



**MOSSBOURNE
VICTORIA PARK
ACADEMY**

Teacher of Spanish

Recruitment pack



Our academy

The Mossbourne story began in 2004 with a clear but challenging mission - to improve academic outcomes in a borough with some of the lowest rates of attainment in the country. Over the past sixteen years Mossbourne Academies have been at the vanguard of truly dramatic change in terms of the quality of education and outcomes in Hackney, now one of the best places to be educated in the UK.

Mossbourne Victoria Park Academy opened in 2014 in order to serve the community in the south-east of the borough. We deliver an outstanding education to 840 local children.

We are not a normal school. Our incredibly high expectations for behaviour and courtesy create a calm working atmosphere for students and staff which means that teachers can focus one hundred percent on teaching and students have one hundred percent focus on learning.

The Languages Learning Area

The Languages Learning Area includes departments for Spanish, Latin and Japanese. Our teachers are passionate about delivering outstanding language lessons and instilling a passion for languages amongst our students. It is an extremely exciting place to teach languages.

The Learning Area is very well resourced and comprises detailed and fully resourced schemes of learning, regular and personalised professional development for staff, interactive equipment to maximise outstanding teaching and learning opportunities and opportunities to celebrate language learning through trips and visits

Why work for us?

The chance to really make a difference to the young people who need it the most

Our students need the best possible teachers as they have to overcome significant disadvantage in order to succeed. 44% of our students are eligible for the pupil premium, 20% have a special educational need and 34% have English as an additional language.

Our results put us in the top 75 schools in the country for pupil progress, because we believe all students can succeed and go to great lengths in order to achieve this.

A fantastic working environment

We place ultimate value on respect for staff; behaviour is beyond outstanding, the teacher is sacred. This is a school in which you can really teach.

The school is housed in a beautiful Grade II listed Huguenot building and a purpose built modern one. As you would expect classrooms are all fully equipped.

Enhanced Pay

We pay a Mossbourne allowance of an additional £1600 to teachers on the main pay scale.

A truly supportive culture

We offer excellent, frequent opportunities to reflect on and improve your practice with first rate professional development for all and a specialist programme for NQTs.

A range of benefits and perks — including but not limited to: season ticket loans; tax free bicycle purchase, recruitment applicant awards; free staff fitness classes; corporate gym membership; tax free child care vouchers; discounts at local restaurants; Employee Assistance Programme.

Who are we looking for?

You may be an experienced teacher or a NQT.

You are an expert in Spanish, deeply knowledgeable in the subject.

You can communicate this expertise to students through thoughtfully planned lessons and considered feedback.

You believe resolutely in the power of education to change the lives of families and young people, regardless of background or prior educational attainment, and are prepared to go the extra mile to make this belief a reality.

Main areas of responsibility

The post holder's key responsibilities are, but not limited to:

- Promoting and being committed to the Academy's aims and objectives and to implement Academy policies
- To work with the Head of Learning Area, Head of Department and other staff members to ensure the effective provision of teaching and learning in Spanish
- To plan and deliver high-quality, engaging and differentiated lessons that ensure progress for all students on a day-to-day basis
- To contribute to the development of Schemes of Learning
- To set homework in accordance with Learning Area policy and to mark work regularly to aid progression, keep clear records of attainment and follow up on non-submission
- To keep abreast of developments in Language learning and pedagogy, and ensure that these changes are implemented in lesson delivery and Schemes of Learning
- To organise and run enrichment opportunities and support interventions for students within Languages, including Enrichment programmes, G&T interventions, trips, etc
- To undertake duties as directed and in accordance with Academy expectations
- To supervise Prep and Guided Reading
- To be a member of the pastoral team and, if required, a Form Tutor carrying out the associated responsibilities
- To comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Person Specification				
		Assessment Criteria		
		Interview	Application form	Task (lesson)
Experience				
E	ability to teach Spanish at KS3 and KS4	✓	✓	✓
E	knowledge and understanding of how students learn a language	✓	✓	✓
E	ability to reflect on your own and student performance in lessons and adapt practice accordingly	✓		✓
E	ability to select and devise appropriate teaching methods and resources to meet the differing needs of students in reading, writing, speaking and listening	✓		✓
E	effective planning, assessment and record keeping	✓	✓	
E	ability to work independently and as part of a team, contributing to INSETs		✓	
E	ability to develop and maintain positive relationships with teachers, support staff and parents	✓		
E	effective classroom management and efficient organisation of resources	✓	✓	✓
Qualifications				
E	a good language based degree	✓		✓
E	high level of Spanish			✓
E	Qualified Teacher Status (QTS)		✓	
IT knowledge				
D	expert knowledge of the Microsoft package (Word, Excel, Outlook, Publisher, Power Point)		✓	
D	ability to swiftly adapt to and utilise new/various systems/software		✓	
D	capable of making effective and appropriate use of ICT in lesson delivery and within the learning area		✓	✓

Behavioural Competencies				
E	excellent analytical and multi- dimensional communication skills	✓		✓
D	strategic approach, ability to see the 'big picture' and also think 'outside of the box'	✓		
E	ability to meet ALL deadlines internally and externally ensuring output consistently is of an exemplary standard	✓		
E	the initiative to work independently with minimal supervision	✓		
E	must have the upmost integrity as well as high levels of motivation and commitment.	✓		
E	proactive approach and efficient time management and prioritisation skills	✓		
E	genuine interest and passion for the education of young people and the ability to contribute more widely to the life and community of the Federation	✓	✓	
Applicable to all staff				
E	undertake training as required to so in order to fulfil the requirements of the role	✓	✓	✓
E	support Mossbourne's efforts both verbally and non-verbally (i.e. via actions and attitude), including adjusting performance and practice in accordance with Mossbourne's initiatives and findings	✓	✓	✓
E	play an active role in terms of Safeguarding all students and adults	✓	✓	✓

Application process

Please submit your application through our website:

www.mossbourne.org/vacancies/

The closing date for this vacancy is 31st May 2021

We encourage early applications as we will interview **and may appoint before the closing deadline.**

To discuss this post or to arrange a school visit please contact us on 020 8510 4550 or enquiries@mvp.mossbourne.org

