



## **Job Application Pack Teacher of Spanish**

**September 2022 Start  
Temporary (Maternity Cover)  
Full time (option for Part time - 0.8 or 0.6 FTE)  
Salary: MPS/UPS**

## Welcome from the CEO



Archway Learning Trust is a vibrant learning community where students are cared for, receive a high quality education and experience every opportunity to be successful.

School years are amongst the most important in our lives, helping us to develop the knowledge, skills and characteristics we need to succeed. At Archway Learning Trust, we are committed to giving every child the very best start that we can. We offer outstanding teaching and learning and exceptional personal support in an inclusive, faith based environment. I became a teacher because I believe in equal opportunities for everyone.

I also believe that every child has the right to an excellent education. Learning is at the heart of any good society and the opportunity to learn from teachers who are committed, enthusiastic and innovative is a right that all children should have.

Our mission is to help children to understand and believe in themselves, respect and care for others and to develop a wide understanding of faith, the world around them and their place within it. The determination of our youngsters to succeed, and the passion of our teachers to make a difference, makes me proud to be Chief Executive Officer of this diverse and dynamic family of academies.

*S. Hampton*

## About the Trust

Archway Learning Trust, previously Bluecoat Academies Trust was formed in April 2014 as a result of the very long and successful history of Bluecoat Academy. We recently welcomed three further secondary schools in Derby to the Trust and are excited to be opening Bluecoat Trent Academy, a secondary Free School in Nottingham in September 2021.

The Trust comprises of Bluecoat Aspley Academy, Bluecoat Sixth Form, Bluecoat Wollaton Academy, Bluecoat Beechdale Academy, Bluecoat Primary Academy, The Nottingham Emmanuel School and Sixth Form, The Long Eaton School, Lees Brook Community School, Merrill Academy and the Bluecoat SCITT Alliance (School Centred Initial Teacher Training).

Our aim as a Trust is to shine a spotlight nationally and internationally on our inclusive ethos so that more schools and academies can be encouraged to take up our approach to inclusive, enriching, knowledge based teaching, preparing young people for lifelong learning based firmly on our Christian principles.

The growth of the Trust is a truly exciting time for prospective candidates who are looking to further their careers in a dynamic learning community that has opportunity at every point to share and learn from each other in order to become the best that we can be.

We are proud of our diverse student population and passionate to create a staff team reflective of this diversity. We actively welcome applications from all backgrounds and you can be assured of a warm welcome at Archway.

## Our Schools

### Bluecoat Aspley Academy

Bluecoat Aspley Academy has approximately 1500 students, including 500 in the Sixth Form, based in the city centre. Bluecoat Academy Aspley is the largest school in the Trust and was the founder of Archway Learning Trust (previously known as Bluecoat Academies Trust).

The Academy is both distinctively Christian and inclusive with all students being part of a large, diverse and multi-ethnic family that we are very proud to be a part of. Bluecoat Aspley Academy is a School of Sanctuary, welcoming students and families from all backgrounds. Believe in yourself, in others, in God centres around everything we do by acting out the values of faith, family, hope and respect. Wellbeing for all is extremely important and the Academy strives to support all.



**Bluecoat Aspley**  
believe in yourself, in others, in God



**Bluecoat Wollaton**  
believe in yourself, in others, in God

### Bluecoat Wollaton Academy

Bluecoat Wollaton Academy has 800 learners and is both distinctively Christian and inclusive, with a relentless ambition to enable every member of our Academy 'family' to be the best they can be. Bluecoat Wollaton was graded as 'Outstanding' in all categories in its Ofsted inspection in 2018. The school's outcomes place it consistently in the top 10% in the country and it was awarded the highly coveted World Class Schools Quality Mark, which is awarded to the top schools in the country. In December 2021, it also received 'Excellent' in its SIAMS church inspection, one of only a few to receive this new highest grade.

### Bluecoat Beechdale Academy

Bluecoat Beechdale Academy is a growing school, with over 800 students on roll. The numbers have increased each year since our sponsorship began and we are delighted with the growing confidence that local families are expressing by making Beechdale their first choice school in increasing numbers. Bluecoat Beechdale Academy is not formally designated as a Church of England Academy, but shares the ethos and many of the Archway values.



