



Lead Practitioner MFL

**Stoke Damerel Community College / Scott
Medical & Healthcare College**

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Introduction

Thank you for your interest in the post of Lead Practitioner MFL at Stoke Damerel Community College and Scott Medical & Healthcare College

Due to the popularity of our oversubscribed schools we are seeking to expand our MFL department. This is a unique and exciting opportunity for an inspirational teacher to join our campus and further contribute to the life chances of young people in the school and across the Trust. It will support career development and provide opportunity for promotion within and across the schools.

The Stoke Damerel/Scott College campus is based in the heart of the city centre of Plymouth with stunning view of the Plymouth Sound and easy walking distance of the most accessible city waterfront

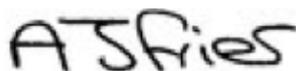
Stoke Damerel Community College and Scott College are proud members of the Greenshaw Learning Trust, a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing our own distinctive character.

The Trust is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

The Greenshaw Learning Trust is a successful multi academy trust and currently comprises twenty-four schools: seven in South London, five in Berkshire, one in Surrey, eight in Gloucestershire and South Gloucestershire, and three in Plymouth. We are continuing to grow and have further schools joining us soon including a secondary school in Plymouth.

Working at Stoke Damerel and Scott College we are ambitious about diversity and inclusion and very much look forward to receiving applications from candidates whose personal qualities and values reflect those in the person specification and whose experiences also place them in a strong position to deliver the challenges set out in the job description. We encourage applications from candidates regardless of age, disability, gender identity, sexual orientation, pregnancy, marital status, religion, belief, or race.

The college websites provide a clear picture of our aspirations and our vision; however, please do not hesitate to contact us to seek further information – Email info@sdcc.net or telephone 01752 556065. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.



Anita Frier
Headteacher
Stoke Damerel Community College and Scott Medical and Healthcare College

Greenshaw Learning Trust – About Us

The GLT is a successful multi academy trust that provides high quality comprehensive, non-selective and inclusive education. The Trust is committed to meeting the needs of every student and our schools offer a broad curriculum and wide range of special needs provision in a welcoming and challenging environment.

We are extremely proud of our success, but we are not complacent. We believe that we can – as an academy trust, as schools and as individuals – always improve. We are all ‘Always Learning’.

Each school in the GLT is led by its own leadership team and a governing body, which have the support of the wider Trust to help them achieve their objectives for their school. Being part of the Trust provides our schools with an effective structure, collaboration, and support. Our culture of trust and openness fosters mutual support and continual improvement.

School-to-school collaboration is enabled by regular contact between school leaders. Our shared services professionals provide a wide range of effective, rapid and flexible support, advice and guidance to our schools, including curriculum support, school improvement, staff training and development, admissions, attendance, behaviour, safeguarding and SEND, pupil services, estates, finance, HR, IT, catering, clerking, procurement and governance.

From its establishment as a multi academy trust in 2014, the Trust has grown significantly and currently employs around 2,700 people and educates over 16,750 students. We have approval to open a new secondary special school in South London and we are planning to grow further over the coming months and years. Further information about our schools can be found [here](#).

Our Vision

The vision for our campus is that we have high expectations and aspirations for all our students. Working at Stoke Damerel and Scott College you can expect the following:

- Highly visible and supportive leadership team
- Disruption free learning in all classrooms
- Hard working students
- Centralised planning and resources
- Centralised homework checked daily
- Centralised detentions
- A clear feed forward policy, incorporating live marking and whole class feed forward only
- Consistent lesson structure based on the Rosenshine principles
- Weekly, high quality CPD sessions focused on practice in the classroom
- Clear daily routines (Standard Operating Procedures – our SOPs) that all staff follow regardless of role
- Teacher desks include Pastore’s Perch & desk, visualiser and use of two computer screens
- Subject experts working together within a collaborative trust
- Commitment to personal developmental drop in every 3 weeks
- No report writing
- No hours of marking
- No individual lesson planning
- No graded lesson observations
- No excessive data collection

The Greenshaw Learning Trust Mission Statement

We are ambitious for our schools and their students. We believe that there is no ceiling on what can be achieved by anyone, regardless of their circumstances or background.

