

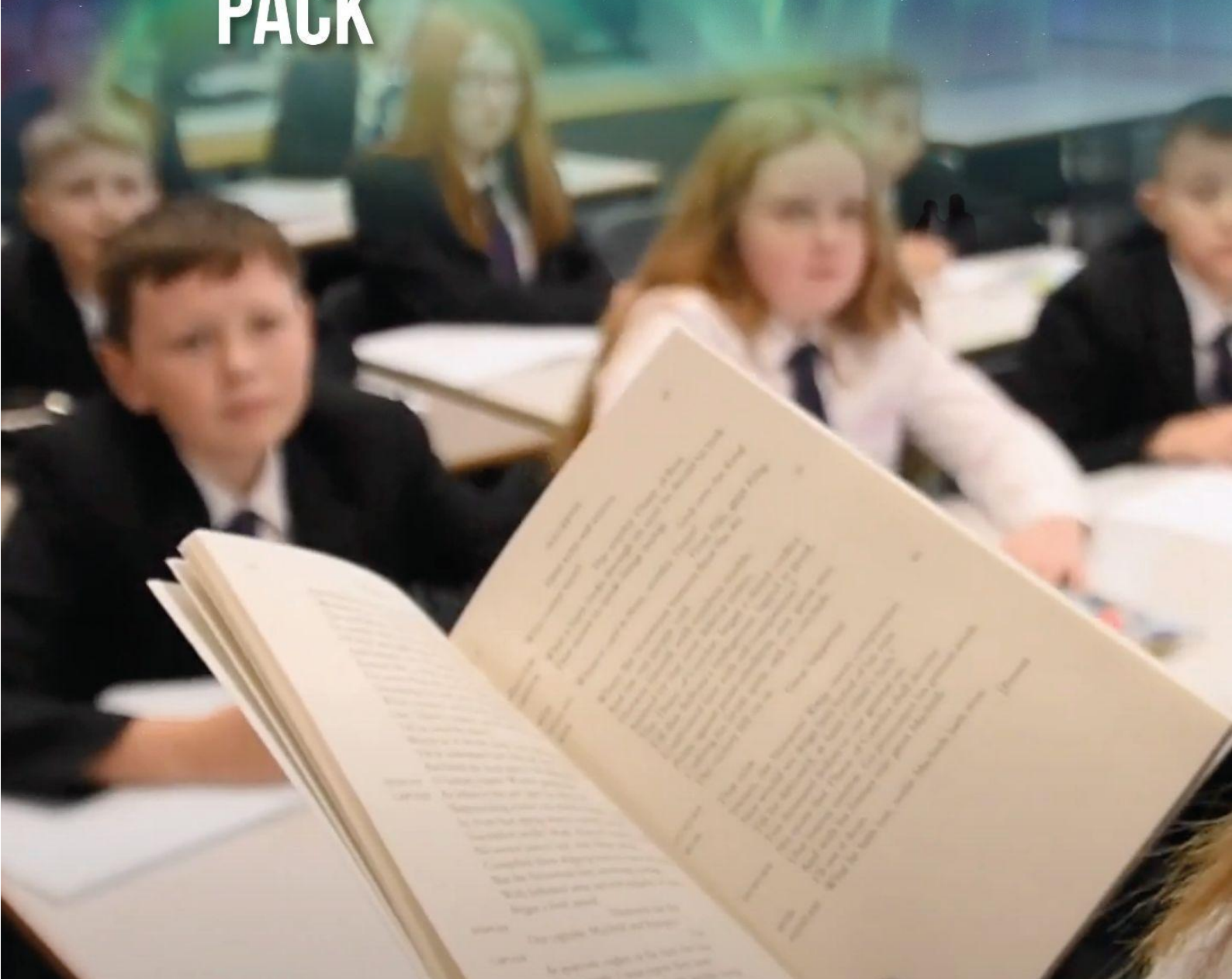


Northern  
Lights

LEARNING TRUST

TEACHER OF SPANISH  
VENERABLE BEDE CE ACADEMY

# APPLICATION PACK



# Northern Lights



We are a Multi-Academy Trust currently comprising seven primary and secondary schools and 3,093 children and young people from Stockton and Hartlepool in Teesside through to Sunderland and Washington.