**Bluecoat Beechdale  
Academy**  
Believe, Belong, Achieve



**Bluecoat Primary**  
believe in yourself, in others, in God

### Bluecoat Primary Academy

Bluecoat Primary Academy opened in January 2015. The primary school is located near our Bluecoat Beechdale Academy in a brand new state of the art building on Harvey Road and is home to 420 primary aged children; 26 three year olds and like Bluecoat Aspley and Bluecoat Wollaton Academy is both distinctively Christian and inclusive.

### The Nottingham Emmanuel School

The Nottingham Emmanuel School is a Church of England secondary and Sixth Form, with 1,000 students, including over 140 in the Sixth Form. The £25 million site is located near the banks of the River Trent in West Bridgford. The School is a diverse community, serving families and students from every academic, social, faith and ethnic background. Emmanuel has been praised nationally for its outstanding work as an effective, inclusive Church school.





## Bluecoat SCITT

Based at Bluecoat Aspley Academy, the Bluecoat SCITT offers school based Teacher training in a range of schools and subjects. As an accredited provider of school based teacher training, we are committed to training outstanding teachers to work within the East Midlands region. Our comprehensive one year School Direct Training Programme is offered for both Primary and Secondary trainees, as well as a salaried option in certain subjects.

## Bluecoat Trent Academy



The Bluecoat Trent Academy opened its doors in September 2021 for the founding cohort of Year 7 pupils. BTA is an 11-16, non-faith school. This will be six forms of entry, growing to 8 in subsequent years. The new academy will be built on the former site of Clarendon College, on the edge of Forest Fields, close to Mapperley Park. Whilst the new academy is being constructed BTA will for the first two years be based in its own building on the site of Bluecoat Aspley Academy on Aspley Lane. The school will be underpinned by the ethos of all the Archway academies whilst establishing its own unique vision and values.

## Lees Brook Community School



## Lees Brook Community School

Lead Believe Create Succeed

Lees Brook Community School (LBCS) based in Derby has 1,120 students and is a school that puts its students at the heart of everything it does. The school's motto 'Lead, Believe, Create, Succeed' was chosen by its students and is at the core of everything that the school does. Lees Brook is passionate about its extra-curricular provision in both Duke of Edinburgh and its vibrant Arts offer including Dance, Drama and Performing Arts.

