



**North East
Learning Trust**

Teacher of MFL
Hermitage Academy
Applicant information pack

Teacher of MFL

Required for January 2022

Salary: MPS/UPS

The North East Learning Trust are seeking to appoint a Teacher of Modern Foreign Languages (French and Spanish). This appointment will be based in Hermitage Academy where we have an exciting opportunity for you to join a school that is undergoing a transformation.

Hermitage Academy is a mixed 11-18 comprehensive school. It has over 1000 students from Chester-le-Street and the surrounding areas. The school has recently been sponsored by the North East Learning Trust and is embarking on a new and exciting phase of its development, so it is an opportune time to join us as we work together to support students to reach their full potential.

We are looking for a classroom practitioner who has:

- relevant training of how to teach to a high standard
- high expectations and standards in achievement and behaviour
- a firm belief and strong commitment to inclusive education
- a clear understanding of how children are motivated and learn effectively
- a creative approach to encourage children to take ownership of their own learning
- energy, commitment, enthusiasm and initiative
- the ability to work collaboratively and flexibly as part of a highly skilled team and form positive relationships with children, parents, staff and other professionals
- the ability to deliver outstanding teaching.

Deadline:

Wednesday 20th October 2021, 12 noon

Shortlisting will take place on the afternoon of the 20th with interviews taking place on Friday 22nd October 2021.

How to apply:

Please could you complete and return the Application Form together with a supporting letter to school by 12:00 noon Wednesday 20th October 2021.

The letter should outline the reasons why you wish to work at the North East Learning Trust and Hermitage Academy, what you would bring to the post, and the experience and attributes that have prepared you to take on the role.

Application forms should be completed and returned with a supporting letter of no more than two sides of A4 to samantha.lish@hermitageacademy.co.uk or by post to Samantha Lish (Support Services Manager), Hermitage Academy, Waldrige Lane, Chester-le-Street, DH2 3AD.

Job description

Post title: Teacher of MFL

Contract: Permanent, full time

Responsible to: Head of MFL / Head of School

Job purpose:

You will be required to carry out the duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document.

You will be required to teach MFL to students across the age and ability range within the North East Learning Trust. You will be a committed and enthusiastic member of staff, developing positive working relationships with students, teaching staff, other professionals and parents/carers.

Duties and responsibilities:

- To plan and deliver lessons effectively to meet the varied and special educational needs of students and to maintain appropriate records of teaching.
- To mark and assess the work of students in accordance with school and departmental policies and to maintain appropriate records of student attainment and progress.
- To set and mark homework in accordance with school policy.
- To manage behaviour effectively in accordance with the school's behaviour policy.
- To contribute to the appearance and ethos of the Trust through the maintenance of a pleasant learning environment within the classroom and departmental areas.
- To actively celebrate the achievement of students using school systems to praise and reward.
- To participate in general supervisory duties in accordance with published duty rotas.
- To participate in required meetings with colleagues and parents/carers.
- To liaise with colleagues in other departments as appropriate.
- To participate in professional development and Performance Management reviews in line with school policy.

Enhancing own knowledge, skills and understanding

- To continuously develop your range of teaching and learning strategies for supporting the development and progression of individual students.
- To keep up to date with developments and initiatives in the subject area.

Professional development and raising awareness

- To be an active member of the school's MFL Department.
- To work with relevant staff to identify and address the needs of students.

- To plan differentiated material to support all students at Key Stages.
- To participate proactively in professional development initiatives.

Curriculum and extra-curricular provision

- To contribute in developing/reviewing/revising schemes of work and engaging and challenging resources.
- To contribute to the creation, planning and organisation of extra-curricular activities to promote the subject and enhance students' learning.

Sharing information

- To ensure the efficient exchange of information regarding students both within the school and with other institutions/external agencies, as necessary.

Support and monitoring

- To mark and record students' work in line with departmental and school policies.
- To assess in line with departmental and school policies the ability of individual students; and to transfer that assessment information to school records and to reports for parents; to communicate assessment details and data to tutors in preparation for parents' evenings.
- To prepare and conduct assessments of students' learning, as and when required, and submit data regarding students' progress into the school management information system.
- To liaise with others involved in supporting students' learning.
- To develop and maintain links with subject and pastoral staff to support, monitor, assess and evaluate the progress of individuals.
- To support students' social and emotional needs.
- To foster good relationships and liaison with parents/carers.

Management of information

- To ensure the maintenance of accurate and up-to-date information concerning students' learning and progress.

Communication

- To ensure effective communication/consultation as appropriate with the parents/carers of students.

Additional duties:

- To carry out duties as appropriate to the position of a classroom teacher within the school.
- To carry out duties as appropriate to the position of a pastoral form tutor.
- Employees will be expected to comply with any reasonable request from a line manager to undertake work of a similar level that is not specified in this job description.

The above list of duties is extensive but not exhaustive and may not identify each individual task which may reasonably be requested of the post holder.

This job description is current at the time of post, but, in consultation with you, may be changed by the Head of School to reflect or anticipate changes in the job commensurate with the grade and job title.

Person specification

	Essential	Desirable
Education	<ul style="list-style-type: none"> • Good honours degree in a modern foreign language (French and/or Spanish) • Relevant degree - QTS • Good qualifications within the subject area 	
Experience	<ul style="list-style-type: none"> • Recent and successful teaching experience in the relevant subject at KS3 and KS4 • Proven ability to plan and deliver successful and inspiring lessons in the relevant subject area • Proven track record of delivering excellent outcomes for students at all abilities. • A commitment to extra-curricular activities • Ability and experience of delivering lessons in the relevant subject area 	<ul style="list-style-type: none"> • Proven track record of exam success at KS4 and KS5 • Experience of organising and participating in extracurricular activities • Experience of working with young people aged between 11-18
Skills and knowledge	<ul style="list-style-type: none"> • Good communication skills • Ability to work under pressure. • Ability to motivate and inspire students • Excellent classroom teacher 	<ul style="list-style-type: none"> • Ability to initiate activities to enhance provision within the subject area • Experience of A level teaching or CPD
Personal qualities	<ul style="list-style-type: none"> • Reliable and conscientious • Desire and ability to learn new skills • High expectations of all students • Caring and supportive • Enthusiastic team player • Organise, plan and prioritise effectively 	

References:

Any relevant issues arising from references will be taken up at interview.

DBS and pre-occupational health:

The North East Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share

this commitment. Any offer of employment will be subject to receipt of a satisfactory DBS Enhanced Disclosure.

An enhanced DBS check and pre-occupational health check are an essential part of the selection and recruitment process.

Equal opportunities:

We are an equal opportunity employer. We want to develop a more diverse workforce and we positively welcome applicants from all sections of the community.

Applications with disabilities will be granted an interview if the essential job criteria are met.