



Fareham
Academy

Unlocking Potential
Creating Opportunity

APPLICANT PACK

Teacher of MFL

1 Year Contract

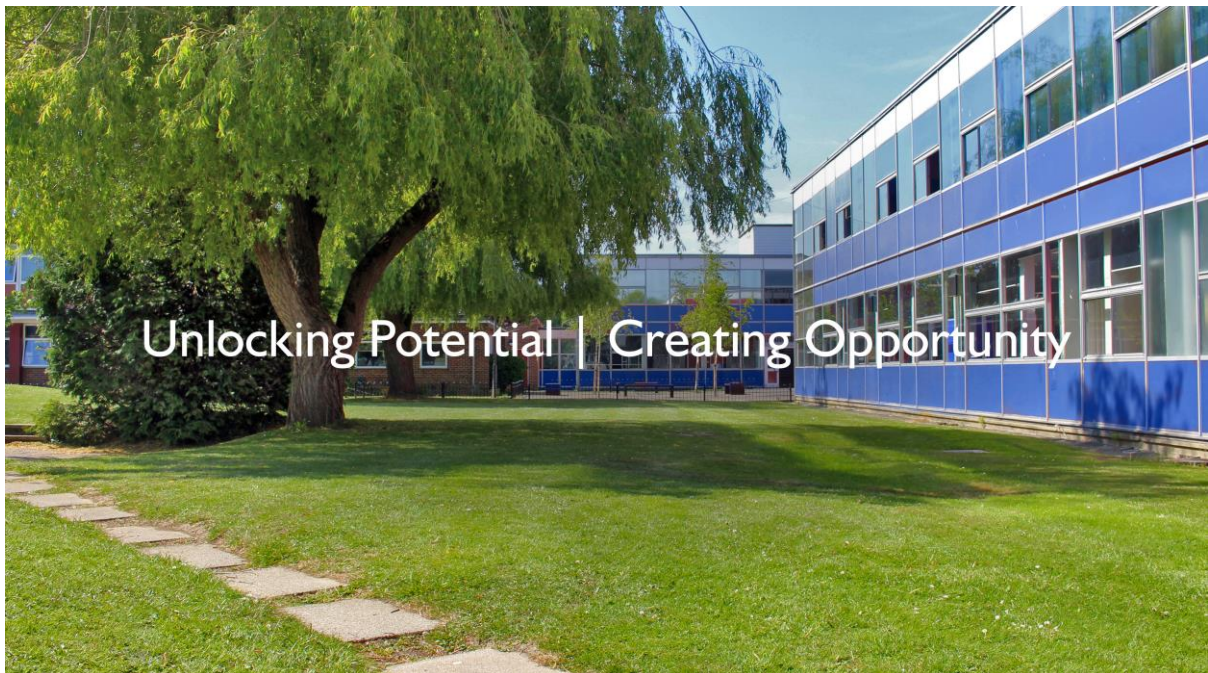
Start Date: 1st September 2022

Fareham Academy

<https://www.fareham-academy.hants.sch.uk/vacancies>

For an informal discussion about this post, a visit or for application pack, please contact
g.payne@fareham-academy.co.uk

Closing Date: Friday 20 May 2022 (Noon)



Letter from Headteacher

Dear Applicant

I am delighted that you are expressing an interest in working at Fareham Academy. We are a caring and forward-thinking school, where academic achievement and the personal development of each child go hand in hand. Our motto “Unlocking Potential – Creating Opportunity” supported by our values of Resilience, Aspirations and Kindness captures the ambition we have for all our students.

Throughout my time as Headteacher, especially through these turbulent times I have consistently seen exceptional teaching and learning, which has been verified through our recent Ofsted Inspection in October 2021. I am especially proud that several members of our Middle Leaders started their careers as ECTs in the school. We are committed to your development and providing you with the opportunities and support to progress in your career.

I wish you luck with the application process and invite you to visit our website to see our virtual school tour.

If you have any questions on the recruitment process, please email g.payne@fareham-academy.co.uk or visit our website:- www.fareham-academy.hants.sch.uk

Yours faithfully

Christopher Prankerd
Headteacher



Teacher of MFL

Fareham Academy are currently seeking an imaginative, creative, teacher to join a team of committed professionals within our MFL department to teach French & Spanish across all key stages. It is an exciting opportunity for an outstanding teacher to join us on our incredible journey at Fareham Academy; an expanding school that has undertaken rapid improvement in recent years, achieving 'Good' (Oct 21) and now striving for 'Outstanding'.

The post would be equally suitable for an experienced teacher or for an ECT. A passion for the subject and the desire to inspire others are essential.

The successful candidate will be able to inspire and develop students and they will have demonstrable experience in delivering exceptional progress, across all Key Stages. Do you have the drive and enthusiasm to make a real impact on children's life chances by teaching this subject?