We are committed to providing a supportive and inclusive learning environment, giving every young person the opportunity to fulfil their potential now, and in the future.

We seek to realise the power of individuals and organisations working together in collaboration whilst retaining their individuality, and we recognise that we can always improve.

Greenshaw Learning Trust Employee Benefits

The Greenshaw Learning Trust recognises that our employees are our most important asset and we are aware that the quality and commitment of our employees is critical to our success. We offer all our employees the following staff benefits:

- Excellent CPD opportunities and career progression.
- Employer Contributions to Teachers Pension Scheme.
- Cycle to work scheme.
- Gym membership scheme.
- Employee Assistance Programme.
- Eye Care Voucher scheme.
- Car Benefit Scheme
- My Health discounts

Job Description – Lead Practitioner MFL

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.

Reporting to: Senior Lead Practitioner

Contract: Permanent

Salary: LP 1 – 5
(Starting point and salary will be determined on appointment, subject to experience)

Place of work: The Lead Practitioner will have responsibility that will span across both Stoke Damerel Community College and Scott Medical and Healthcare College. No additional travel is required as the sites are next door to each other.

Hours of Work: This post is full time

Probation: New employees are required to complete a six-month probationary period.

Main purpose of the role:

To work within the MFL department to contribute to raising student achievement and the continued development of the department.

Main duties and responsibilities

- Working within the MFL department to contribute to raising student achievement and the continued development of the department.
- Work with the Teaching and Learning team to embed quality first teaching within the MFL department.
- To work with the MFL lead at Greenshaw Learning Trust to provide CPD to the MFL team on campus
- Teach the MFL curriculum (French and/or Spanish) across the ability range to years 7-13
- Teaching the MFL GCSE course at key stage 4
- Contribute to enrichment and intervention supports within the MFL department

Job Description - Lead Practitioner

1. **Pay:** The Pay Range for Leading Practitioner is LP 1 - 5

2. **Line Manager:** Senior leader of Teaching & Learning

3. **Core Purposes:**

The lead practitioners, will work with curriculum areas under the guidance of the curriculum or subject leaders to improve the quality of teaching and learning within their given faculty. They will model exemplary practice and work with colleagues to develop teaching and learning pedagogy in order to improve educational outcomes within the department.

4. **Responsibilities:**

- Model exemplary practice and have an 'open door' culture within the department.
- Research and share the most up-to-date subject research based proven strategies to improve student outcomes within the subject.
- To contribute effectively to the developmental drop-in programme within the subject area.
- To mentor/coach members of the department on Stage 2 who are part of the continuous teaching and learning CPD pathway, including team teaching.
- To mentor those new to teaching - trainee teachers, NQT, RQT
- To work with colleagues in the department to develop key Actionable Steps, identifying department trends and creating relevant CPD to address developmental areas.
- Be an expert in the assessment / examination criteria for Key Stage 4 and where applicable Key Stage 5.
- To have a core understanding of subject pedagogy / sequencing at KS1 and KS2 and share amongst department colleagues to ensure enhanced transition within subject area.
- To lead elements of department CPD to improve the quality and consistency of teaching and learning.
- Where appropriate, support teachers in developing teaching principles in line with their performance management objectives.
- Create and develop resources to enhance the quality of instruction within the department.
- Contribute to schemes of learning and the wider curriculum to support the deeper understanding of the given subject.

5. **General:**

In fulfilling the requirements of the post, the teacher will demonstrate essential professional characteristics, and in particular will:

- Inspire trust and confidence in students and colleagues
- Build team commitment with colleagues and with students in the classroom
- Engage and motivate students
- Demonstrate analytical thinking
- Improve the quality of students' learning

Student Progress

- Demonstrate appropriate consistent progress
 - for all students
 - across all teaching areas
 - across all spectrums of background, ability and behaviour
 - that compares favourably with students in similar settings
- Use performance data to evaluate students' progress and set appropriate targets for improvement
- Use assessment to inform planning and teaching
- Report on progress to all stakeholders