## Alvaston Moor Academy



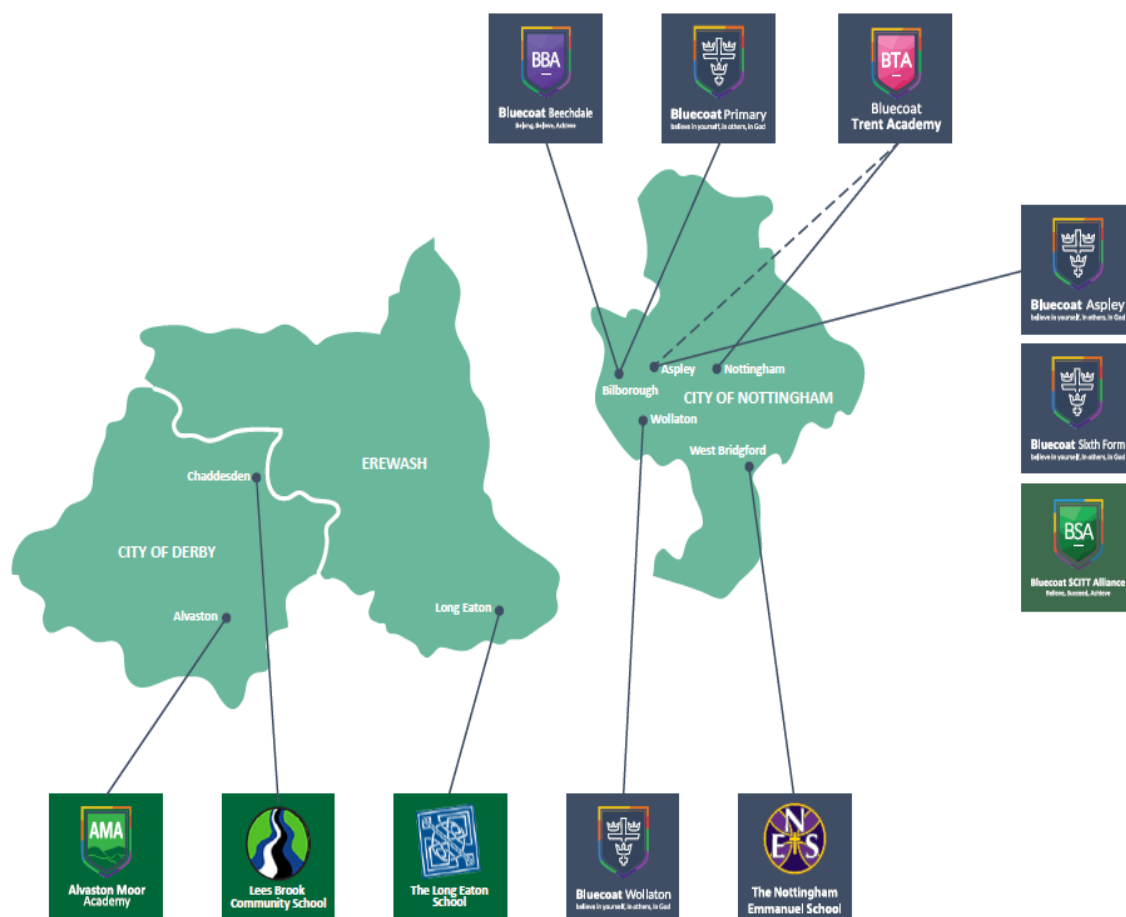
Alvaston Moor Academy has 890 students on roll and places a strong emphasis on the importance of hard work and academic achievement. Our Academy vision is at the heart of everything we do, 'Ambition, Manners and Achievement'. We also recognise the importance of positive relationships, equality and respect. Situated in the heart of the City of Derby, it serves a diverse local community and serves families from many different backgrounds. The curriculum offered is broad and specifically designed to engage and challenge its students.

## The Long Eaton School

The Long Eaton School with 1,078 students is built on a long tradition of academic success, dating back to 1910. The school has gained an excellent reputation for the quality of its educational provision and its developments in Literacy and Numeracy have earned the school the prestigious Quality Mark and our approaches have been shared nationally as a model of good practice.



## School Locations



## Welcome from the Principal



Stuart Anderson, Principal, provides leadership to the Trust's successful and passionate Bluecoat Wollaton Academy.

Bluecoat Wollaton Academy offers a caring, nurturing and secure environment that enables every member of our staffing body to be the best they can be. We have high aspirations for ourselves, our students and the community we serve. Whilst at we are extremely proud of our reputation for academic excellence, we place equal value on ensuring students grow and develop both personally and socially and leave us thoroughly prepared to become well rounded and successful in society.

We make no apologies for the high standards that we have here at Bluecoat Wollaton Academy. We expect our staff to role model excellent behaviour, attendance and attitudes to learning for our students.

We also expect our staff to be excellent by delivering inspirational teaching that ignites a love of learning and instils a belief in learners that anything is possible. Belief is central to all we do: we believe in ourselves, in each other and in God and it is this belief that ensures Bluecoat Wollaton Academy continues to offer the best educational experiences possible for our students, our staff and our community.

*Stuart Anderson*

## Bluecoat Wollaton Academy

Bluecoat Wollaton Academy is an exciting and rewarding place to work. The Academy has a history of very successful exam results and prides itself on providing high quality education to the student population that we serve, no matter their background. All staff are highly valued as part of this.



Considerable time and energy is devoted to supporting our staff in becoming the best that they can be. The Academy recognises that each employee is as important as the other in contributing to the outstanding education we provide; employees are given the opportunity to attend and be part of extensive training programmes within their specialist area to develop the key skills to facilitate their career path. We believe in innovation, risk taking and welcome new ideas that people can bring to the Trust drawing from experiences in other workplaces.

