

## Teacher of French

Salary / grade range	MPS
Contract	Permanent
Location	Co-op Academy Florence MacWilliams
Reports to	SLT

### Purpose of role:

You will be instrumental in our mission to provide every student a great education and real choices in life, regardless of their background. As a passionate practitioner, you will deliver high-quality outstanding teaching and learning, supporting students to achieve excellent results through meticulously planned lessons that inspire a love of learning that extends beyond the classroom. Additionally you will be a positive role-model, upholding the academy vision and impacting the academy more widely.

As the academy is a new school the successful candidate will be expected to carry out the full range of duties based around Florence's PACE principles:

**Pride:** Instilling values, PACE Curriculum & character programme.

**Ambition:** Effectively using assessment & data. Leading on teaching a rigorous academic, enrichment & careers curriculum.

**Care:** Strong discipline, pastoral care systems and safeguarding.

**Excellence:** Excellent teaching, collaborative planning and quality training.

### Key accountabilities (and specific duties / responsibilities):

- Live Co-op Florence MacWilliams' vision & values in all academy provisions.
- Instil a culture of high expectations across academy life.
- Safeguard all students, ensuring the safety and well-being of both students and staff.
- Build effective external relationships, fostering connections with parents and the community.

#### Key Responsibilities

- Plan, resource and deliver lessons to the highest standard so that pupils make exceptional progress.
- Provide a nurturing environment that helps students to develop as learners.
- Contribute to establishing and maintaining discipline across the whole academy.
- Contribute to the wider development of each child, supporting our mission that every student leaves Co-op Academy Florence MacWilliams with real options, be it to embark on their chosen career or to go onto a course of their choice at university.

#### Teaching

- Set high expectations so that all students are inspired, motivated and challenged to reach

their full potential.

- Create a positive climate for learning, by explicitly teaching lesson routines and applying behaviour systems consistently and fairly.
- Plan and teach well-structured, differentiated lessons which allow adequate time to embed new knowledge, understanding and skills.
- Nurture every student's intellectual curiosity, asking pertinent questions to deepen students' understanding.
- Systematically check students' understanding and act to correct any misconceptions.
- Provide students with individual feedback aimed at moving his or her learning forward, developing a growth mindset in each student.
- Ensure that all students achieve at least at chronological age level or, if well below level, make significant and continuing progress towards achieving at chronological age level

#### Curriculum and Assessment

- Participate in and contribute to effective collaborative planning for every year group, feeding your experience into improvements in the curriculum
- Contribute to the planning of assessments and subject specific revision, including preparing pupils for national examinations
- Review and reflect on each assessment, making intelligent use of data to identify underperformance, and plan appropriate support to address this
- Predict student outcomes as required
- Lead enrichment and participate in trips and visits to enhance the learning experience of all students

#### Culture and ethos

- Contribute to the academy's behaviour management, implementing academy systems consistently and in a kind and respectful manner.
- Develop strong partnerships and ensure regular communication with parents.
- Be active in issues of student welfare and support.
- Complete duties around the academy, modelling best practice for all staff.

#### Development of the Co-op network

- Value and support practices driving continued progress across the Co-op network of schools
- Participate actively throughout the network, by attending relevant meetings and network-wide training and assessment standardisation

#### Other

- Undertake, and when required, deliver or be part of the appraisal system and relevant training and professional development
- Undertake other various responsibilities as directed by the Head of department or SLT

## Person Specification

Personal attributes required (based on job description):		
Attributes	All attributes are essential, unless indicated below as 'desirable'	How measured, e.g. application form (A), interview (I)
<p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>• QTS</li> <li>• Strong A Levels or equivalent.</li> <li>• Degree in main subject taught or degree in a closely related subject</li> </ul>		<p>A</p> <p>A</p> <p>A</p>
<p><b>Experience</b></p> <ul style="list-style-type: none"> <li>• Mastery of and enthusiasm for subject discipline</li> <li>• Knowledge of the national secondary education system, examinations and curriculum</li> <li>• Excellent understanding of both subject and general teaching pedagogy</li> <li>• Experience of reflecting on and improving teaching practice to increase pupil achievement</li> <li>• Experience of interpreting pupil data to drive lesson planning and pupil progress</li> <li>• Experience of raising attainment in a challenging environment</li> <li>• Experience of leading successful enrichment which inspire and motivate learners</li> <li>• Effective and systematic behaviour management</li> </ul>		<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>
<p><b>Skills, Ability, Knowledge</b></p> <ul style="list-style-type: none"> <li>• Strong interpersonal, written, and oral communication skills.</li> <li>• Clear understanding of strategies for high standards.</li> <li>• Excellent organisational skills</li> <li>• Confident use of data to inform and diagnose weaknesses and inform next steps.</li> <li>• Ability to diagnose and implement effective strategies to raise learning standards.</li> </ul>		<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>

<ul style="list-style-type: none"> <li>• Ability to develop and maintain highly effective working relationships with parents and the wider community.</li> <li>• Comfortable working collaboratively with stakeholders in the CAT network.</li> </ul>		<p>A/I</p> <p>A/I</p>
<p><b>Personal Qualities</b></p> <ul style="list-style-type: none"> <li>• Genuine passion for and a belief in the potential of every pupil</li> <li>• Vision aligned with Co-op Florence MacWilliams high aspirations and high expectations of self and others</li> <li>• Effective team worker and leader</li> <li>• Excellent interpersonal, planning and organisational skills</li> <li>• Motivation to continually improve standards and achieve excellence</li> <li>• Reflective practitioner, open to feedback and training to establish outstanding classroom practice</li> <li>• Acts as a role model to staff and pupils</li> <li>• Be aligned with all co-operative values and the Co-op Ways of Being.</li> <li>• Be committed to ensuring that all children in our schools receive an excellent education in a safe and stimulating environment.</li> <li>• Commitment to and understanding of professionalism in line with the National Teaching Standards</li> </ul>		<p> </p> <p> </p> <p> </p> <p> </p> <p> </p> <p> </p> <p> </p> <p> </p> <p> </p> <p> </p>
<p><b>Other</b></p> <ul style="list-style-type: none"> <li>• Commitment to equality of opportunity and the safeguarding and welfare of all pupils</li> <li>• Willingness to undertake training</li> </ul>		<p> </p> <p> </p>

Co-op Academies Trust as an aware employer is committed to safeguarding and protecting the welfare of children and vulnerable adults as its number one priority. This commitment to robust recruitment, selection and induction procedures extends to organisations and services linked to the Trust on its behalf. This post is subject to an enhanced DBS check. We value variety and individual differences, and aim to create a culture, environment and practices at all levels which encompass acceptance, respect and inclusion. All our colleagues are expected to demonstrate a commitment to co-operative values and principles.