



# ASPIRATIONS

World Business Centre 3, Heathrow Airport  
Newall Road, Hounslow, TW6 2TA

020 7360 4400  
info@aspirationsacademies.org  
**aspirationsacademies.org**



## Teacher of Spanish

(M1-UPS3 dependent on experience)



## Welcome to Rivers Academy West London

Rivers Academy is thriving, where children enjoy making excellent progress due to the high calibre teaching across a strong collegiate team of teachers.

Thank you for your interest in the position of **'Teacher of Spanish'** at Rivers Academy West London.

All staff at Rivers Academy share our drive to equip students with the qualifications, qualities and skills to reach their personal ambitions, working together creatively to overcome any hurdle which might otherwise disadvantage our children.

We all have the highest aspirations for every student and provide exceptional education and pastoral care for each individual. As a result, children perform tremendously well in external examinations in both Year 11 and Year 13. We are the one chance of success for our students and we are persistent and resilient in supporting students to overcome any obstacles they may face.

We seek to appoint a highly motivated, enthusiastic teacher with a strong commitment to securing the best possible outcomes for the students for whom we work. The successful candidate is aspiring to become a leader in their subject area and lead others to secure outstanding progress for every child and to continually improve provision at Rivers Academy. This is an excellent opportunity for an ambitious individual seeking to make an impact and gain curriculum experience in order to progress to lead teacher or head of department.

You would be joining us at such an exciting time as we further develop as a vibrant learning community that will offer you opportunities for your career development and for you to be able to make your mark.

Yours faithfully,

Luke Homer  
**Principal**

**Deadline: Monday 22nd April 2024 at 5pm**

**Applications to:**

Tamara Buckley: HR Executive and PA to Principal

E: [HR@rivers-aspirations.org](mailto:HR@rivers-aspirations.org)

The Aspirations Academies Trust - Company Registration No. 07867577

## Vision and Ethos

We are passionate about excellence in education, giving students the very best start in life with a firm belief that excellent teaching transforms lives. Our core belief is that for all students to have high aspirations they must believe in themselves, be actively engaged in their learning and see the connection between what they learn today and who they want to become tomorrow.

We teach a highly engaging and challenging curriculum designed to ensure all students develop the knowledge, skills and attributes essential for success in the 21st Century.

We are unapologetically ambitious for every child, regardless of their background, prior attainment or needs. Everything we do at Rivers is driven by this, so that our students can leave us with the best set of qualifications possible and as well rounded young people thereby helping to maximise their life chances.

## High Expectations

We expect all students to meet the highest standards, and work with families and the community to ensure that our students meet our high expectations.

## Active Engagement in Learning

Rivers Academy West London teachers provide engaging, challenging and relevant teaching and learning. Our curriculum leads are a key group who exemplify classroom excellence we expect from every teacher at Rivers Academy.

## Our Future Ambitions

Our goal is to raise the Aspirations of the young people with whom we work whilst equipping them with the skills to lead happy, healthy and fulfilling lives.

## Who are we looking for?

We are looking for an exceptional individual to play an important role in our unique and growing Academy. The successful candidate will be an **excellent teacher of Spanish** with the ability or potential to learn how to effectively lead a team. This is a key role for the Academy, and we are looking for someone who is passionate about both their own development alongside profoundly wishing to make a difference.

We are also seeking someone who is ambitious, for both themselves, and their students, who would want to make their mark and then seek further promotion opportunities. The successful candidate may aspire to become a Specialist Leader in Education or Senior Leader.

### **The successful candidate will:**

- Have the potential to be an outstanding Teacher of Spanish, with emerging leadership skills
- Deliver consistently good to outstanding lessons
- Be resolute in bringing our community together to deliver effective and engaging teaching
- Be relentlessly optimistic and positive
- Be ambitious first and foremost for the children we serve
- Have drive and steely determination but also a deep sense of personal humility
- Be fanatically driven to make the Academy truly great for every child
- Have a deep seated and strong moral purpose
- Be innovative: identifying and collaborating and supporting to solve challenges with empirical creativity
- Be insistent on a consistency of approach, individually and with curriculum teams
- Have an enthusiastic discipline about seeing things through
- Collaborate to ensure consistency of approach

### **A teacher at Rivers Academy:**

- Understands the importance of developing a culture of “we”
- Ensures that our moral purpose is known and understood, leading by example
- Measures the impact of action and astutely makes use of data to contribute to improvement planning
- Never waits to ‘see what happens’ or lets emotions get in the way of necessary action. Ensures that scheduled meetings are necessary, kept a priority, do happen and are followed up.
- Is open to scrutiny and advice.
- Will find opportunities to offer deep personal gratitude for the work of all staff in open and closed forums and will create a culture of positive support and encouragement.