Professional Practice

- Maintain an up to date knowledge of good practice in teaching techniques
- Know subject(s) or specialism(s) to enable effective teaching
- Take account of wider curriculum developments
- Incorporate national strategies in all teaching
- Use knowledge of students' learning needs
- Communicate learning objectives
- Effectively use homework and other extra-curricular learning opportunities
- Understand and apply effective classroom management
- Understand and apply a range of teaching strategies
- Develop students' basic skills including literacy, numeracy and ICT
- Positively target and support individual learning needs
- Maintain high levels of behaviour and discipline
- Make best use of all resources
- Undertake professional development to enhance teaching and students' learning, and
 - Apply outcomes and identify impact
 - Share outcomes with colleagues
 - Actively engage in coaching and mentoring programmes to impact on the quality of teaching and learning
- Take responsibility for professional learning

Contribution to the Ethos

- Contribute to College development planning and promote the learning priorities of the College Improvement Plan
- Contribute to the development and/or implementation of College policies
- Use the Performance Management Process to advance student learning and enhance professional practice in line with the College's aspirations and priorities
- Have lead responsibility for a subject or aspect of the College's work and develop plans which identify clear targets and success criteria for its development and/or maintenance
- Promote the wider aspirations and values of the College

This job description is not exhaustive and serves only to highlight the main requirements of the post holder. The line manager may stipulate other reasonable requirements. The job description will be reviewed regularly and may be subject to change.

Person specification

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples within their application.

Criteria	Essential	Desirable
Training, Qualifications and School Experience: On their application form, candidates will demonstrate that they have the following training, qualifications and school experience:		
	<ul style="list-style-type: none"> • Successful experience of teaching MFL in previous school • Experience of teaching to at least GCSE higher level • Experience of driving improvement across an area of current school • Exceptional Practitioner • Planned & delivered impactful CPD 	<ul style="list-style-type: none"> • Experience of managing people
Personal and Professional Qualities and attributes: In their statement of suitability and during the selection process, candidates will demonstrate the ability to:		
	<ul style="list-style-type: none"> • Degree & QTS • Quality of teaching at least good • Ability to communicate effectively; orally and in writing • Good organisational skills • Good ICT Skills • Good behaviour management skills • Competence to monitor, evaluate and effectively improve teaching and learning • Establish and maintain a culture of behaviour for learning within the classroom and the wider school 	<ul style="list-style-type: none"> • Outstanding teacher with a history of outstanding results
Professional Knowledge and understanding: In their statement of suitability and during the selection process, candidates will demonstrate professional knowledge and understanding in:		
	<ul style="list-style-type: none"> • Enthusiastic and Inspiring • Adaptable, flexible and efficient • Able to take responsibility and show initiative • Able to command respect • A good team worker • Able to form good relationships with young people • Is prepared to ask for advice and support when necessary • Fully competent in analysing data to inform decisions around student progress, interventions and outcomes 	<ul style="list-style-type: none"> • Willingness to contribute to extra-curricular activities

Application Process

Application

To apply for a staff vacancy, please register for an online account to complete the application form. Please visit our website www.greenshawlearningtrust.co.uk/join-us/staff-vacancies

The recruitment process is managed via your online account, and you will receive regular notifications regarding the progress of your application.

The completed online application form should be accompanied by a personal statement of suitability of no more than two sides of A4. In the application form and personal statement, you should demonstrate how you meet the requirements set out in the Person Specification. Please include specific examples which support your application.

Applications must be received no later than **midnight on Monday 30th January 2023**

Candidates are advised to submit their applications as soon as possible as GLT reserve the right to close the advert at any time should we have received sufficient applications.

Shortlisting

Shortlisted applicants will be invited by telephone or email to attend a formal interview process. Please make sure you have clearly indicated day and evening telephone numbers on which you can be reached. References will be taken up after shortlisting if consent is provided.

Interview Process

Interviews will take place **w/c 6th February 2023**. Applicants may be asked to undertake a practical or observational task related to the knowledge and abilities in the Person Specification.

Notification of outcome

Candidates will be notified of the outcome as soon as possible following the interview process. Please ensure you have given day and evening telephone numbers on which you can be reached.

Feedback

Unsuccessful shortlisted applicants will have the opportunity for professional feedback during the week following the interviews

Taking up post

The successful candidate will take up post Easter 2023 or 1st September 2023.

GLT is committed to safeguarding and promoting the welfare of children and young people therefore, this appointment will be subject to vetting, including an enhanced DBS check and a barred list check.