



The Rudheath
Senior Academy

Opening Children's Eyes to the Wonderful World of Possibility



**Teacher of Modern Foreign
Languages**

Welcome to Rudheath Senior Academy

Rudheath Senior Academy is an 11-16 secondary school in Northwich, Cheshire. At the centre of our culture are two key qualities - **Excellence and Kindness**. Our mission is simple; to ensure that every one of our students leave us equipped with the necessary skills, qualifications and mindset to take the next steps in leading a deeply rewarding life.

Since the school joined North West Academies Trust in 2018, there has been nearly £8m invested to improve facilities for both children and staff. This investment has produced facilities that are second-to-none and enabled specialist teaching across the curriculum.

The work to rebuild the school has been about more than bricks and mortar. Educationally, we do things differently. A separate Year 7 Hub was created to ease the transition for our younger pupils from primary to secondary education. The introduction of careers development alongside a breadth of enrichment days has significantly increased pupils' future opportunities.

We endeavour to nurture caring, trusting and positive relationships between students, staff, parents and carers, and we make a promise that every pupil will leave here as a resilient, independent and happy individual.

Rudheath Senior Academy is committed to the safeguarding of children and young people. An enhanced disclosure from the DBS is required.





About North West Academies Trust

NWAT believes that an aspirational and inspirational education is the right of every child.

Our success is driven by a commitment to relentlessly work to improve standards and outcomes for our pupils.

As specialists in providing high-quality education, we are passionate about supporting schools within their communities and helping to ensure outstanding learning opportunities for every child.

The ten schools in our trust provide high-quality teaching and strong leadership in a creative, supportive and aspirational environment.

We focus on driving up standards and have the necessary experience of improving standards in education to provide the right learning environment for all children and young adults to achieve their full potential.

We are an organisation built on strong foundations, enabling us to expand and welcome new schools with ease, whilst retaining focus on our core commitment to excellence in education.



About The Role

We are seeking to appoint an inspirational and highly effective linguist with Spanish as their main language, to foster a love of languages across Rudheath Senior Academy. This is an exciting opportunity for an excellent practitioner to work collaboratively with the department to raise academic achievement and to ensure all students make good progress in MFL across Key Stages 3 and 4.

The successful candidate will be a team player, who will instil a passion for MFL through high quality learning and teaching, ideally in both Spanish and French; just Spanish is also acceptable. The school offers a detailed CPD programme, newly built learning environments, and a plethora of extra-curricular and cross-curricular opportunities.

Spanish is a popular subject choice at Key Stage 4, as students are conscientious and motivated to learn a language as part of a group of subjects that provide the academic and personal development skills to open their eyes to the world of possibility. Recently, we have added French to the Key Stage 3 curriculum.

Having strong classroom management skills and excellent subject knowledge, the postholder will be able to achieve the best possible outcomes for our students. Monitoring and tracking the progress of students through data is essential, as is the ability to work effectively as part of the Modern Foreign Languages team.

This role is suitable for all professionals in their teaching career, including Early Career Teachers.

How to Apply

Should you wish to apply for this role, please complete an application form and submit a covering letter to recruitment@rudheathsenioracademy.org.uk.

Acting Head Teacher: Miss Julie-Ann Wilson
Business Manager: Mr Jack Jevons

We reserve the right to close this vacancy early should we receive an overwhelming response. All candidates are advised to refer to the job description and person specification before making application.

Applicants who have not heard from us within two weeks of the deadline should assume they have been unsuccessful in being shortlisted.

Rudheath Senior Academy and North West Academies Trust are committed to safeguarding and protecting the welfare of children and expects all staff, visitors and volunteers to share this commitment. An enhanced Disclosure and Barring Service Certificate will be required for all posts.

Follow us on Facebook and Twitter. Further details can be found on our website at www.rudheathsenioracademy.org.uk.

Job Description

Title:	Teacher of Modern Foreign Languages
Job type:	Fixed term contract for 12 months
Department:	English and Languages
Reports to:	Head of Faculty
Working pattern:	Full time teaching pattern as outlined in The School Teachers' Pay and Conditions Document.
Salary:	Main/Upper Pay Scale, as outlined in The School Teachers' Pay and Conditions Document. Suitable for ECT candidates.
Contract:	Fixed term for 12 months (maternity cover).
Job purpose:	<ul style="list-style-type: none">• To fulfil the Teachers' Standards, as a Teacher of Modern Foreign Languages, working as a part of a departmental and a pastoral progress team.• To inspire, motivate and challenge students through the development and delivery of an appropriately broad, balanced, relevant and differentiated curriculum.• To promote, monitor and support good student progress and development, academically and pastorally.• To ensure a learning experience which provides students with the opportunity to achieve their individual potential.