Our motto, 'Unlocking Potential – Creating Opportunity' encapsulates our vision and ambition for our students and staff.

"School leaders focus on developing the curriculum and as a result, the school has an ambitious and engaging curriculum. Subject leaders have thought carefully about what they want students to know by the end of Year 11. Leaders have sequenced learning from Year 7 onwards so that students' knowledge and skills gradually improve over time." Ofsted Oct 2021

Your opportunity

MFL at Fareham Academy is a dynamic and innovative department with a drive to deliver excellent progress and results for students. The department is a well-resourced Curriculum area, committed to stimulating and inspiring students to be enthusiastic about the natural patterns in the world around them. We aim to encourage and equip all students with a broad range of skills in order to be successful in a highly competitive environment. We are good school following our Ofsted in October 2021.

In Key Stage 3, students build on the foundations of Key Stage 2 and learn the basics needed for Key Stage 4. Students will be introduced to new topics which they will need to understand the basics behind before they can access the Key Stage 4 curriculum. Students will learn through a variety of methods that will ensure they are fully prepared for the upcoming years in school.

In Key Stage 4, we begin the students' preparation for exams. We introduce students regularly to exam style questions and how to answer them. Students will become familiar with the topics on exam papers and apply these topics to real life scenarios. We will build on the knowledge obtained from Key Stage 3 and use that to further increase their knowledge and understanding of MFL.

We are looking for a highly motivated individual who:

- Believes in young people
- Is dynamic, innovative and inspirational in the classroom
- Is passionate about Maths and is keen to improve standards across all year groups
- Ensures all students succeed and are able to achieve their maximum potential.
- Has the ability to teach outstanding lessons across the age range.
- Enjoys working as part of a team
- Sets high expectations of themselves and their students.
- Is committed to providing access for students to a range of opportunities

In return we will offer you:

- A professional, hardworking and supportive team of staff with the capability and desire to raise student achievement even further
- Enthusiastic students who are willing to learn and are proud of their learning environment
- Opportunities for further professional development
- A caring and supportive working environment within a vibrant school community
- Employee Assistance Programme (EAP)



Please note: academies may hold interviews as and when applications are received, and this job may be withdrawn at any point without notice. You will still be able to add information until the closing date, but you will not be able to submit your application. With this in mind, you are encouraged to apply as early as possible.

Fareham Academy is committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, and where applicable, a prohibition from teaching check will be completed for all applicants. In line with our commitments to safeguarding.

Post Details		Last Updated: 03.05.19	
Department:	Modern Foreign Language		
Job Title:	Teacher of MFL		
Salary:	ECT/MPS/UPS		
Responsible to:	Head of MFL		

Job Purpose Statement

Job descriptions are subject to annual review and specific responsibilities may change to take account of the school improvement plan and staff professional development.

All staff should promote the school ethos, and health and safety, and contribute to continuous school improvement.

To contribute to the wellbeing and development of the school by teaching, inspiring, guiding and caring for students inside and outside the classroom. To ensure that all students make outstanding progress and achieve targets and fully implementing policies and procedures.

This job purpose reflects the core activities of the post. As the School and the post-holder develop, there will inevitably be some changes to the duties for which the post is responsible, and possibly to the emphasis of the post itself. The School expects that the post-holder will recognise this and will adopt a flexible approach to work. This could include undertaking relevant training where necessary.

Should significant changes to the job purpose become necessary, the post-holder will be consulted and the changes reflected in a revised job purpose.

Qualifications	Essential/ Desirable	A	I	L	R
Qualified Teaching Status	E	*			*
Teaching Experience at K3&4	E	*		*	
A postgraduate degree	D	*			
Professional Knowledge and Understanding	Essential/ Desirable	A	I	L	R
A minimum of three years' experience in a teaching/learning/child support working environment, with a proven track record of improving results.	D	*			*
Detailed knowledge and understanding in the subject in French & Spanish	E		*		*
Ability to apply knowledge and skills from theory in a practical classroom context	E		*		*
Ability to motivate and encourage children	E		*		*
Effective classroom manager	E		*		*

