



Dyson Perrins

CHURCH OF ENGLAND ACADEMY

LIFE IN ALL ITS FULLNESS

BRIEF FOR THE POSITION OF TEACHER OF MODERN FOREIGN LANGUAGES (Maternity Cover)



DYSON PERRINS CHURCH OF ENGLAND ACADEMY

Our Mission:

A Christian school which enables all students, regardless of beliefs, abilities or background, to reach their potential and flourish. 'Life in all its fullness' John 10:10.

Our Vision:

- To deliver academic excellence every day.
- To enable character development and personal growth.
- To provide extra-ordinary experiences that create life-long memories.
- To create a supportive and happy learning community with a sense of togetherness
- To work in effective partnerships to have a positive influence across our community.

Our School values:

Belief

Trust

Resilience

Challenge

Dear Applicant,

Thank you for showing an interest in joining Dyson Perrins.

This is an exciting opportunity and your contribution will help improve the life chances of our young people. Our students are wonderful and deserve the very best. You will join a supportive, committed and highly talented staff team who share high ambitions for our students. You will need to bring a sense of energy, a desire to continually improve and share our commitment to raising the achievement of every student. In return we will invest in your professional development and offer opportunities for further career development in the future.

“Pupils are happy and feel safe at this inclusive school. Staff have high expectations for pupils in all aspects of school life. This is reflected in their positive behaviour and their participation in all aspects of school life. Pupils’ behaviour in and around school is calm and friendly.” Ofsted, June 2023

In your covering letter, which should be no longer than 2 sides of A4, please provide examples of how you meet the requirements of the person specification and outline how your current experience has prepared you for this role. Your application form and covering letter should be sent to hr@dysonperrins.co.uk.

Equality and diversity are important to us and we welcome applications from candidates regardless of age, disability, gender identity, sexual orientation, pregnancy, marital status, religion, belief, or race. Dyson Perrins is a Church of England Academy so applicants should be in sympathy with the aims and philosophy of a Church School and willing to lead through our Christian values of belief, trust, challenge and resilience.

I hope you have been inspired to apply and I look forward to reading your application. We are happy to offer informal visits to the school so please do get in contact with any questions, for a conversation about the post or to arrange a visit.

Best wishes with your application.

Mike Gunston
Headteacher



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Maternity Cover (MAT cover): Teacher of Modern Foreign Languages

Start date: September 2026

Grade: MPS

Hours: 0.6 FTE

We are looking to appoint a dynamic and enthusiastic Teacher of French and Spanish to join our supportive and successful school. You will need the skills and experience to teach the full age and ability range across the curriculum. The successful candidate will have experience in delivering Spanish to GCSE level and ideally French to at least KS3. We are seeking an innovative curriculum thinker who also shares a passion for extra-curricular provision.

The successful candidate will be:

- Committed to raising student achievement
- A highly effective classroom practitioner
- Confident in their subject expertise to deliver all aspects of the curriculum
- Committed to professional development and continual improvement
- Willing to uphold our Christian values of trust, belief, challenge and resilience.

All ECTs and teachers new to the school are supported through the school's comprehensive induction and training programme.

Dyson Perrins is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Dyson Perrins carries out an online search as part of our due diligence of shortlisted candidates. References will be sought on shortlisted candidates before interview. If successful for this position you will be expected to apply for an Enhanced Disclosure from the Disclosure and Barring Service before appointment is confirmed.

We strive to be an Employer of Choice and are committed to the wellbeing and development of our colleagues. You will join a supportive, warm and friendly community.

We reserve the right to close this vacancy early if we receive suitable strong applications. If you are interested in working with us, please apply without delay.

For a confidential discussion about this post, more information or to arrange a visit, please contact our HR team.

Email: HR@dysonperrins.co.uk

Telephone: 01684 564751

Application forms can be found at MYNEWTTERM or on our website using the following link.

<https://www.dysonperrins.worcs.sch.uk/about-us/work-for-us>

Thank you for your interest in Dyson Perrins Church of England Academy, we look forward to receiving your application form.



JOB DESCRIPTION

Job Description

This job description forms part of the contract of employment of the successful applicant. The appointment is subject to the conditions of employment of Teachers contained in the School Teachers' Pay and Conditions document and other current educational and employment legislation.

Responsible to: Line Manager.

Job Purpose

- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.
- To monitor and support the overall progress and development of students as a Teacher/Tutor.
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential. To contribute to raising standards of student attainment.
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.

Teaching

- To undertake a designated programme of teaching across all key stages.
- To teach consistently high-quality lessons.
- To plan and deliver schemes of work and lessons that meet the curriculum intent.
- To contribute to curriculum planning as part of the department team.
- To be a role model for students and inspire their interest in your subject.
- To maintain appropriate records and to provide relevant accurate and up-to-date information for SIMs, registers etc.
- To complete the relevant documentation to assist in the tracking of students.
- To set expectations for staff and students in relation to standards of achievement and the quality of learning & teaching.
- To prioritise and manage time effectively, ensuring continued professional development in line with the role.
- To follow the school policies and procedures.
- To ensure the effective/efficient deployment of classroom support.
- To maintain discipline in accordance with the school procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To update professional knowledge and expertise as appropriate to keep up to date with developments in teaching practice and methodology.
- To contribute to the school's extra-curricular provision.

