

Fowey River Academy

Windmill - Fowey - Cornwall - PL231HE

Headteacher: Martin Dale - BA (Hons) - NPQH



Spanish Lead Teacher

APPLICATION PACK

Salary: Main Scale with 2a TLR
Contract Type: Full Time
Contract Term: Permanent

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www.fracademy.org

11-16 mixed comprehensive

Spanish Lead Teacher

We are seeking to appoint a talented curriculum designer and thinker of Spanish, to take Fowey River Academy Languages Department to the next level. We are an incredibly ambitious academy located in the beautiful surroundings of the Fowey Estuary in Cornwall. We do things differently, on purpose, and aim to be the school of choice in the local area.

We are Leading Edge and we are expanding and evolving fast. Please visit our website www.leadingedgeacademies.org for further information.

Applications are welcome from Spanish specialists and who have a deep knowledge of their subject area. We want you to show us that you understand how concepts, content and knowledge is organised and delivered; we want to know that you are up-to-date with what expert Spanish practitioners and specialist organisations are saying about Spanish teaching and learning. You will join a group of experienced MFL colleagues with skills in five different languages and a truly International perspective.

Is this post the right one for you? It is if:

- you are someone who can think critically about pedagogy and specialist-specific approaches
- you are ambitious for students as well as yourself
- you value and use research to extend your own repertoire in order to develop and coach others
- it is your practice to use a wide range of pedagogical approaches because you can see their relevance in different contexts
- you can articulate and justify the reasons why each might be used

Specifically, we are interested in a languages teacher who can work as part of a team and be able to show that they not only have a clear understanding of possible barriers to learning, but that they know how to select and use appropriate strategies to overcome these, especially for students with SEND and for those from disadvantaged backgrounds.

Fowey River Academy embraces the use of new technologies, providing 1:1 iPad devices for each child and an iPad and MacBook for each member of staff. We would welcome applicants who are innovative in their use of IT and can develop their use as a strategy to raise standards across the curriculum.

An application form and information pack are available via our Academy website or on request by telephoning the Academy.

Leading Edge
Academies Partnership
is committed to
safeguarding and
promoting the welfare
of students and
expects all staff to
share this commitment

For further information, please contact Justine Walmsley
PA to the Executive Team at Fowey River Academy:

☎ 01726 833484 or email: jwalmsley@fracademy.org

Closing date for applications: 12 noon, 22 November 2019

Interviews: w/c 25 November 2019

Start: April 2020

Please return completed application forms to Laura Sadler at
the Leading Edge Academies Partnership, Boscathnoe Lane,
Heamoor, Penzance, TR18 3JT

The successful candidate will be subjected to reference checks with
previous employers and an enhanced DBS disclosure check.

Welcome

Dear Applicant,

Thank you for your interest in our academy. We hope that this letter and the attached information helps you to understand that we are working hard to make our academy stand out from the crowd; we intend to become a school of choice in the local area. To achieve this, Fowey River Academy is evolving, and fast.

We have recently joined a new MAT, the Leading Edge Academies Partnership. This is one of the top performing MATs in the country. You will be working for an employer who is absolutely committed to developing talent in staff, innovating curriculum delivery and ensuring that students soar and thrive. You are encouraged to view the MATs website, www.leadingedgeacademies.org.

Fowey River Academy prides itself in values-based education. Relationships matter to us and we are influenced by our core values of "Ethical, Excellence, Equity, Empathy, Evolution and Endurance" which guide all of our conversations and our decision-making.

Therefore, the people we appoint are key to our future and, unsurprisingly, we are very clear about the type of colleagues we now need.

The MFL team need a committed leader who can develop a 21st Century curriculum.

We love innovators and teachers who are able to model perseverance, enquiry and endeavour and so:

- ✓ You will be multi-skilled and able to move effortlessly between being a team member who is a genuine collaborator, to an independent expert in your field.
- ✓ You will be positive, enthusiastic and inspirational to those working with and around you.
- ✓ You will be a creative practitioner who wants to share your talents to develop others.

Our students are amazing, but they do not always see the endless possibilities that are out there in the Big Wide World. We need teachers who know how to open eyes, minds and hearts. They readily commit to those who commit and genuinely care for them.

