

**Application Pack and Job Description**

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**Newton Abbot College**

**Teacher of Spanish**

**Required from January 2023**

Ivy Education Trust is seeking to appoint a Teacher of Spanish who is an excellent classroom practitioner, deeply committed to improving student outcomes and passionate about teaching and learning to join our growing MFL Department at Newton Abbot College.

The languages department have significantly grown in popularity over the past five years as a result of student engagement and also the college's commitment to all students in KS4 studying a language. Studying a language at GCSE is rapidly becoming the norm at Newton Abbot College with 82% of our year 9 students studying a language and 63% in year 10. As well as an increase in uptake, results in the department continue to improve, with GCSE results significantly higher than national averages for French and Spanish in 2022. This is something that we are very proud of.

We are looking for a classroom practitioner who is inspirational, dedicated and forward-thinking; determined to raise standards across Spanish; creative, enthusiastic and committed to active learning; and an excellent team player.

A teacher who can:

- demonstrate excellent planning and organisational skills

- enthuse and motivate all students

- demonstrate incredibly high expectations

- believe that all students are capable of success

- teach Spanish to A level

If you think you can make a difference to our students and relish the idea of joining our successful, supportive and highly motivated team in the delivery of an excellent languages education, then we want to hear from you!

The Ivy Education Trust works closely with all schools within the Trust and beyond. The Ivy Education Trust celebrates the diversity of each of its schools and is founded upon the alignment of vision and values that we all commonly hold to secure the best outcomes for our pupils.

The name of our Trust is inspired by the story of Dr Ivy Williams. Born in Teignbridge (Newton Abbot), in 1877, she managed what we would wish for all the children and young people of Teignbridge and surrounding area that we serve in our schools by fulfilling her childhood dreams and ambitions.

On 10 May 1922 Dr Ivy Williams became the first woman to be called to the Bar (formally recognised as a qualified Barrister of Law) of England and Wales.

The story of Dr Ivy Williams reminds us of the famous quote from Michelangelo:

*“The greater danger for most of us lies not in setting our aim too high and falling short; but in setting our aim too low and achieving our mark.”*

The Ivy Education Trust supports and challenges all members of our learning community to dream big, aim high, and achieve more than they ever thought was possible.

If you share these visions and aspirations, then we very much welcome your application for this post.

Application forms and further information are available from our website, [www.ivyeducationtrust.co.uk](http://www.ivyeducationtrust.co.uk) or via email to [people@ivyeducationtrust.co.uk](mailto:people@ivyeducationtrust.co.uk)

**Closing date for applications is Wednesday 5th October 2022, 9am. Interviews will take place the week commencing 10th October 2022.**

