every lesson.
- Set themselves and their students high standards and have high expectations.
- Be a good communicator and a strong team player.
- Have a willingness to contribute to the department and whole school projects, including the extracurricular life of the Academy.
- Have a thorough knowledge of present curriculum developments, particularly those relating to Spanish.

In return, we will offer you:

- A collaborative and inclusive culture, where team members will upskill you and give you regular opportunities to learn from each other in a safe and collaborative environment, both within your schools and Trust-wide.
- An opportunity to undertake structured CPD via access to the National College online CPD platform and/or apprenticeships such as Level 7 Senior Leaders Masters, with regular twilights.
- Access to Career Pathways and Pledge to help you plan for and make your goals a reality via our Professional Growth and Performance (PPG) process.
- A wellbeing culture, with paid and unpaid time off to support life events via our Life Leave Policy, access to a Wellbeing Champion and the opportunity to participate in our annual staff wellbeing survey with Edurio, so we know and can respond to views.
- Access to 24/7 Employee Assistance Programme (EAP), which includes confidential counselling, access to wellbeing advice and a lifestyle app called "My Possible Self".
- Access to a suite of supportive policies, such as Life Leave, Wellbeing, Career Break and Family Friendly.
- Access to a generous pension scheme known as the Teachers' Pension Scheme (LGPS).



Saltley Academy - Candidate Pack

- Access to a comprehensive employee rewards package including Long Service Awards, Employee Referral Scheme, Cycle to Work Scheme and contribution to glasses and eye-sight tests for eligible display screen users.
- Opportunity to be part of key Trust-wide collaborative groups such as the Equality, Diversity and Inclusion (EDI working group) and Wellbeing working groups, including menopause support and neurodiversity support.
- Onsite parking at all schools.
- Access to ECT training programme

We know you would love working at Saltley Academy. We have wonderful, enthusiastic students and amazing staff who always go the extra mile for their classes.

‘Outstanding, resilient and loving’ is how one of our students described our school during our last Ofsted inspection, so we know you would love it here – our friendly, supportive staff always go the extra mile for their students. We are an Ofsted rated Good school, come and join us on our journey to Outstanding.

Informal conversations are warmly welcomed. Please contact **Janice Crosedale – PA to the Headteacher** via telephone 0121 566 6555 or via email jcrosedale@saltley.academy This post is suitable for a teacher currently in their ECT year(s) or an experienced teacher.

NB CVs will not be accepted.

AI - Please note that applications must be the creation of the candidate applying. While technology, including artificial intelligence, may be used to help the candidate select certain phraseology, if substantial use of **AI** is used, the application will be disregarded.

As part of our recruitment process, we carry out rigorous online searches in line with Keeping Children Safe in Education (KCSIE).

Closing date for applications: **Wednesday 21st May 2025**

Closing Job Early: We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible.

We value our people and are dedicated to making sure that everybody feels empowered to bring their authentic self to work. We have an outstanding opportunity to work at Saltley Academy as a Spanish Teacher.

We promise to treat all candidates fairly, consistently and with respect throughout the application, assessment and selection process.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. Which means that when applying for certain jobs and activities certain spent convictions and cautions are ‘protected’, so they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Further information about filtering offences can be found in the DBS filtering guide.



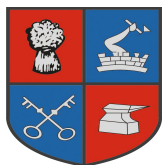
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Washwood Heath Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check is required for all successful applicants.

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent spoken English is an essential requirement for this role.

Please [click here](#) to refer to our Privacy Notice for Candidate

Join us at Saltley Academy and make a positive impact on our students' lives!



Saltley Academy - Candidate Pack

Job Description – **Spanish Teacher (Maternity Cover)**

Responsible to: Head of MFL and Faculty Lead for Spanish

Responsible for: Improving attainment of KS3 & KS4 pupils within the MFL Faculty

Post Purpose

- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.
- To monitor and support the overall progress and development of students as a teacher/ form tutor
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- To contribute to raising standards of student attainment.
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.

Accountabilities:

Teachers at Saltley Academy will make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers will act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

1 SET HIGH EXPECTATIONS WHICH INSPIRE, MOTIVATE AND CHALLENGE PUPILS

- Establish a safe and stimulating environment for pupils, rooted in mutual respect
- Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils

2 PROMOTE GOOD PROGRESS AND OUTCOMES BY PUPILS

- Be accountable for attainment, progress and outcomes of the pupils
- Plan teaching to build on pupils' capabilities and prior knowledge
- Guide pupils to reflect on the progress they have made and their emerging needs
- Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- Encourage pupils to take a responsible and conscientious attitude to their own work and study

3 DEMONSTRATE GOOD SUBJECT AND CURRICULUM KNOWLEDGE

- Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings
- Demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject
- If teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
- If teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies

4 PLAN AND TEACH WELL STRUCTURED LESSONS

- Impart knowledge and develop understanding through effective use of lesson time
- Promote a love of learning and children's intellectual curiosity
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- Reflect systematically on the effectiveness of lessons and approaches to teaching
- Contribute to the design and provision of an engaging curriculum within the relevant subject area(s)