Bluecoat Wollaton is a Church of England Academy and is proud of its Christian ethos, and respectful of all faiths. We work closely with the Diocese of Southwell and Nottingham but welcome staff and students irrespective of their background. At the heart of Wollaton is the belief that all students are unique and valued by God. Our mission statement sums up what we stand for: *'Believe; in yourself, in others, in God'*

In addition to the 'Excellent' grading at the last SIAMS (Church of England) inspection, in May 2018 the school was also judged as 'Outstanding' by Ofsted in all areas, testament to the hard work of staff and students who are passionate about the school and its 'family' approach. It is also (January 2020) a 'World Class School' given in recognition of both its outcomes and student leadership opportunities with less than 60 secondary schools in the country having obtained this quality mark.

We are truly inclusive and pride ourselves on the diversity of our students and employees that attend and work at our Academy. The Academy - and our wider Multi Academy Trust - are committed to ensuring staff are given full training to develop in their chosen career paths, dedicating significant time to this for staff each Thursday so that they can work in subject teams or within their own wider development that is personal to them, for national qualifications for instance.

Visitors frequently comment on how the children are polite and keen to learn at Wollaton and they are explicitly taught about kindness and the need to "Work hard; show respect" which is part of the culture. This wider ethos is yielding excellent outcomes and the academy has accelerated its progress rapidly to be among the top performing schools in the country and the highest in the city.

New staff will also find a staff body who are drawn together for a common purpose and who are exceptionally welcoming and supportive to ensure that workload and well-being are considered when implementing ideas. The strong teams in place in the school are well supported by the leadership of the school.

We are truly inclusive and pride ourselves on the diversity of our students and employees that attend and work at our Academy. The Academy is committed to ensuring equal opportunities for all.

## The Vacancy

We are looking to recruit a member of teaching staff to join our expanding Languages Department at Wollaton. Currently, we have 4 full time and part time linguists, and we are looking to welcome another full time (or part time at 0.8 or 0.6) specialist to provide more depth and breadth to our friendly and supportive team. The post will also support us to accommodate the greater uptake in languages we have seen at GCSE in the last few years, and increased hours of teaching for languages across KS3.

We are looking to appoint a confident and enthusiastic teacher of Spanish (studied by all students in all year groups) but we welcome any additional languages spoken by the candidate for supporting home languages. While the department is responsible for teaching Spanish up to GCSE, there is also the opportunity to support with a full range of Home Language qualifications that are taken by our multi-faceted student body. Within our Academy there are upwards of 50 other languages and dialects spoken by our students! For instance, students might also study for an additional GCSE in Arabic, Urdu, Italian, and Portuguese etc. Our children work hard, are eager to please and behave well: you will be free to teach and inspire.

As an outstanding Academy we pride ourselves on the quality of learning students experience inside the classroom, as well as outcomes for our students. The department has seen an improving trend of results over the last four years, with most recently one third of all students achieving grades 7-9, 89% of students achieving Grade 5 and above and 96% of students achieving Grade 4 and above. The ideal candidate will be keen and able to support in improving these outcomes and provide high quality lessons for all students they teach. They will also work as a team to ensure that the quality of learning and teaching are equally high across the department. We share resources, planning and strategies – using the strengths of each member of the team to achieve our results. It is an exciting time to join the team in terms of curriculum development and implementation. As can be seen from the curriculum timeline on our school website our intention for the students' journey as they study languages here, and a wealth of resources exist to support the teaching of this. We prioritise use of target language in lessons, along with a carefully woven thread of explicit grammar and vocabulary teaching to enable our students to be confident in speech, interpretation and written practice. Our curriculum is research informed, with opportunities for interleaving across key stages and built in retrieval to aid knowledge retention. However, there is also opportunity for this to be refined further, and a passionate subject specialist will be welcomed to contribute to this during CPD time.

As part of the Academy commitment to all teaching staff, there is dedicated weekly time for CPD which will: support and continue to improve your own classroom practice based on research-led pedagogical principals; will further develop your subject knowledge/expertise, as well as support with your own long term career progression. We feel that it is a very special place to work and be part of a very real community; we are confident you will see this when you visit.

Candidates should pay attention to the job description/person specification and explain within their application how they meet the criteria, whilst also describing what they will bring to the post from their own knowledge and experience.