We have a strong sense of what we are about: 'We are Fowey' and I would like to explain to you our philosophy and approach.

FRA believes in a growth mind-set. Intelligence is not fixed and can and will be grown and nurtured. Our philosophy, as part of Leading Edge, promotes exploration and discovery. We are committed to the idea that everyone is capable of excellence - the first attempt at something is just that, a first attempt. We believe that failure only occurs when you stop trying or there are insurmountable barriers. We require staff who are determined to remove barriers.

Our philosophy is to teach students to persevere in order to master academic knowledge and skills; we need to teach them how to be resilient when faced with a challenge.

So, is FRA the right place for you?

It is if...

- You like change because you understand that it develops you – and you do not want to be someone who stands still.

/Continued...

2.

It is if...

- You want to get excited about possibilities, develop pedagogy and up-skill, constantly.

It is if...

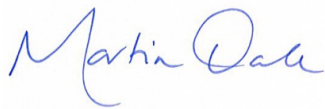
- You are the sort of person who insists that learning is memorable and fun.

We admire people who have got themselves out there – we call them 'magpiers'. These are the people who will bring world-class ideas that work to beautiful Mid Cornwall and change lives. Secondary education is a key stage in the life and development of each young person and we aim to work together with parents and carers to support the children; enabling them to develop and grow within our community and in building together a real sense of identity within Fowey River Academy.

The Academy is committed to a leadership approach at all levels. We are all empowered to make a difference in terms of the Academy's ability to address its core purpose. We encourage creative planning to challenge and inspire both students and staff alike.

If this excites you and you want to work hard with us to develop your career, then we would love to hear from you.

Yours sincerely



Martin Dale
Headteacher

Notes to Applicant

Dear Applicant,

Application

If you wish to apply, please either email your application to Laura Sadler, Executive Assistant at lsadler@leadingedgeacademies.org (copies of all the details are available online on our website under the 'Vacancies' section), or post your completed application form to the address below, together with a covering letter, clearly demonstrating your suitability for the role. Where possible, please also provide email addresses for your referees.

Closing Date

Please ensure your application arrives before the closing date/time and that the post for which you are applying has been stated clearly on the application form. Applications received after the closing date will not be accepted.

Interview

Interviews for the post will take place shortly after the closing date or as stipulated on the advertisement above. Please assume that if you have not heard from us within two weeks of the closing date that, unfortunately on this occasion, your application has not been successful.

Fowey River Academy is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment.

The successful applicant will be required to undertake an Enhanced DBS Disclosure.

Leading Edge Academies Partnership
Boscathnoe Lane
Heamoor
Penzance
Cornwall
TR18 3JT

Phone: 01736 352397

Web: leadingedgeacademies.org

Job Description

Post Title:	Spanish Lead Teacher
Purpose:	<ul style="list-style-type: none"> • Undertake the normal responsibilities of the class teacher; • Be a member of the senior leadership team; • Act as the lead for Spanish provision and outcomes • Assist the Headteacher in leading and managing the academy; • Work as part of the Education Improvement Team; • Undertake such duties as are delegated by the Headteacher; and • Play a major role under the overall direction of the Headteacher in formulating and reviewing the Academy Development Plan and the aims and objectives of the Academy by: <ul style="list-style-type: none"> ○ establishing the policies through which they shall be achieved ○ leading and managing staff and resources to that end ○ monitoring progress towards their achievement.
Reporting to:	Head of Modern Foreign Languages
Liaising with:	Headteacher/Assistant Headteachers, Head of MFL, subject leads, teaching/support staff, MAT representatives, external agencies and parents/carers
Working time:	195 days per year. Full-time.
Salary/Grade:	Main Scale TLR 2a
Disclosure level:	Enhanced

MAIN (CORE) DUTIES

Main tasks	<ul style="list-style-type: none"> • The specific nature and balance of these responsibilities will vary according to the needs of the academy and may be shared.
Class Teacher Responsibilities	
<ul style="list-style-type: none"> • To carry out duties of an academy teacher as set out in the current academy Teachers' Pay and Conditions Document. • To carry out the duties of a general class teacher as detailed in the academy's class teacher job description, including some provision for cover of absent teachers. • To be responsible for teaching across both key stages. 	
Internal Organisation, Management and Control	
<p>To contribute to:</p> <ul style="list-style-type: none"> • Maintaining and developing the ethos, values and overall purposes of the academy • Formulating the aims and objectives of the academy and policies for their implementation • To contribute to planning improvement which will translate academy aims and policies into actions • Implementing the Governing Body's policies on equal opportunity issues for all staff and students in relation to sex orientation, gender reassignment, pregnancy and maternity, religion or belief, race, disability, age and special needs • The efficient organisation, management and supervision of academy routines 	