## **The MFL Department**

The Modern Foreign Languages department aims to develop independent and creative language learners. We want all our students to enjoy learning, make progress and achieve. We recognise that Modern language skills are a prerequisite in today’s professional job market and we promote advanced study of languages.

As well as achieving academically, we think it is important to promote language confidence and skills for real-world purposes. Our aim is that students develop openness towards other cultures and understanding through their learning of the richness unique to each language. In a global community, understanding the principles of different languages and how to apply them to learning new ones is a vital skill. Students are offered opportunities to practise their language skills in context and learn more about other countries through a programme of visits abroad.

## What can we offer you?

With great students, an outstanding and supportive team of staff and an Academy in a well-connected location just 20 minutes on the train from Clapham Junction, Rivers offers an excellent opportunity for an ambitious, talented individual looking to develop their career.

- A well-resourced, established and flourishing Department
- A personalised approach to Continuous Professional Development Training
- Competitive Salaries and Pay Progression
- Supportive Leadership Team
- Students with a positive attitude and willingness to learn and succeed
- Open and positive working environment
- Fully Equipped fitness suite
- Feedback and Advice
- Excellent Transport Links to Central London (30 minutes) and Heathrow Airport (15 minutes)
- A wider Supportive Trust network
- Employee Assistance Programme
- Parking on Site

Support to you as Aspirant Lead Teacher:

- You will be supported by the Coordinator of Humanities to develop your leadership skills
- Mentoring and guidance by a subject specialist of History
- CPD opportunities to develop leadership skills



As part of the successful and growing Aspirations Academies Trust we are a part of the newly designated NCTL Teaching School Alliance. You would be joining us at a very exciting time and become part of a vibrant learning community that will offer you fantastic opportunities for CPD, career development, future promotions and for you to be able to make your mark. As a teacher and potentially a future Lead Practitioner you would play a key role in this work.

## Job Description – Teacher of Spanish

<b>Department:</b> Spanish	Accountable to: <b>Coordinator of Spanish</b>
Salary: M1-UPS3	<b>Employment Type:</b> Full time, paid

### Principal Accountabilities

- Establish and safeguard a focus and commitment to high quality teaching and learning that meets the teaching standards and ensures that all students are given every opportunity to gain success in terms of formal accreditation and personal development.
- To agree, monitor, evaluate and be accountable for student progress targets and to make a measurable contribution to whole Academy targets.

### Position Summary

#### Teaching

- To plan, prepare and teach the curriculum in line with statutory requirements and the academy's schemes of work, ensuring teaching of the highest standard.
- To create a stimulating, organised, interactive and informative learning environment that encourages each child to achieve their potential.
- To work cooperatively as part of a teaching team, including planning work for support staff.
- To monitor and assess pupils' work, using these assessments to inform planning and set targets that promote continuity and progression.
- To ensure the individual needs of the pupils are met through differentiated work, allowing for the highest standards to be achieved by all.
- To work in partnership with parents and other members of staff to promote the wellbeing and educational progress of each pupil.
- To maintain good order and discipline within the class, in line with the Academy behaviour policy.
- To ensure that lessons consistently model best practice and their classroom becomes a beacon of excellence.

#### Learning and Developing

- To actively take part in professional development, sharing and seeking expertise and experiences as required.
- To actively extend one's own professional learning via collaborative study, attendance at INSET and reading to keep abreast of new developments.

## Wider Academy Duties

- To contribute to providing a positive and continuous learning culture that promotes achievement, personal well-being and safeguarding among students and academy staff.
- To work alongside other members of staff to review and innovate on the curriculum.
- To develop resources and examples of best practice that can be shared to contribute towards our vision for a seamless transition.
- To follow academy policies under the direction of the Principal and SLT.
- To meet the expectations set out in the National Teachers Standards (Sept 12).
- Undertake any other reasonable professional task as directed by the Principal.
- To carry forward the Aspirations Academies Trust vision.
- Ensure the Aspirations framework is embodied in every aspect of Rivers Academy West London.
- To adhere to the Academy's Dress Code.
- To continue personal development as agreed.
- To undertake any other duty as specified by the School Teachers' Pay and Conditions Body (STPCB) and the Principal not mentioned in the above.
- To play a full part in the life of the Academy community, to support the distinctive aim and ethos of the Aspirations Academies Trust and to encourage staff and students to follow this example.
- To show a record of excellent attendance and punctuality.

