



# Teacher of Spanish

## Application Pack

Pool Hayes Academy  
Castle Drive  
Willenhall  
WV12 4QZ

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Pool Hayes Academy,  
Willenhall, West Midlands



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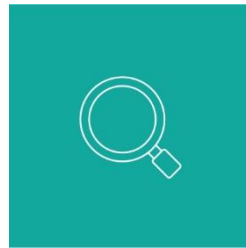


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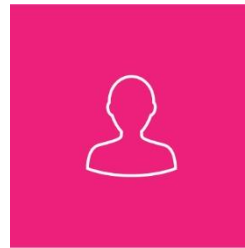


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# 01. About Academy Transformation Trust

## We're on a mission

Our mission is to provide the very best education for all pupils and the highest level of support for our staff to ensure every pupil leaves our academies with everything they need to reach their full potential.

## These are the things we hold dear

### Transparency

As a charity founded on strong ethical practices, Academy Transformation Trust takes pride in being open, honest and crystal clear in everything we do.

### Innovation

We are constantly striving to do all we can to make education the best it possibly can be. We are brave in our actions and do everything we can to have a positive impact on whole child development.

### Collaboration

We believe the future of education relies upon effective collaboration between academies, and better collaboration between academies and their local communities.

### Ambition

We are determined to improve education nationwide by encouraging collaboration and giving academies everything they need to realise their full potential.

We believe every child matters and deserves a first class education.

Our team knows first-hand how to make education better for schools, pupils and their teachers.

For us, the future of UK education relies upon schools working closely together to share best practices, giving every child the best chance in life. We set up ATT to make this vision a reality.

As a not for profit trust, we work with our growing family of primary and secondary academies, and further education providers in the Midlands, East of England and South East.

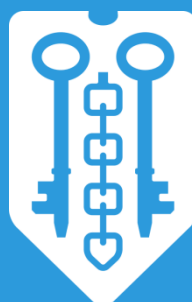


# 02 . Pool Hayes Academy

## Information

Pool Hayes Academy is part of the Academy Transformation Trust family of academies.

At Pool Hayes we believe in working together to achieve our best in a supportive and safe environment.



# Pool Hayes Academy

Based in Willenhall, in the West Midlands, Pool Hayes Academy is a fantastic academy for 11-18 year old pupils and retains strong links within the local community making itself a genuine hub for the locale.

The academy draws its pupils largely from Willenhall but we having experienced substantial growth over the last two years the range of intake has grown significantly and is currently over-subscribed.

### Academy Ethos

Our academy ethos is displayed all around the school and is known as the RAPS. It stands for Responsibility – Aspiration – Perseverance – Success and these are the qualities that we seek to instil in your child throughout their time at our school and when they go out into the wider world.

### The Pool Hayes Key to Learning

The Pool Hayes Key to Learning provides a consistent framework and common language to support students in securing effective learning and teachers in delivering effective teaching.

### Ofsted

The academy is making positive strides forward and prior to becoming an academy, recently secured its first ever 'good' grades for Leadership & Management, Personal Development, Behaviour & Welfare and 16 to 19 Study programmes. Nonetheless, having begun its recent journey from a low base, the current excellent momentum needs to be continued as the academy moves onwards towards outstanding.

[www.poolhayes.atrust](http://www.poolhayes.atrust)

# 03. Job Description

## Teacher of Spanish, Secondary Academy

**Job Title** - Teacher Spanish

**Grade** - MPS

### Duties of all teaching staff

#### Purpose:

1. