

<b>JOB DESCRIPTION</b>		
<b>JOB TITLE</b>	<b>Subject Teacher (MFL - Spanish)</b>	
<b>REPORTS TO</b>	<b>Head of Department</b>	

### PURPOSE OF THE POST

To support the Academy's vision by leading all aspects of the work of a subject team, including collaborative working with other teams, to create and deliver an innovative curriculum which meets the needs of learners and enables them to achieve outstanding success.

### THE ACADEMY VISION

Our vision is:

- To have high expectations and enable everyone to achieve success
- To celebrate high quality learning experiences in all areas of school life
- To be at the heart of the community, and prepare everyone fully for their future lives

### SUBJECT TEACHER RESPONSIBILITIES

Every single member of staff at the Academy is employed to translate this vision into effective action. For subject teachers, this means their prime responsibilities are as follows:

<b>EXPECTATIONS</b>	<ul style="list-style-type: none"> <li>• to promote a positive ethos of achievement for all</li> <li>• to make effective use of praise and rewards</li> <li>• to maintain a determined optimism about the capacity of students to change and improve</li> <li>• to model positive behaviour, embracing change with enthusiasm and a determination to make it succeed</li> </ul>
<b>CURRICULUM; TEACHING AND LEARNING</b>	<ul style="list-style-type: none"> <li>• to contribute to the development of an innovative and rigorous curriculum including though writing schemes of work</li> <li>• to teach students according to their educational needs, planning consistently high quality and appropriately differentiated lessons so that all are able to succeed and achieve</li> <li>• to promote students' literacy, numeracy, ICT and enterprise skills as appropriate</li> <li>• to assess work in line with published Academy and exam board requirements and use the outcomes of this assessment to ensure that future teaching meets students' needs</li> <li>• to provide students and their parents and carers with regular feedback in accordance with the Academy's Assessment for Learning policy</li> <li>• to ensure the safety and well-being of students at all times through the implementation of the Academy's Health and Safety policy and safeguarding procedures and through the completion of risk assessments, as appropriate</li> </ul>

<b>ACTIVELY PROMOTING EQUALITY AND DIVERSITY</b>	<ul style="list-style-type: none"> <li>• to set challenging targets for every single student taught</li> <li>• to ensure that learning activities enable every student to make progress towards the timely achievement of their targets</li> <li>• to keep progress against these targets under constant review</li> <li>• to plan appropriate interventions when students are at risk of falling below these targets, liaising with parents and other colleagues as required</li> <li>• to ensure that all exam board requirements for the delivery, assessment, moderation and administration are met for all courses taught</li> <li>• to ensure that materials used for learning and display promote diversity</li> <li>• to treat all students fairly, irrespective of their gender, background or ability</li> <li>• to monitor the progress of groups of students, especially those known to be vulnerable to underachievement at national, Academy or subject level and plan appropriate interventions, where necessary</li> </ul>
<b>HAVING HIGH EXPECTATIONS</b>	<ul style="list-style-type: none"> <li>• to model assertive, respectful and ethical behaviour</li> <li>• to set high standards of behaviour for students and maintain these through effective behaviour management</li> <li>• to apply whole school behaviour management procedures consistently, effectively and fairly</li> </ul>
<b>PROFESSIONAL DEVELOPMENT</b>	<ul style="list-style-type: none"> <li>• to innovate and experiment in the use of teaching and learning methodologies and approaches and support other colleagues in doing the same</li> <li>• in particular, to keep up to date with developing technologies for learning and make innovative use of them in teaching programmes</li> <li>• to undertake training and study to keep pace with the most innovative practice elsewhere</li> <li>• to engage in the Academy's Performance Management process, setting yourself challenging targets which will stimulate innovation and development</li> <li>• to write innovative teaching and assessment materials for other members of the subject team</li> <li>• to contribute to the self-evaluation and development of the subject team and the Academy as a whole</li> </ul>
<b>SUPPORT</b>	<ul style="list-style-type: none"> <li>• to contribute to all aspects of the work of the subject team, including providing support to other team members as required</li> <li>• to deploy classroom support staff effectively and imaginatively</li> <li>• to liaise effectively with other school staff and outside agencies to meet the needs of all students taught</li> <li>• to contribute to "taster" activities for children from partner primary schools either at the Academy or in their own school</li> </ul>
<b>GENERAL</b>	<p>To undertake any other duties as may reasonably be expected by the Head Teacher, commensurate with grade.</p>

# EATON BANK ACADEMY

## PERSON SPECIFICATION

### JOB TITLE: Teacher of Modern Foreign Languages (Spanish)

The Governors are seeking to appoint a graduate who is able to demonstrate the following qualities and experience:

CRITERIA	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Well qualified MFL graduate</li> <li>Qualified Teacher Status</li> </ul>	<ul style="list-style-type: none"> <li>Ability to teach German or French to at least Key Stage 3</li> </ul>	Application form
<b>Experience</b>	<ul style="list-style-type: none"> <li>Excellent classroom teacher</li> <li>Experience in using ICT</li> </ul>	<ul style="list-style-type: none"> <li>Experience of teaching MFL across the 11-18 age range</li> </ul>	Application form Interview Lesson observation
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>Excellent subject knowledge and flair in its teaching</li> <li>Knowledge of current developments in Teaching and Learning</li> <li>Understanding and use of strategies to raise achievement</li> <li>Understanding of importance of pastoral role of every teacher</li> <li>Familiarity with health and safety procedures</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of the AQA specification for MFL</li> <li>Experience having conducted an MFL speaking exam</li> <li>Experience of being a form tutor</li> </ul>	Application form Interview Lesson observation
<b>Skills and Aptitudes</b>	<ul style="list-style-type: none"> <li>Commitment to safeguard and promote the welfare of children</li> <li>Good communication skills</li> <li>Enthusiastic and passionate</li> <li>Organised</li> <li>Effective team member</li> <li>Play role in departmental development and in writing schemes of work</li> <li>Commitment to achieving high</li> </ul>	<ul style="list-style-type: none"> <li>Ambitious</li> <li>Keen to undertake professional development and make a significant contribution to curriculum development</li> </ul>	Application form Interview Lesson observation

	standards		
<b>Personality</b>	<ul style="list-style-type: none"> <li>• Good sense of humour</li> <li>• Ability to inspire and motivate students and peers</li> <li>• Pleasant manner and resilience under pressure</li> <li>• Ability to work constructively and co-operatively in an effective and harmonious department</li> <li>• Keen to learn from own experience and that of others</li> <li>• Willingness to contribute to extra-curricular activities</li> </ul>		Application form  Interview  Lesson observation