



**North East
Learning Trust**

Teacher of MFL
Hermitage Academy
Applicant information pack

TEACHER of MFL

Required for September 2022

Salary: MPS/UPS

Hermitage Academy is a part of the North East Learning Trust and are seeking to appoint a Teacher of Modern Foreign Languages to join our dedicated team.

We are a mixed 11-16 comprehensive school and sixth form with over 1000 students from Chester-le-Street and the surrounding areas. Everything we do at Hermitage Academy is tailored to making students feel happy about coming into school, enjoying learning, making good friends and feeling safe.

Our vision, along with all schools in the Trust, is that every child experiences excellence every day.

We are committed to:

- A vibrant learning community with enthusiastic and engaging students
- A positive and caring ethos
- An excellent learning environment and resources
- A team of hardworking, dedicated and friendly staff where everyone is valued
- A supportive and effective governing body

The successful candidate will:

- Hold a good honours degree in a modern foreign language, with, at least, A levels in both French and Spanish (or equivalent).
- Have experience of teaching both French and Spanish.
- Have excellent IT skills.
- Be proactive and self-motivated.
- Have a flexible approach to work.

Deadline:

Thursday 17th February, 12 noon

Shortlisting will take place on the afternoon of Thursday 17th February with interviews taking place on Tuesday 1st March 2022.

How to apply:

Application packs can be downloaded from our website.

Letters of application should be no more than two sides of A4 and should be returned with application forms to Samantha.lish@hermitageacademy.co.uk or by post to Samantha Lish, Support Services Manager, Waldrige Lane, Chester le Street, DH2 3AD. Please do not submit a CV unless it is to compliment your application form.

Job description

Post title: Teacher of MFL
Responsible to: Head of MFL
Responsible for: Delivering a high-quality MFL education to our students
Salary Band: MPS/UPS

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. 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.

General

The duties and responsibilities highlighted in this Job Description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and extent of the post and the grade has been established on this basis.

Health and Safety:

It is the responsibility of individual employees at every level to take care of their own health and safety and that of others who may be affected by their acts at work. This includes co-operating with the Trust and colleagues in complying with health and safety obligations to maintain a safe environment and particularly by reporting promptly and defects, risks or potential hazards. Specifically:

- To report any incidents/accidents and near misses to your line manager
- To ensure own safety and safety of all others who may be affected by the Trust's business

Safeguarding

The Trust has a Child Safeguarding policy and procedure in place and is committed to safeguarding and promoting the welfare of all its students, each student's welfare is of paramount importance to us and you are expected to share this commitment. All staff will fully comply with the Trust's policies and procedures, attend appropriate training, inform the Designated Person of any concerns, record any potential safeguarding incidents appropriately.

Person specification

	Essential	Desirable
Education/training	<ul style="list-style-type: none"> • Good honours degree in a modern foreign language (French and/or Spanish) • Relevant degree - QTS • Qualifications in both French and Spanish up to, at least, A level. 	<ul style="list-style-type: none"> •
Experience	<ul style="list-style-type: none"> • Recent and successful teaching experience at KS3 in both French and Spanish. • Recent and successful teaching experience at KS4 in French and/or Spanish. • An understanding of current A level specifications • 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 • Experience of A level teaching or relevant CPD •
Aptitude and skills	<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
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:

References will be requested prior to interview, except for non-teaching roles, where there are exceptional circumstances, and the applicant does not give consent to do so on the application form.

DBS:

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.

An application for a DBS certificate will be submitted for all candidates once they have been offered the position. For posts in regulated activity, the DBS check will include a barred list check. During the recruitment process, any offences, or other matters relevant to the position will be considered on a case-by-case basis.

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

Pre-occupational health:

Pre-occupational health check is an essential part of the selection and recruitment process to assess if any reasonable adjustments are required.

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.

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