Main Responsibilities:

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the curriculum/learning area.
- To contribute to the curriculum/learning area development plan and its implementation.
- To plan and prepare course and lessons to maximise student progress.
- To contribute to whole school planning activities.
- To assist the Head of Faculty to ensure that the curriculum area provides a range of teaching and learning which reflects the academy's strategic objectives.
- To take part in the school's staff development programme by participating in arrangements for further training and professional development.
- To continue professional development in the relevant areas including subject knowledge and teaching methods.
- To engage actively in the appraisal process.
- To ensure the effective/efficient deployment of classroom support.
- To work as a member of a designated team and to contribute positively to effective working relations within the school.
- To maintain appropriate records and to provide relevant accurate and up-to-date information for MIS, registers etc.
- To complete the relevant documentation to assist in the tracking of students.
- To track students' progress and use information to inform teaching and learning.
- To take part in marketing and liaison activities such as Open Evenings, Parents Evenings, Review Days and liaison events with feeder primary schools.
- To contribute to the development of effective subject links with external agencies.
- To apply behaviour management systems so that effective learning can take place.

- To teach students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere.
- To assess, record and report on attendance, progress, development and attainment of students and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure that ICT, Literacy, Numeracy and school subject specialism(s) are reflected in the teaching/learning experience of students.
- To undertake a designated programme of teaching.
- To ensure a high-quality learning experience for students which meets internal and external quality standards.
- To prepare and update subject materials.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus.
- To maintain discipline in accordance with the school's procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of students as requested by external examination bodies, departmental and school procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.
- To be a Form Tutor, if required, to an assigned group of students
- To promote the general progress and well-being of individual students and of the Tutor Group as a whole.
- To liaise with the Head of Year to ensure the implementation of the school's pastoral and rewards system.
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life
- To evaluate and monitor the progress of students and keep up-to-date student records as may be required.
- To contribute to the preparation of action plans, progress files and other reports.
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- To communicate as appropriate with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff.

Staff Development:

- To take part in the school's staff development programme by participating in arrangements for further training and professional development.
- To engage actively in the appraisal process.

Responsibilities common to All Staff:

- Foster RSA's vision and objectives.
- Ensure equality and diversity is celebrated and promoted through all practice, and that success is achieved through widening participation and encouraging access to a diverse range of students.

- Effectively discharge RSA's responsibility for safeguarding students.
- Work within the RSA Health and Safety policy to ensure a safe working environment for staff, students and visitors.
- Maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues.
- Engage actively in the performance review process.
- Adhere to policies and procedures as set out in the staff handbook or other documentation available to all staff.
- Attending appropriate professional development/training sessions, courses or meetings to ensure that skills are maintained and developed to meet the changing needs of the college.
- Comply with the provisions of the Data Protection Act and adhere to the requirements of all staff to maintain confidentiality in respect of governors, staff, parents, students and members of the general public.
- Be responsible and accountable for carrying out the post with regard to the school's Safeguarding Policy, Equal Opportunity Policy, Health and Safety at Work Act and any other relevant policies and procedures.

The Rudheath Senior Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Successful appointments are subject to receiving satisfactory employment checks including references and an Enhanced DBS Disclosure is required for all posts involving regulated activity.

This job description is intended as a general guide to the duties attached to the post and is not an inflexible specification. It may, therefore, be altered from time to time to reflect the changing need of the service, always in consultation with the post holder.

Person Specification

Candidates should use this person specification to help them consider if they meet the essential and, where possible, desirable criteria for the post. Candidates should then make reference to this in their application form and letter of application.

Qualification Criteria

- Qualified to degree level and above.
- Qualified to teach and work in the UK.

Experience

- Experience of raising attainment in a range of classroom environments.
- Experience of reflecting on and improving teaching practice to increase pupil progress and achievement.
- Experience of working as part of an effective team.
- Evidence of continually improving the teaching and learning in their subject through contributing to the development of schemes of work.

Knowledge

- Outstanding subject knowledge for teaching.
- Up to date knowledge of developments in the curriculum area.
- Understanding of the strategies needed to establish consistently high expectations and raise aspirations; to improve pupil outcomes; and develop behaviour that results in pupils being able to learn, as well as contribute positively to their school community.

Teaching and Learning

- Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice.
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards.
- Thinks strategically about classroom practice and tailoring lessons to pupils' needs.
- Understands and interprets complex pupil data to drive lesson planning and pupil progress and attainment.
- Good communication, planning and organisational skills.
- Demonstrates resilience, motivation and commitment to driving up standards of achievement
- Acts as a role model to staff and students.
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.
- Ability to report on pupil progress to team leader, other staff and parents.

Team working

- Effective team worker.
- High expectations for accountability and consistency.
- Vision aligned to North West Academies Trust values of "Opening Children's Eyes to the Wonderful World of Possibilities".
- Genuine passion and a belief in the potential of every pupil.

- Motivation to work as part of a team to continually improve standards and achieve excellence.
- Effective listening skills that lead to a strong understanding of others within the team.
- Commitment to the safeguarding and welfare of all pupils.

Collaboration - within and beyond the team

- Commitment to working with others within their team and within their school as well as across the Trust to improve practice through learning with and from each other.
- Commitment to working with others so that pupils have a rewarding experience at RSA that enables them to aspire and become the very best they can be.
- Commitment to working together to ensure equality of opportunity and the safeguarding and welfare of all pupils.