



Hele's School



WESTCOUNTRY
SCHOOLS TRUST

WESTCOUNTRY SCHOOLS TRUST JOB DESCRIPTION

Job Title:	Teacher of Modern Foreign Languages
Location:	Across the Trust (based at Hele's currently)
Grade/salary:	MPS/UPS
Hours:	Full Time and Part Time positions considered
Reports to:	Head of Languages
Key relationships:	Working within the department and across the school to build successful professional relationships.

Job Purpose

The Teacher of Modern Foreign Languages supports the effective operation of the Trust and works to uphold and promote its vision and values.

To carry out the duties of a teacher as set out in the most recent Teachers' Pay and Conditions Document. Your aim is to be an effective teacher who challenges and supports all your students to do their best and achieve their potential by:

- Inspiring trust and confidence in your students and colleagues
- Building team commitment amongst your students and colleagues
- Engaging and motivating students
- Encouraging analytical thinking
- Taking positive action to improve the quality of your students' learning

Duties and Responsibilities

1. At all times, demonstrate and uphold WeST's core values, ensuring that behaviour, actions and decisions align with the principles that guide our work.
2. As a classroom teacher you will be expected to:
 - Maintain a thorough and up-to-date knowledge of the teaching of your subject(s) and take account of wider curriculum developments, which are relevant to your work.
 - Plan lessons and sequences of lessons, as well as interventions, to meet students' individual learning needs.
 - Use a range of appropriate strategies and follow policies for tutoring, teaching, behaviour management.
 - Take positive action to improve the quality of your students' learning.
 - Assess, monitor and record the progress of students in your teaching and tutorial groups; give them constructive feedback, targets and advice; and report their progress to, and discuss their progress with, their parents/carers.
 - Do all you can to ensure that, as a result of your teaching and interventions, your students achieve well relative to their prior attainment, making progress as good as or better than similar students nationally.



- Within the framework of the Trust's Performance Management and CPD policies, take responsibility for your own professional development and use the outcomes to improve your tutoring and teaching and your students' learning.
- Make an active contribution to the aspirations and plans of your curriculum.

These responsibilities may be altered after consultation with the Head of Modern Foreign Languages in order to meet the changing needs of the Department, School and Trust and in the interest of the member of staff.

Applicable to all roles:

- To act in accordance with, and actively promote, all Trust policies, including Safeguarding, Health and Safety and Equality & Diversity.
- To participate in Continuing Professional Development (CPD relevant to the role and to engage in Performance Development Reviews (PDRs)).
- Preparing and contributing to Trust-wide development by sharing best practice and delivering/receiving professional feedback.
- To retain confidentiality and maintain data and/or files in accordance with Trust policies for data governance, as appropriate for the role.

This Job Description provides a general reflection of the main duties and responsibilities of the post at the date of production. You may be expected to take on other reasonable activities deemed to be within the character of the post to assist in efficient service delivery. The duties may change over time as requirements and circumstances evolve without changing the general character of the post or level of responsibility.

**PERSON SPECIFICATION**

E = Essential, D = Desirable

Method of Assessment The table indicates the possible method/s by which the skills/knowledge/level of competence in each area will be assessed.	Essential or Desirable	Application Form	Interview (or other selection activity)
VALUES-BASED BEHAVIOURS - It is important to us that your values align with ours:			
Compassion:			
Recognising need in others and acting with positive intention to promote well-being and improve outcomes	X		X
Aspiration:			
Works to high expectations, modelling the delivery of high-quality outcomes	X		X
Showing passion, persistence and resilience in seeking creative solutions to strive for continuous improvement and excellence	X		X
Integrity:			
Acting always in the interests of children and young people,	X		X
Acting with a consistent and uncompromising adherence to strong moral and ethical principles	X		X
Communicating with transparency and respect, creating a working environment based on trust and honesty	X		X
Collaboration:			
Creating a shared vision and working effectively across boundaries in an equitable and inclusive way to skilfully influence and engage others	X		X
QUALIFICATIONS:			
Degree, teaching qualification in the specified curriculum	E	X	X
Recent record of appropriate in-service training	E	X	X
Ability to teach both Key Stage 3 and 4	E	X	X
EXPERIENCE:			
Experience of the delivery of teaching to promote learning and achievement across Key Stages	E	X	X
Experience of taking positive action to improve the quality of your students' learning	E	X	X
Proven experience in maintaining a thorough and up-to-date knowledge of the teaching of your subjects and take account of wider curriculum developments	E	X	X
Experience in assessing, monitoring and recording the progress of students	E	X	X



KNOWLEDGE, SKILLS AND ABILITIES:			
Have an understanding of what highly effective evidence-based pedagogy and practice looks like	E	X	X
Ambitious, hardworking, committed professional	E	X	X
Ability both to motivate the students and raise standards even further	E	X	X
Inspire trust and confidence in your students and colleagues	E	X	X
Ability to build team commitment amongst your students and colleagues	E	X	X
Analytical and creative thinking	E	X	X
Ability to engage and motivate students	E	X	X
Ability to use a range of appropriate strategies and follow trust policies for tutoring, teaching and behaviour management	E	X	X
Make an active contribution to the policies, aspirations and plans of your Year, your curriculum / student performance team and the College	E	X	X
FURTHER REQUIREMENTS:			
Commitment to Safeguarding	X		
Enhanced DBS certificate on recruitment	X		