The role will be based at the Trust's Bluecoat Wollaton Academy but the post holders may at any time be required to support or work at any of the sites within Archway Learning Trust.



### Applications:

For more information about Bluecoat Wollaton Academy and the vacancy, please visit [www.bluecoatwollaton.co.uk/vacancies](http://www.bluecoatwollaton.co.uk/vacancies). To apply for the role click apply which will take you to the application form for the post. We would encourage you to refer to the job description and person specification, demonstrating your suitability for the role.

**Closing Date: 9am, Friday 20<sup>th</sup> May 2022**

**Interview Date: Week Commencing 23<sup>rd</sup> May**

**Start Date: September 2022**

## Trust Ethos, Mission, Vision and Values

The Trust believes in the transformational power of education for each individual and that this is enhanced through collaborative working between the academies.



## ***Working Together, Transforming Lives***

### Safeguarding Children and Young People

Archway Learning Trust is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. Appointment to this post will be subject to the following satisfactory pre-employment checks:

- Health
- Identity
- Relevant work qualifications
- Right to work in the UK
- Barred List Check (previously List 99)
- Disclosure & Barring Service Check (for all staff and volunteers)
- References
- Childcare Disqualification Declaration Check (relevant Primary School posts only)

## Job Description

<b>POST TITLE:</b>	<b>TEACHER OF SPANISH (MFL)</b>
<b>GRADE:</b>	<b>MPS/UPS</b>
<b>MAIN PURPOSE:</b>	<b>Teaching</b> <b>Promoting the highest standards of behaviour in order to promote a calm working environment in the Academy, and to create an atmosphere conducive to learning</b>
<b>RESPONSIBLE TO:</b>	<b>Head of Languages</b>
<b>RELATIONSHIPS WITH:</b>	<b>Senior Leadership Team</b> <b>Teaching Colleagues</b> <b>Year Leaders</b> <b>Local community and educational providers</b> <b>SENCo / Teaching Assistants</b> <b>Support Staff</b> <b>Other teachers</b> <b>Parents</b>

### Introduction

Each teacher is responsible for all aspects of teaching and learning for those classes and students assigned to them. This involves the organisation and administration of classes, the preparation of lesson plans and teaching within faculty guidelines and schemes of work. Each member of staff has a responsibility to promote high quality throughout their work and that of the faculty, Academy and Trust as a whole. In particular it is important to maintain high standards of achievement and to encourage all students to fulfil their potential through effective teaching and high expectations.

In teaching at Archway Learning Trust importance is attached to:

- Team work
- Open consultation and participation in decision making
- Good communication
- A mutually supportive approach - sharing responsibility, success and problems
- Exercising positive leadership with students
- Maintaining high personal and professional standards
- Being forward looking and anticipating change

### Main Responsibilities

- 1) Teach students of the full range of age and ability;
- 2) Contribute to the development of the Department's curriculum;
- 3) Attend and contribute to school assemblies and acts of worship, as applicable;
- 4) Follow Academy and departmental procedures on assessment, recording and reporting, including communication with parents at consultation evenings;
- 5) Take part in departmental activities such as field trips;
- 6) Undertake such departmental responsibilities as are delegated by the Lead Teacher of MFL;
- 7) Act as form tutor to a group of students
- 8) Carry out a share of supervisory duties in accordance with published rotas;
- 9) Set and mark home learning in accordance with Academy and departmental policies;
- 10) Participate in meetings with colleagues and/or parents/carers with regard to the above responsibilities.

## Teacher Responsibilities

- 1) Have a thorough and up to date knowledge of their subject(s) and should take account of wider curriculum developments that are relevant to their work;
- 2) Consistently and effectively plan lessons and sequences of lessons to meet students' individual learning needs, including students with special educational needs, and gifted or talented students. They should be aware of, and take proper account of the strategies agreed in IEPs (Individual Education Plans) and IBPs (Individual Behaviour Plans);
- 3) Keep an attendance register of students in every lesson and following up absence when necessary;
- 4) Consistently and effectively use a range of appropriate strategies for teaching and classroom management;
- 5) Consistently and effectively use information about prior attainment to set well-grounded expectations for students, and monitor progress to give clear and constructive feedback;
- 6) Be able to make use of the performance data available in the Academy in order to determine how much progress their students are making;
- 7) Take responsibility for their own professional development and use the outcomes to improve their teaching and students' learning;
- 8) Make an active contribution to implementing the policies and aspirations of the Academy and Trust;
- 9) Be effective professionals who challenge and support all students to do their best;
- 10) Set and maintain high expectations for student behaviour;
- 11) Set a good example to students, for example in terms of appropriate dress, standards of punctuality and attendance;