Ability to demonstrate understanding of complex problems and apply in depth knowledge to address them	E		*		*
Ability to create effective relationships with a variety of different people	E			*	
Experience	Essential/ Desirable	A	I	L	R
Excellent experience and knowledge of IT support learning	E	*	*	*	*
Excellent use of a range of evidence, including performance data, to support, monitor, evaluate and improve aspects of school life.	E	*	*		
Experience of marking for examinations boards	D	*			
Evidence of ability to teach across the whole of the 11-16 age range	E	*			*
Evidence of use of strategies for raising achievement and achieving excellence	E	*			*
Evidence of use of strategies for ensuring inclusion, diversity and access	E	*			*
Highly successful teaching including exam result success at all key stages for at least 3 years	D	*			*
Leadership and Management Skills	Essential/ Desirable	A	I	L	R
Ability to prioritise, plan, organise and manage work life balance	E	*			*
Ability to work as an effective team player, understanding the strengths and weakness of others to help team development	E	*	*		
Excellent time management and organisational skills	E		*		
Excellent interpersonal, presentation and communication skills, both written and spoken	E	*	*		*
Ability to manage and deliver own course units and contribute to team taught course units	D	*	*		
Ability to contribute to wider school administration and initiatives	D	*	*		*
Communicating & Influencing	Essential/ Desirable	A	I	L	R
Ability to influence desired student behaviour	E			*	
Ability to generate enthusiasm in students	E			*	
Excellent communication skills, able to clarify and explain instructions	E		*	*	
Other skills & Behaviours	Essential/ Desirable	A	I	L	R
Ability to stay calm	E			*	
Empathy with students and sympathetic to their needs	E			*	

Professionally discrete and able to respect confidentiality in particular areas	E				*
Safeguarding Children	Essential/ Desirable	A	I	L	R
Committed to safeguarding and promoting the welfare of children and young people (References)	E	*	*		
Equality	Essential/ Desirable	A	I	L	R
<ul style="list-style-type: none"> The ability to ensure that there is equality of access to educational attainment All aspects of equality are adhered to 	E	*	*		
Personal and Professional Qualities & Attributes	Essential				
<ul style="list-style-type: none"> Excellent organisational ability Ability to organise own teaching resources and activities to deadline and quality standards Ability to plan, manage, organise and assess teaching objectives Ability to contribute to the design of subject units, curriculum development and new teaching approaches Inspire, challenge, motivate and empower the school community to carry forward a shared vision. Build and maintain effective relationships. Think strategically, create, maintain and share a coherent school vision. Manage change, conflict and empower individuals and teams. Listen to, and reflect on, feedback from others, including colleagues and governors. Think creatively to anticipate and solve problems Prioritise, plan and organise themselves and others Set & achieve ambitious, challenging goals and targets Knowledge/understanding, consistency, complete finisher, supportive/loyal/trustworthy/effective communicator, take initiatives, follows up, creates sustainability and motivates. 					
Organisational Information					
<p>All staff are expected to: Positively support equality of opportunity and equity of treatment to colleagues and students in accordance with the Schools Equal Opportunities Policy.</p> <p>Help maintain a safe working environment by:</p> <ul style="list-style-type: none"> Attending training in Health and Safety requirements as necessary, both on appointment and as changes in duties and techniques demand. Following local codes of safe working practices and the school's Health and Safety Policy. <p>Undertake such other duties within the scope of the post as may be requested by your Manager.</p>					
<pre> graph TD SLT[SLT Link] --- HD[Head of Department] HD --- T[Teacher] </pre>					

Main Responsibilities/Activities:

This document is not designed to be a list of all tasks undertaken but an outline record of the main responsibilities and should be read in conjunction with the accompanying Job Purpose.

More specifically the post holder will be expected to:

Main Responsibilities:

- To create an exciting learning environment securing department improvement, raising attainment and achievement.
- To plan, resource and deliver lessons to a high standard that ensure real learning takes place and students make good progress.
- To prepare, develop and deliver lessons in the timetabled subject, according to the schemes of work agreed within the department.
- To ensure that all students achieve at chronological age level or, if well below level, make significant and continuing progress towards achieving at level.
- To monitor and record the performance of students.
- To foster and maintain high standards of effort and discipline amongst the students by the use of appropriate school-based rewards, negotiated goals and sanctions.
- To encourage effective learning by the appropriate use of formative assessment, target setting and the development of teaching and learning styles.
- To foster an atmosphere of mutual respect with students in all classroom activity.
- To develop and foster good working relationships with all staff.
- To be prepared to undertake the pastoral role of a form tutor
- To comply with all Examination Board regulations in regard to the teaching of examination subjects and the completion of coursework.
- To attend meetings as directed by the Head of Department.
- To attend Academic Review Process as appropriate.
- To care for and maintain such equipment and books as may be in use in the teaching base or location.
- To display work or materials which enhance the learning environment.
- To contribute positively to the extracurricular life of the school.
- To be proactive in the pursuit of continuous professional development ensuring you maintain an up to date knowledge of teaching practices.
- To liaise with the department on assessment.
- To build positive relationships with Pupils, Trustees, Colleagues, Educational Psychologist, Education Welfare Officer, LEA Specialist, Examiners, Educational Specialists and Outside contractors.
- To comply with the requirements of Health and Safety, other relevant legislations and school policies, and understand and comply with the school's equal opportunities policy

All the above duties and responsibilities to be carried out in accordance with Fareham Academy's Policies, Teacher Standards and current legislation with an emphasis on Customer Care, Equal Opportunities, Data Protection and Health and Safety. Any other duties and responsibilities appropriate to the grade and role