We are a Teaching School Hub, one of 87 centres of excellence for teacher training and development, focused on some of the best schools and multi-academy trusts in the country.



We are an Early Years Stronger Practice Hub, set up by the DfE to provide advice, share good practice, and offer evidence-based professional development for early years practitioners.

## OUR SCHOOLS



### Hart Primary School

Hartlepool



### St. Peter's Elwick CE Primary School,

Hartlepool



### Benedict Biscop CE Academy

Sunderland



### St. Helen's Primary School

Hartlepool



### Holley Park Academy

Washington, Sunderland



### Ian Ramsey CE Academy

Stockton-on-Tees



### Venerable Bede CE Academy

Sunderland

Every Northern Lights school has its own values and its own vision and that's really important to us because all of our schools are there to serve our community but equally, our Trust is there to serve each other.

We do that with humility and with an openness because at Northern Lights it's not all about the academic - that is really important to us - but we know, as a Trust, we are successful if we have ensured that in an holistic way our children and young people have had every opportunity to experience, to flourish, to thrive, to understand the wonder and the joy of the world around them.

- Jo Heaton OBE, Chief Executive, Northern Lights Learning Trust



## Welcome from the CEO

Thank you for your interest in the position of Teacher of Spanish within Northern Lights Learning Trust.

We are a growing Multi Academy Trust that is currently made up of 2 secondaries and 5 primaries across Wearside and Teesside, with our central offices based in Seaham. We educate over 3000 pupils and employ over 400 members of staff and serve a diverse range of schools and communities. Each of our schools have their own individual ethos, values and vision, which sit together as part of our Northern Lights vision of 'Shining Together and Stronger Together'. As a CofE MAT, our schools are a mixture of Church and non-Church schools that range in size and levels of disadvantage. We see this diversity as a real strength to learn from and work with each other.

As a Multi Academy Trust we are at the heart of the current educational landscape, as a designated DfE Centre of Excellence as a Teaching School Hub and DfE Early Years Hub, responsible for teacher development across all ages and phases of education, working with over 300 schools. We are collaborative in our approach and value professional development highly in all we do.

We seek to be an employer of choice, with 100% of staff satisfaction in our latest survey, '*I am proud to work for a forward-thinking Trust who put people development at the heart*'. We seek to support our staff to develop and thrive.

We are looking for someone whose values align with us as a Trust and has the drive and ambition to work collaboratively to provide the best opportunities and outcomes for our young people.

We look forward to receiving your application.

Yours sincerely

Jo Heaton  
Chief Executive Officer



## Welcome from the Head Teacher

Thank you for your interest in the Teacher of Spanish post at Venerable Bede, where it is my privilege to serve as Headteacher. We are a popular and oversubscribed secondary school serving our local community. We sit on the border of Ryhope, Silksworth and Doxford Wards in Sunderland, but we have pupils who attend our school from across the City and beyond. It is our goal to provide an inclusive education, within the context of our local community, in which the rights of everyone are respected, regardless of personal beliefs. We are proud to be a school at the heart of our community.

We are a medium sized secondary school, built to accommodate 900 pupils. Our fundamental aim is to equip our pupils with the qualifications and skills which they will need to take their place in a modern British society. We hope that we play our part in helping our pupils understand how to live “Life in all its fullness” (John 10:10). Our mission statement is “To create a stimulating, secure and caring environment within which all members of our community will realise their potential in the light of the Christian Gospel. ” This is embodied in our school motto: “Soar to the Heights Together”.

We want all of our pupils to reach their full potential. For each of our pupils we hope that with the guidance and support of their families and teachers, each of them will be able to develop their individual talents and fulfil their life long goals. As a product of the English Comprehensive system, I am a true advocate. I firmly believe that all children should have equal chance of success. It should be our goal in schools to enable all pupils to thrive, instilling in them a thirst for knowledge, and enabling them to understand how they play their part in unlocking their potential. Every child deserves the right to a broad and balanced curriculum.

At Venerable Bede Academy, we offer a **DEEP** curriculum to every child, regardless of their academic ability that spans 7 years as we have transitional opportunities with our primaries (Y6) and local colleges (Y12).