## General Notes

- 1) The aforementioned responsibilities are subject to the general duties and responsibilities contained in the School Teachers' Pay and Conditions Document and the Conditions of Service ("Burgundy Book") and are additional to the general duties and responsibilities of a Teacher;
- 2) These accountabilities do not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed;
- 3) These accountabilities are not necessarily a comprehensive definition of the post. It will be reviewed at least once per year and it may be subject to modification or amendment at any time after consultation with the holder of the post.

## Staff Conduct

- All employees are expected to familiarise themselves and follow the Trust vision and ethos during their working lives with Archway Learning Trust.
- We are professional people and expect professional conduct (behaviour and language) based on mutual respect, good manners, politeness and common courtesies for all members of our community. We expect that at all times employees behave in a manner that role models positive behaviours for our students to follow.
- Physical violence, verbal abuse and swearing are unacceptable and not tolerated.
- Employees are expected to maintain a professional relationship with students.
- Staff will be fully supported by the Trust at all times in carrying out the behaviour policy.

## Dress Code

- The Trust expect staff to wear professional business dress mirroring our high expectations of our student dress code.

Personal Specification – Teacher of Spanish (MFL)		
	<u>Essential</u>	<u>Desirable</u>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Relevant 'A' Levels (or equivalent) and degree;</li> <li>Qualified Teacher Status.</li> </ul>	<ul style="list-style-type: none"> <li>Good honours degree (2:1 or better);</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Relevant teaching experience or teaching practice;</li> <li>Experience of working with students of a wide range of abilities.</li> </ul>	<ul style="list-style-type: none"> <li>Currently working or training in UK secondary school or FE College and successful outcomes in this setting;</li> <li>Relevant 'life experience' e.g. time working in business or industry.</li> </ul>
<b>Knowledge and understanding</b>	<ul style="list-style-type: none"> <li>An understanding of current educational developments and a clear grasp of issues relating to education in general and their subject specialism(s)</li> <li>The theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies);</li> <li>Statutory National Curriculum requirements at the appropriate key stage;</li> <li>The monitoring, assessment, recording and reporting of pupils' progress;</li> <li>The statutory requirements of legislation concerning Equal Opportunities, Health &amp; Safety, SEN and Child Protection;</li> <li>The positive links necessary within the Academy and with all its stakeholders;</li> <li>Effective teaching and learning styles.</li> </ul>	<ul style="list-style-type: none"> <li>The integration of ICT into MFL courses</li> <li>Raising achievement in MFL</li> <li>EAL</li> </ul>
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>Ability to use innovative, active teaching methods;</li> <li>Ability to use ICT as a learning/admin tool;</li> <li>An ability to work in collaborative partnership with the full range of people associated with the Trust - staff, parents, governors, community, business, Diocese and LA;</li> <li>Effective communication skills, written and verbal;</li> <li>Good organisational skills;</li> <li>Ability to work with students with special needs or who are Gifted and Talented.</li> <li>Ability to develop literacy, including EAL, resources across the curriculum.</li> </ul>	<ul style="list-style-type: none"> <li>Commitment to offering effective extra-curricular activities</li> </ul>
<b>Personal Characteristics</b>	<ul style="list-style-type: none"> <li>An empathy for children from a wide variety of social and cultural backgrounds;</li> <li>Ability to support the important Christian values of the Trust;</li> <li>A willingness to work hard with enthusiasm and vision;</li> <li>Tact and sensitivity;</li> <li>Integrity and good judgement;</li> <li>A sense of humour</li> <li>Confidence, independence and flexibility;</li> <li>Able to motivate self and others;</li> <li>Calm under pressure;</li> </ul>	