

# Teacher of French (Maternity Cover) Job Description and Information



## WELCOME

Welcome to Ormiston Ilkeston Enterprise Academy, a school full of warmth and purpose.

I take enormous pride in leading an incredible team of staff who are resolute and steadfast in their determination to improve the life chances of our young people and address educational disadvantage in our setting.



We are looking for like-minded individuals as we expand our team to accommodate growing student numbers. Having recently been rated as Ofsted Good, it is an exciting time to join us!

Our success to date is due to the fact we live and breathe our CARE values of Courage, Ambition, Respect and Excellence. These values help to determine our strong culture and create a climate in which every member of the school community is able to develop and improve. We are relentlessly positive and passionately care about the community that we serve.

Colleagues enjoy working here as we prioritise and build a sense of belonging. There is a calm and purposeful atmosphere around the academy, with high standards set for all aspects of academy life.

We adopt a 'work to live' mentality meaning workload is carefully considered with a range of common-sense initiatives deployed, these typically include access to wellbeing days and a sensible approach to flexible working. Our team buys into our philosophy of continuous improvement and benefit from the 'development over judgement' mantra. We realise and appreciate that staff are our greatest resource.

Other benefits for teachers include:

- Access to a fully planned and resourced curriculum
- No marking (other than assessments)
- Reduced teaching load as part of wider cover provision
- Centralised behaviour systems
- Named coach / buddy for all new teachers
- All Intervention and Enrichment included as part of directed time

I appreciate that I might be biased but this is a truly great place to work, and you won't regret applying. Come for a visit beforehand and see for yourself.

We look forward to meeting you soon,

**Mr Simon Leach**  
**Principal**



## Teacher of French (Maternity Cover – September-July)

This role can be offered full-time or part-time  
(3–4 days per week), subject to agreement

MPS/UPS

September Start

If you are a teacher who is passionate about their subject, enjoys working with young people and is determined to make a real difference to the children you teach, then this could be the job for you.

We are looking for brilliant teachers and leaders to join this forward-thinking Academy and develop the quality of teaching and learning within their subject area. We are seeking to employ teachers who have a thirst to develop young people and build teams committed to academic and pastoral success. This is a fantastic opportunity to play a key role in influencing positive learning outcomes for our students, both within your own subject area and whole school.

Our new colleague will also benefit from being part of Ormiston Academies Trust, a MAT of 44 primary and secondary academies. The Trust's vision is for all young people to have access to the highest academic, social and practical skills required to achieve their full potential. OAT support all staff so that they can enhance and develop their professional skills whatever their role within the trust.

Find out more on the [Ormiston Academies Trust](#) website.

We offer a competitive package of benefits for our staff including:

- *A network of exceptional support staff, teachers, middle and senior leaders.*
- *A supportive and collaborative working environment.*
- *The opportunity to achieve career development through excellent CPD opportunities (at a trust and school level)*
- *Vivup – lifestyle saving, cycle to work scheme, car salary sacrifice scheme, and employee assistance programme*

Visit us online <https://mynewterm.com/jobs/137109/EDV-2025-OIEA-66523> where you can find further information and details on how to apply. Please note that CVs are not accepted.

For an informal chat or to arrange a visit please contact Mrs Meakin, PA to Principal and VPs on 0115 9303724 or by emailing [kmeakin@oiea.co.uk](mailto:kmeakin@oiea.co.uk).

**Closing date for applications: 9am on Tuesday 12th May 2026**

**Interviews to be held – Friday 15th May 2026**

## **Job Description**

**Post: Subject Teacher of French (Maternity Cover – September to July)**

**This role can be offered full-time or part-time (3–4 days per week), subject to agreement**

**Responsible To: Each subject teacher is responsible to the Principal, but this responsibility is delegated to the Head of Department or other Designated Line Manager.**

### **Role:**

- Subject teachers will take an active part in the development of curricular provision in their designated subject area. In line with whole-academy and department policies, they will be responsible for delivering the agreed Schemes of Work through effective and successful teaching. They will develop best practice in term of models of teaching and learning to raise all students' levels of attainment.
- Subject teachers will also be expected to contribute to the development of teaching and learning through the whole academy and to utilise their training, expertise and experience in improving performance.
- Subject teachers will take a key role in their own continued professional development and seize every opportunity to extend their repertoire of teaching skills and understanding of the learning process.
- Subject teachers will also participate in developing a strategic vision for the academy and holding themselves accountable for the consistent application of the academy's values and principles.

### **Function:**

In line with the agreed staffing structure reviewed annually in January of each year, there are four key functions to the subject teacher role:

- Responsibility to the Principal, delegated through the Head of Department, for their commitment to the academy's values and principles to improve standards
- Responsibility for the development of the education process in the Department.
- Responsibility for the welfare of students and the academy's behaviour management systems.
- Responsibility for the effective management of resources.

### **Tasks:**

**Responsibility to the Principal, delegated through the Head of Department, for commitment to the academy's values and principles in order to improve standards**

- To keep the Principal, through the HOD, fully informed of all initiatives and developments undertaken, and any issues or concerns regarding the effectiveness of their teaching and classroom management
- To be an active and supportive member of the department team
- To demonstrate by their actions, concern for and consideration of colleagues within both the department team and wider academy, and to sustain positive and constructive professional relationships with them.
- To promote high quality leadership and support in the classroom and around the academy.
- To participate in annual staff review (performance management) and other academy improvement and self-review processes.

### **Responsibility for the development of the education process in the department**

- To sustain appropriate working relationships that engage students in lessons and promote effective learning
- To devise learning programmes that maximise the potential of all students in their allocated teaching groups
- To ensure that each student is offered a full range of subject related learning experiences in accordance with individual need, the academy's learning and curriculum policies and statutory curriculum entitlements.
- To monitor, support and evaluate the progress and performance of students in their teaching groups in terms of formative and summative assessments to facilitate learning and raise standards of achievement.
- To provide curriculum leadership and innovation within the curriculum areas following negotiation and agreement with the department team.
- To liaise with the HOD and other teaching staff to ensure that all learning experiences offered to each student are of the highest quality.
- To seek every opportunity to improve the education processes offered by the department especially in relation to ARR and involving parents in supporting their children's progress at academy.
- To attend appropriate meetings of consultation, concern or celebration for individual students within their subject teaching groups.

### **Responsibility for the welfare of students and the application of the academy's behaviour management systems**

- To encourage all students to extend their aspirations and develop the highest expectations about their achievements
- To foster a positive approach to learning and commitment to the academy's ethos among students, enabling them to enjoy productive friendships and for educational progress to flourish
- To implement consistently the academy's behaviour management systems and support other staff in maintaining good discipline and the highest standards of student behaviour.
- To ensure that all equipment used by students and/or activities they are involved in fully meet the provisions of statutory health and safety requirements.
- To encourage students to take responsibility for the academy buildings and site and that a stimulating and exciting learning environment is established in the classroom.
- To communicate information about each student's progress in line with whole academy and department policies.

### **Responsibility for the effective management of resources**

- To utilise the allocated resources to create and sustain a successful learning environment
- To ensure that the learning and other resources allocated to teaching groups are deployed in a fair, equitable and appropriate way that supports student learning and achievement
- To advise HOD about the resource needs of their teaching groups to deliver the agreed schemes of work.
- To participate in department decision making about the uses of the capitation allowances / curriculum development fund and devolved INSET budget.
- To be responsible for all resources allocated to their teaching groups/classroom base.

### **Duties and Responsibilities – General**

- To adhere to existing practices, methods, procedures, undertake relevant training and development activities and to respond positively to new and alternative systems.
- It will be necessary to work with information technology and associated systems in accordance with academy/County Council policies
- To co-operate with the academy in complying with relevant health and safety legislation, policies and procedures in performance of the duties of the post.
- To carry out the duties and responsibilities of the post in compliance with the academy's Equal Opportunities policies.
- To maintain confidentiality and observe Data Protection and associated guidelines where appropriate.
- To understand and comply with the academy's environmental policies.
- To carry out any other duties which may be reasonably regarded as within the nature of the duties and responsibilities of the post as defined, subject to the proviso that normally any changes of a permanent nature shall be incorporated into the job description in specific terms.

**Ormiston Ilkeston Enterprise Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The Academy's Child Protection and Safeguarding Policy can be found on our website: <https://www.oiea.co.uk/admin/wp-content/uploads/sites/21/2024/10/Child-Protection-and-Safeguarding-2024.pdf>**

**Suitability checks will be undertaken including two satisfactory references, medical clearance, Enhanced DBS check, including Children's Barred List, confirmation of qualifications, Prohibition Order or Interim Prohibition Order, verification of i.d. and of the Right to Work in the UK, Proof of NI Number.**

*Please see Person Specification on the next page.*

## Person Specification

### Post: Subject Teacher of French (Maternity Cover – September - July)

Essential Requirements	Method of Assessment A = Application I = interview
<b>1. Experience/Qualifications/Training</b>	
<ul style="list-style-type: none"> <li>Qualified teacher status</li> </ul>	A
<ul style="list-style-type: none"> <li>To be an exciting and innovative classroom teacher</li> </ul>	A & I
<ul style="list-style-type: none"> <li>Strong subject knowledge and ability to teach French across KS3 and KS4.</li> </ul>	A
<ul style="list-style-type: none"> <li>To have some experience of curriculum planning and/or devising schemes of work</li> </ul>	A
<b>2. Abilities</b>	
<ul style="list-style-type: none"> <li>The ability to work as a member of a team</li> </ul>	I
<ul style="list-style-type: none"> <li>The ability to motivate and engage students in the learning process through personal influence and concern for individual needs</li> </ul>	I
<ul style="list-style-type: none"> <li>The ability to work to targets and monitor progress</li> </ul>	I
<ul style="list-style-type: none"> <li>The ability to plan and organise high quality lessons</li> </ul>	A & I
<ul style="list-style-type: none"> <li>The ability to assist in developing and implementing faculty policies and systems</li> </ul>	I
<ul style="list-style-type: none"> <li>The ability to communicate effectively and build purposeful professional relationships with colleagues and students</li> </ul>	I
<b>3. Special knowledge</b>	
<ul style="list-style-type: none"> <li>To understand the learning process and educational needs of youngsters</li> </ul>	A & I
<ul style="list-style-type: none"> <li>To understand the personal, emotional and social needs of students</li> </ul>	I
<ul style="list-style-type: none"> <li>To have a clear understanding of the statutory curriculum requirements of the specific subject/curriculum area</li> </ul>	I
<b>4. Commitment</b>	
<ul style="list-style-type: none"> <li>Commitment to the academy's values and principles, aims and policies.</li> </ul>	I



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