Job Description

Curriculum Development
<ul style="list-style-type: none">• To be responsible for progress and support of students.• To contribute to:<ul style="list-style-type: none">○ The development, organisation and implementation of the academy's curriculum○ The updating and writing of academy policies○ Ensuring that the learning and teaching provided by different faculties and teaching teams form a co-ordinated, coherent numeracy curriculum entitlement for individuals○ Ensuring that information on student progress is used to improve teaching and learning, to inform and motivate students, to inform parents, to provide necessary references for other educational institutions and employers and to aid Governors in their management of the academy○ Ensuring that the individual student's continuity of learning and effective progression in English is achieved
Pupil Care
<ul style="list-style-type: none">• To be responsible for the line management of English. <p>To contribute to:</p> <ul style="list-style-type: none">• The development, organisation and implementation of the academy's policy for the personal and social development of students including pastoral care and guidance• The effective induction of students and staff in the English department• The determination of appropriate student groupings• The promotion among students of standards of conduct/discipline and proper regard for authority and the encouragement of good behaviour• The development of a culture of independent learning• The handling of individual student disciplinary cases as appropriate.
The Management of Staff
<ul style="list-style-type: none">• To be responsible for the line management and performance management of specific staff.• To participate in the recruitment and development of teaching and non-teaching staff of the academy.• To contribute to good management practice by ensuring positive staff participation, effective communication and procedures.• To participate in arrangements for the appraisal of the performance of staff• The provision of professional advice and support and the identification of training needs.
Relationships
<ul style="list-style-type: none">• To communicate effectively with the parents of students as appropriate.• Where appropriate, to communicate and co-operate with persons or bodies outside the academy.• To follow agreed policies for communications in the Academy.

Other Specific Duties

- To remain and adhere to the Trust's Safeguarding Policy and child protection procedures.
- To play a full part in the life of the Academy community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
- To actively promote the Academy's corporate policies.
- Be responsible for your own continuing self-development, undertaking training as appropriate.
- To be aware and adhere to applicable rules, regulations, legislation and procedures eg the Trust Equality and Diversity Policy, Staff Code of Conduct, national legislation and GDPR Data Protection Regulations.
- To comply with the Academy's Health and Safety Policy and undertake Risk Assessments as appropriate.

As a restorative organisation we

- Apply the principles of mutual respect and responsibility in all our internal and external relationships.
- Actively work to prevent, address and repair harm.
- Engage in continuous learning to further develop our communication and problem-solving skills.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Person Specification

Essential	Desirable	Demonstrated By
A commitment to safeguarding children and young people and an awareness of current national legislation relating to safeguarding and child protection.		Application Form / Interview
Graduate with QTS.	Further professional study at a higher level.	Application Form / Interview
A CPD portfolio with evidence of recent, relevant course participation and all academic qualifications.	Additional information. For example, students' work or newspaper cuttings.	Interview
Evidence of good or excellent examination results in subject specialism.	Positive value-added score and residuals.	Application Form / Interview
Evidence of personal impact on the ethos of your school/Academy or community.	Evidence of personal impact in education projects of county or national importance.	Application Form / Interview
An interest in making a contribution to the profile of the Teaching School and Associate Research School (EEF).	A vision of how the Teaching School and Associate Research School could develop.	Application Form / Interview
A 'can do' positive attitude that seeks solutions to problems.	Evidence of creativity and a willingness to take risks and learn from mistakes.	Application Form / Interview
A willingness to role model good practice and act as a lead learner in the organisation.	Evidence of giving inset to others or doing research for school improvement.	Application Form / Interview
An interest in new approaches to learning.	A vision of how learning could be transformed in the academy.	Application Form / Interview
A background in ICT for learning or admin.	Evidence of a qualification in ICT.	Application Form / Interview