Staff Development

- To continue personal development in the relevant areas including subject knowledge and teaching methods.
- To engage actively in the Performance Management process.
- To participate in whole school CPD programmes.
- To take part in the staff development programme by participating in arrangements for further training and professional development.



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Assessment and feedback

- To lead, monitor and analyse assessments, and feedback to students in line with whole school and department policy.
- To provide written feedback on students work as per the department policy.
- To follow department monitoring and tracking systems relating to students attainment and progress.
- To mark, grade and give written/verbal and diagnostic feedback as required.
- To undertake assessment of students as requested by external examination bodies, curriculum areas and school procedures.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To complete the relevant documentation to assist in the tracking of students..
- To follow department policy regarding department tracking of student progress and use information to inform learning and teaching.

Student Support and Progress

- To be a tutor to an assigned group of students.
- To promote the general progress and well-being of individual students and the Tutor Group as a whole.
- To liaise with the relevant pastoral leaders to ensure the implementation of the school behaviour system and pastoral support.
- To register students, accompany them to assemblies, encourage their full attendance and their participation in other aspects of school life.
- To evaluate and monitor the progress of students and keep up-to-date student records as may be required.
- To contribute to the preparation of Action Plans and other reports as required.
- To alert the appropriate staff to problems experienced by students.
- To communicate appropriately with the parents of students.
- To apply the Behaviour Policy so that effective learning can take place.
- To meet with students over whom there are concerns and contact home where necessary in conjunction with year head or department head as appropriate.
- To participate fully in the tutor time reading programme.

Safeguarding

- Be keenly aware of the responsibility for safeguarding children and to help in the application of the Safeguarding Policy within the school.
- Comply with the school's Safeguarding Policy and Code of Conduct in order to ensure the welfare of children and young persons.

Communications, Marketing and Liaison

- To communicate effectively with parents of students as appropriate
- Where appropriate, to communicate and cooperate with persons or bodies outside the school.
- To follow agreed policies for communications in the school
- To take part in marketing and liaison activities such as Open Evenings and Parents Evenings.



Person Specification

CATEGORY	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • QTS • Successful teaching experience in a secondary school • Evidence of Continuing Professional Development relevant to the role 	<ul style="list-style-type: none"> • Further professional qualifications relevant to the role • Strong academic credentials
Experience	<ul style="list-style-type: none"> • An outstanding classroom practitioner • Demonstrable experience of having significantly improved student outcomes • Understanding of effective teaching and learning strategies including developing behaviour for learning • Ability to think strategically and creatively on how to support students with SEND needs • Can train, coach and mentor others to achieve good progress in students' learning • Makes effective use of assessment information and data on students' attainment and progress 	<ul style="list-style-type: none"> • Good understanding of best practice re: Pupil Premium & catch-up funding • Using teacher appraisal as an effective tool for support and challenge • Knowledge and experience of monitoring, evaluation and review processes (self-evaluation)
Skills and understanding	<ul style="list-style-type: none"> • Key Stage 3 & 4 curriculum design to ensure progression and knowledge retention • Vision to develop the role to ensure positive impact in every classroom • Excellent verbal and written communication and interpersonal skills • Ability to analyse problems, reach considered judgements, resolve issues sensitively • Ability to lead others and delegate effectively • Personal organisation and time management skills • Able to effectively hold colleagues to account for the provision and outcomes of students • Able to communicate effectively with a wide range of stakeholders • Adaptable and able to work well under pressure and meet deadlines 	
Personal qualities and attributes	<ul style="list-style-type: none"> • Dynamic nature with innovative ideas and a passion for teaching and learning • Energy, drive and ambition • The highest levels of personal and professional integrity • A commitment to raising the aspirations of the whole school community • Good sense of humour and healthy sense of perspective • Resilient and adept at managing workload • Motivation and drive to seek further promotion 	
Notes		
<ul style="list-style-type: none"> • The job description allocates duties and responsibilities. It does not direct the particular amount of time to be spent in carrying them out and no part of it may be so construed. In allocating time to the performance of duties and responsibilities, the post holder will have regard to the needs and priorities of the school. • The job description is not a comprehensive definition of the post and you may be required to undertake such other tasks appropriate to the level of appointment as the line manager may reasonably require. It may be reviewed annually or earlier if necessary. You may discuss your job description with your line manager or the Headteacher at any arranged time. 		



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Staff benefits:

- A supportive and caring community
- Excellent CPD opportunities and career progression/ Professional development of support staff
- Coaching for teaching staff
- Centralised behaviour systems
- Employer Contributions to Teachers Pension Scheme or Local Government Pension Scheme
- Laptop available for staff for business use
- Mental health and well-being support
- Employee Assistance Programme for free and confidential advice
- Family friendly working arrangements and policies
- Eye Care Voucher scheme / Annual Flu Vaccination
- Free parking
- Member of Dyson Perrins Staff Association

Our Commitment to Safeguarding:

Dyson Perrins Church of England Academy is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment.

An offer of employment will be conditional until an Enhanced DBS and medical clearance have been received. References will include your most recent employer and may be sought prior to interview. Any offer of employment will be conditional on the receipt of at least two satisfactory references.





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