**Job Description**

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| **Job Title:** | Teacher of Spanish |
| **Location:** | Newton Abbot College |
| **Responsible to:** | Subject Team Leader: Modern Foreign Languages |
| **Salary:** | MPS/UPS |
| **Contract:**  **Start Date:** | Temporary (with the possibility of it being made permanent for the right candidate)  January 2023 |
|  | |
| **Key purpose of job:**   * In accordance with the college Teachers’ Standards, develop and deliver the Spanish curriculum across the age and ability range, in accordance with the requirements of a professionally qualified teacher, ensuring high quality teaching and learning with outcomes that meet and exceed projected student progress.   **Expected outcomes:**   * Students, regardless of their social or cultural background, are motivated to succeed and make outstanding progress through creative, relevant and innovative teaching and learning | |
|  | |
| **Main duties:**   * Teach Spanish across the age and ability range from KS3-KS5 in such a way as to challenge and inspire all students, with clear objectives, delivered in line with department schemes of work and college policies. * Plan and deliver lessons to students according to their educational needs and with reference to prior attainment, SEN and EAL as required, striving to ensure equal opportunities for all and to provide students with the opportunity to achieve their potential. * Assess, record and report on the development, progress and attainment of students in line with college policies, ensuring that marking and assessment are of consistently high quality and in accordance with the college assessment policy. * Maintain effective behaviour management in the classroom, using positive behaviour strategies to ensure learner’s engagement in the lesson and maintaining the college’s high expectations of behaviour for learning within every classroom. * Monitor the progress and achievement of the students following the course and identify the appropriate intervention strategies for underachieving students. * Set high expectations for students and develop their behaviour for learning through focused teaching and through the development of positive and productive relationships, utilising the college’s behaviour management software to support rewarding and sanctioning students. * Manage, develop and share resources to enhance teaching of Spanish. Main Pay Range/Scale teachers are expected to contribute towards the creation of departmental schemes of work and assessment methodologies from the end of their ECT year (with some experience of doing this within the ECT year). * To maintain a thorough and up-to-date knowledge of the teaching of your subject(s) and to take account of wider educational developments relevant to your work * To engage actively in the college’s Coaching CPD. * Contribute to objectives of the curriculum area within the college objectives and take part in an annual review of the subject and curriculum area. * Take a full role in the pastoral system of the college, by being a tutor and a member of staff well known to the community of students. * To ensure the effective and efficient deployment of classroom support while working as a member of a designated team and contributing positively to effective working relations within the college * To attend meetings and undertake break time duties as and when required, within directed time, as appropriate to the role and hours. * To communicate and discuss students’ progress with parents and, where appropriate, to communicate and cooperate with persons or bodies outside the college * To follow agreed policies for communications in the college * To take part in marketing activities, such as Open Evenings, Parents’ Evenings, review days and liaison events with partner colleges/colleges; and Awards evenings and celebration events; and to contribute to the development of effective subject links with external agencies and partners within the Trust. * To engage actively in the college’s Performance Management review process * To embrace the continued professional development programme within the college, striving to be a lifelong learner, maximising opportunities to have an impact within your role and to use the outcomes to improve your tutoring and teaching and students’ learning * Be familiar with, fully support and reinforce the aims, ethos, policies and procedures of the college and Trust with students, staff, parents and other stakeholders where and when appropriate. * To make an active contribution to the development of the college’s policies, including Department Improvement Plans and the overall college Improvement Plan and to contribute to the process of college Self-Evaluation taking full account of quality standards and performance criteria * To supervise/line manageany technician, teaching assistant or temporarily assigned post within their curriculum area, as directed by the Subject Team Leader.   **Other Duties**   1. All staff must commit to Equal Opportunities and Anti-Discriminatory Practice. 2. The Trust operates a Smoke-Free Policy, and the post-holder is prohibited from smoking in any of the Trust buildings, enclosed spaces within the curtilage of buildings, and Trust vehicles. 3. To support the achievement of the college’s objectives by working proactively with colleagues on projects or activities outside direct area of responsibility as required 4. To conduct oneself in a manner befitting a member of staff at all times, ensuring behaviours that display positivity to others. 5. To make maximum use of opportunities to generate a culture of celebration and praise amongst the staff and students at the college. 6. To follow the college’s ICT policy for safe use of ICT 7. To be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and to report any concerns in accordance with the college’s safeguarding policies. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS. 8. To place the safeguarding of all children in the college as the highest priority 9. To comply with legislation, policies and procedures relating to confidentiality and data protection, reporting any concerns to the appropriate person 10. To work in compliance with the codes of conduct, regulations and policies of the college and its commitment to equal opportunities 11. To comply with the college’s Health & Safety policy and statutory requirements 12. To undertake any other additional duties not detailed above as required and as specified in the college Teachers’ Pay and Conditions document, as long as they are commensurate with the level of the job.   **This is not an exhaustive list of duties; they may be varied from time to time without changing the general character of the job or the level of responsibility. A high degree of flexibility and adaptability is an important element of this role.**  **This is a description of the role as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.** | |

**Person Specification**

| **Criteria** | **Essential** | **Desirable** |
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| **Qualifications** | | |
| Teaching Qualification | **✓** |  |
| Good Honours Degree | **✓** |  |
| Class of Degree 2:2 or higher | **✓** |  |
| Class of Degree 2:1 or higher |  | **✓** |
| **Professional experience and knowledge** | | |
| Ability to teach Spanish to GCSE level | **✓** |  |
| Ability to teach Spanish to A level |  | **✓** |
| **Personal aptitudes, qualities and skills** | | |
| High expectations of self | **✓** |  |
| Belief in students’ ability to succeed | **✓** |  |
| Ability to act on advice and be open to coaching | **✓** |  |
| Dedication and commitment | **✓** |  |
| Openness to innovation and improving own practice | **✓** |  |
| Ability to collaborate and work co-operatively | **✓** |  |
| Commitment to extracurricular activities | **✓** |  |
| Understanding of diverse teaching and learning styles | **✓** |  |
| Ability to teach engaging, motivating lessons | **✓** |  |
| Understanding of assessment for learning | **✓** |  |
| Ability to set high levels of challenge for students | **✓** |  |
| Ability to relate well with students, staff and parents | **✓** |  |
| Understanding of behaviour management techniques and of the relationship between teaching and behaviour | **✓** |  |
| Understanding of safeguarding issues and promoting the welfare of children and young people | **✓** |  |
| Suitability to work with children | **✓** |  |