5 ADAPT TEACHING TO RESPOND TO THE STRENGTHS AND NEEDS OF ALL PUPILS

- Impart knowledge and develop understanding through effective use of lesson time
- Promote a love of learning and children's intellectual curiosity



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- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- Reflect systematically on the effectiveness of lessons and approaches to teaching
- Contribute to the design and provision of an engaging curriculum within the relevant subject area(s)

6 MAKE ACCURATE AND PRODUCTIVE USE OF ASSESSMENT

- Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- Make use of formative and summative assessment to secure pupils' progress
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback

7 MANAGE BEHAVIOUR EFFECTIVELY TO ENSURE A GOOD AND SAFE LEARNING ENVIRONMENT

- Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary

8 FULFIL WIDER PROFESSIONAL RESPONSIBILITIES

- Make a positive contribution to the wider life and ethos of the school
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- Deploy support staff effectively
- Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- Communicate effectively with parents with regard to pupils' achievements and well-being

PART TWO: PERSONAL AND PROFESSIONAL CONDUCT

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

- Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:
 - treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
 - having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
 - showing tolerance of and respect for the rights of others
 - not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
 - ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.
- Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.
- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.



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Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a line manager to undertake work of a similar level that is not specified in this job description

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers. This job description is current at the date shown, but, in consultation with you, may be changed by the Head Teacher to reflect or anticipate changes in the job commensurate with the grade and job title.

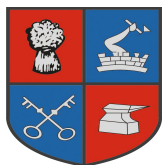


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Person Specification – Spanish Teacher (Maternity Cover)

Key: A.F. = Application Form; I = Interview; T = Test or Exercise; P = Presentation

| CRITERIA | ESSENTIAL | M.O.A | Criteria Met |
|--|---|--|--------------|
| EXPERIENCE <i>(Relevant work and other experience)</i> | Experience of working in a school Ability to teach KS3 and examination courses at KS4 | AF/I AF/I | |
| SKILLS AND ABILITIES <i>(e.g. Written communication skills, dealing with the public)</i> | Excellent teacher performance in the classroom and ability to utilise an effective range of teaching and learning styles Ability to create a learning environment that values all students equally and enables all to achieve To provide opportunities for students to develop awareness of cross-curricular themes and key skills Ability to work under pressure and meet competing deadlines Knowledge of the curriculum and current issues in education Ability to work in a pastoral team as a form tutor Good understanding and competence in ICT Good organisational skills Excellent communication skills – written and verbal Set high expectations for student behaviour and establish a clear framework for classroom discipline which promotes self control and independence whilst managing students' behaviour constructively Work effectively as part of a team; developing positive relationships with colleagues, students, parents and other agencies as appropriate Willingness to be involved in the extra-curricular programme within the faculty Committed to raising standards in the school High level of self-motivation and energy and enthusiasm for the education of young people | AF/I AF/I AF/I AF/I AF/I AF/I AF/I AF/I AF/I AF/I AF/I AF/I AF/I AF/I AF/I | |
| TRAINING | Willingness to undertake appropriate training Willingness to deliver appropriate training within the school training plan | AF/I AF/I | |



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| | | | |
|--|--|-------|--|
| EDUCATION/ QUALIFICATIONS NB Full regard must be paid to overseas qualifications | Qualified teacher status | AF/I | |
| | Degree or equivalent | AF/I | |
| | Subject specialism that has been applied for | A/F/I | |
| OTHER | Ability to respond flexibly and adapt to changing and challenging circumstances | AF/I | |
| | Ability to persuade, negotiate and influence others | AF/I | |
| | Ability to maintain strict confidentiality of information received and processed as part of the job role | AF/I | |
| | Ability to set and maintain high standards within the maths team | AF/I | |
| | Ability to project a professional image for the school | AF/I | |
| | Ability to have a flexible approach to work to meet the needs of the school | AF/I | |
| | | | |
| CONTRA INDICATION | Criminal convictions involving offences against children | AF/I | |

Saltley Academy is an equal opportunities employer. We are committed to creating a diverse and inclusive workplace where everyone feels respected and valued. We encourage applications from all individuals regardless of race, gender, disability, sexual orientation, or age.

We are part of Washwood Heath Multi Academy Trust, welcoming students from 11 years old to 16 years old, providing a standard of academic excellence for secondary and education. We are very proud of the positive learning experience offered to our students and the support available to ensure they achieve their full potential. **We:**

- offer an excellent induction programme within a friendly and supportive environment
- offer a whole range of opportunities to further develop colleagues' teaching skills and leadership potential, including a Supportive NQT Induction Process & Policy, Career Pledge for Teachers to support at each stage of career, paid opportunities to upskill via apprenticeship levy (right up to masters level).
- are creative and innovative in our approach to all aspects of school life
- have motivated, vibrant, multi-ethnic students and staff
- have a strong family ethos where individuals are respected and valued
- are part of the WHA Trust that provides numerous professional development opportunities

Informal conversations are warmly welcomed. Please contact **Janice Crosedale – PA to the Headteacher** jcrosedale@saltley.academy