### General:

Employees will be expected to comply with any reasonable request from a 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. The Academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

## Person Specification

Assessed by application form (A) Assessed by the recruitment process (I) Assessed by reference (R)

Criteria	Assessed by
<b>Qualifications and Training</b>	
Hold a relevant degree or equivalent qualification.	A
Hold a recognised full teaching qualification (including the holding of qualifications of at least Level 2 in Maths and English).	I
Any further relevant training.	A
<b>Experience</b>	
At least one year of successful teaching experience.	AIR
Evidence of impact as a good to outstanding teacher in their subject area	AIR
Evidence of successful organisation and administration. .	AIR
<b>Professional Knowledge, Understanding &amp; Skills</b>	
Knowledge of curriculum developments related to the post.	AI
Ability to use recent developments to inform own and others practise.	I
Proficient in Microsoft Office applications (Word, Excel, PowerPoint, Internet and email) and in using student record information systems	I
Good understanding of how children learn and how to raise standards of achievement.	I
Ability to interpret and act on a wide range of key data.	AIR
Good administrative and organisational skills.	AIR
Ability to lead a team with clarity and consistency.	AIR
<b>Personal and Interpersonal</b>	
A passion for education and making a difference with demonstrable commitment to achieving the highest possible standards for all learners and a proven record of enabling learners to fulfil their potential.	AIR
Excellent interpersonal skills and the ability to communicate effectively, both orally and in writing, with all stakeholders demonstrating the ability to command respect from students, parents, colleagues governors and other members of the community.	AIR



Demonstrable resilience evidenced by ability to work effectively and reliably under pressure.	AIR
The ability to adapt to varied roles, responsibilities, schedules and contexts.	AIR
Effective in taking the initiative and showing a spirit of adventure to explore and expand their own learning independently beyond the basic mastery of skills.	AIR
Effective in managing behaviour and in motivating all learners to make a positive contribution to the learning environment and fulfil their potential for learning.	AIR
Effective ability to assess the emotions of others and adapt words, tone and body language to build strong productive relationships and cooperate with others as an effective member of teams.	AIR
Excellent attendance and punctuality record.	AIR
Energy, enthusiasm, commitment, integrity, good sense of humour.	IR
Demonstrable effectiveness in promoting equality and diversity through teaching, managing the learning environment and challenging discriminatory behaviour and attitudes.	AIRIR
Commitment to the safeguarding of all learners	AIR

## The Aspirations Academies Trust

The Aspirations Academies Trust (AAT) as a sponsor of primary and secondary age academies in England, is committed to raising students' aspirations so that all young people reach their fullest potential and achieve the success they want for themselves. Please visit the trust website for further information at: <https://www.aspirationsacademies.org/>

### Safe Recruitment Procedure

The AAT is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants. This process is outlined below, but can be provided in more detail if requested.

### Disclosure

This post is classified as one that undertakes regulated activity, and appointment is subject to submission of an enhanced check undertaken by the Disclosure and Barring Service that is considered satisfactory by the Trust. Applicants are required, before appointment, to disclose any conviction, caution or final warnings that are not “protected” as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 by SI 2013 1198). Convictions that are defined in the legislation as “spent convictions” but not “protected” would need to be declared. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon a range of factors including the nature of the offence(s) and when they occurred.

### Shortlisting

Only those candidates meeting the relevant criteria indicated in the personal specification will be taken forward from application.

### Interview

Longlisted candidates may be subject to a screening interview. Those shortlisted will take part in an interview with questions relating to the job description and person specification and may also have to take part in a selection exercise such as a lesson observation.

Where necessary, candidates will be asked to address any discrepancies, anomalies or gaps in their application form.

### Reference checking

At least two references will be obtained, usually from previous and current employers. These may be contacted before the interview with your consent in line with GDPR and in all cases before an offer of appointment is confirmed.