Thank you for your interest in our academy. Visits to the school are welcome, by prior agreement. Please contact the school on 0191 5239745 to express an interest.

Best regards

David Airey  
Headteacher

**TEACHER OF SPANISH**  
**Permanent position for April 2023 or September 2023**  
**VENERABLE BEDE CE ACADEMY**  
**MPS/UPS starting point subject to experience**  
**Teacher's pay and conditions**  
**Full time position**

The Trustees are seeking to appoint an enthusiastic, qualified and inspirational teacher to join our Spanish department from April or September 2023.

This is an exciting opportunity for an innovative language practitioner to join our supportive, enthusiastic and collaborative team. We are looking for a high calibre candidate who can demonstrate their experience and skills to help shape this role within our academy.

The successful candidate will:

- Be a highly motivated and inspirational Spanish teacher with excellent subject knowledge, able to ignite interest in Spanish from both pupils and colleagues.
- Have a direct impact in developing our Spanish department to make it even better, and to help grow within our talented Spanish team to secure the very best outcomes for pupils at our academy.
- Have the desire and commitment to raise the achievement of all pupils by developing exciting and engaging learning experiences regardless of prior attainment.
- Be highly committed to engage all pupils and build excellent positive relationships.
- Be active in working to develop your own teaching practice and take full advantage of our dedicated CPD and support network
- Be a role model to our pupils.

If you have these skills, we would really welcome your application

**In return you will receive:**

- The support and satisfaction of being part of a dynamic and creative team led by experienced and highly motivated staff.
- Support to grow within an organisation that wants you to be happy and successful.
- A programme of supported induction and continuing professional development firmly rooted in educational research.
- A commitment to supporting the well-being of all staff.

Details of the school can be found on the school website: <https://www.venerablebede.co.uk/>

### **CLOSING DATE:**

**Applications must be received by: Wednesday 22<sup>nd</sup> March 2023 at 12pm.**

**Short Listing will take place on: Thursday 23<sup>rd</sup> March 2023.**

**Interviews will take place on: Wednesday 30<sup>th</sup> March 2023.**

### **HOW TO APPLY:**

Letters of application should be returned, along with a Northern Lights Learning Trust application form, to [vacancies@venerablebede.co.uk](mailto:vacancies@venerablebede.co.uk) or by post to Tracy Gray at Venerable Bede CE Academy Tunstall Bank, Ryhope, Sunderland, Tyne & Wear, SR2 0SX

Applications will only be considered on receipt of an application form, CV's and other forms of application will not be accepted. For further information, please contact the school on 0191 5239745.

## JOB DESCRIPTION

Post: Teacher of Spanish

Responsible to: Head of Department, Headteacher, Leadership Team, teachers and support staff, LEA representatives, external agencies and parents.

Responsible for: The provision of a full learning experience and support for pupils.

Salary band: MPS/UPS

Start date: April or September 2023

### **Purpose of role:**

To raise pupil attainment by exercising the rights and responsibilities of the post to:

Under the reasonable direction of the headteacher, carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document (STPCD).

- Implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils and to support a designated curriculum area as appropriate.
- Monitor and support the overall progress and development of pupils as a teacher/ Form Tutor.
- Facilitate and encourage a learning experience which provides pupils with the opportunity to achieve their individual potential.
- Contribute to raising standards of pupil attainment.
- Share and support the Academy's responsibility to provide and monitor opportunities for personal and academic growth.
- Act as a role model.
- Contribute to securing the key outcomes of the Every Child Matters agenda.

### **Operational/ Strategic:**

- Assist in the development of the Curriculum Area and Department.
- Plan and prepare courses and lessons.
- Implement Academy Policies and Procedures
- Contribute to the whole academy's planning activities

### **Curriculum Provision and Development:**

- Assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of pupils, examining and awarding bodies and the academy's Mission and Strategic Objectives.

### **Staffing: Development/ Recruitment /Deployment:**

- Take part in the academy's staff development programme by participating in arrangements for further training and professional development.
- Continue personal development in the relevant areas including subject knowledge and teaching methods.
- Engage actively in the Appraisal process.
- Ensure the effective/efficient deployment of classroom support.
- Work as a member of a designated team and to contribute positively to effective working relations within the academy.

### **Quality Assurance:**

- Help to implement academy quality procedures and to adhere to those.
- Contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed academy procedures, including evaluation against quality standards and performance criteria. To seek/implement modification and improvement where required.
- Review from time to time methods of teaching and programmes of work.
- Take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the academy.

### **Management of Information:**

- Maintain appropriate records and to provide relevant accurate and up-to date information for MIS, registers, etc.
- Complete the relevant documentation to assist in the tracking of pupils.



- To track pupil progress and use information to inform teaching and learning.

### **Communications:**

- To communicate effectively with the parents of pupils as appropriate.
- Where appropriate, to communicate and co-operate with persons or bodies outside the academy.
- To follow agreed policies for communications in the academy.

### **Liaison:**

- To take part in liaison activities such as parents' evenings, review days and liaison events with partner schools.
- To contribute to the development of effective subject links with external agencies.

### **Inclusion:**

- Continuously assess pupils, provide feedback, set targets and ensure they know how to improve
- Work with inclusion team to address issues of misbehaviour
- Promote the use of Behaviour Management
- Set a good example to pupils through presentation, personal and professional conduct

### **Teaching:**

- To teach pupils according to their educational needs, including the setting and marking of work to be carried out by the pupil in school and elsewhere.
- To assess, record and report on the attendance, progress, development and attainment of pupils and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual pupils and groups of pupils.
- To ensure that ICT, Literacy, Numeracy and academy subject specialism(s) are reflected in the teaching/learning experience of pupils.

- To undertake a designated programme of teaching.
- To ensure a high quality learning experience for pupils which meets internal and external quality standards.
- To prepare and update subject materials.
- To use a variety of delivery methods which will stimulate learning appropriate to pupil needs and demands of the syllabus.
- To maintain discipline in accordance with the academy's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of pupils as requested by external examination bodies, departmental and academy procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.

**Additional Duties:**

- To participate fully in community activities, developing the ethos of the academy and promoting the motto 'Soar to the Heights Together'

## PERSON SPECIFICATION TEACHER OF SPANISH

CATEGORY	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
<b>APPLICATION FORM</b>	1. Completed application form		Application
<b>QUALIFICATIONS AND TRAINING</b>	2. Qualified Teacher Status 3. A good quality honours degree or equivalent 4. A good knowledge and understanding of current educational issues 5. Evidence of recent relevant professional development		Application
<b>EXPERIENCE</b>	6. Evidence of good/outstanding classroom practice 7. Teaching experience/or ability to deliver Spanish at secondary level 8. Experience of curriculum development 9. Effective relationships with pupils, parents and staff, commanding their confidence		Application

**SKILLS**

10. Innovative approach to classroom practice and exceptional teaching skills
11. Ability to interrogate departmental data to track pupil progress and attainment
12. Ability to review and evaluate the efficacy of all activities
13. Ability to challenge and inspire colleagues to achieve outstanding practice
14. Ability to effectively manage change
15. Outstanding communication and interpersonal skills
16. Organisational skills of a high order; able to multi-task and prioritise effectively
17. Ability to manage people, projects and resources effectively
18. Ability to work on own initiative or as part of a team

Application  
Interview

**PERSONAL  
ATTRIBUTES**

19. High levels of enthusiasm, motivation and a commitment to working with children
20. Excellent attendance and punctuality
21. "Professional" role model
22. High expectations of others
23. Innovative and able to stimulate initiative in others
24. Forms and maintains appropriate relationships and personal boundaries with pupils
25. Absolute commitment to pupils and their learning above all else
26. Passion for learning
27. Relentless determination and commitment to constant review and refinement
28. Drive, high expectations and a commitment to achieving standards of excellence
29. Personal integrity and honesty

Application  
Interview

	<p>30. Keen eye for detail</p> <p>31. Diligence and ability to sustain work ethic</p> <p>32. Emotional resilience and ability to work under pressure</p> <p>33. Ability to motivate self and others to work effectively as an individual and a team member</p> <p>34. No adverse criminal or professional record</p>		
<b>OTHER</b>	<p>35. Recommendation from both referees</p> <p>36. Fully enhanced DBS clearance with children's barred list check</p>	37. Strong recommendation	References Enhanced DBS certificate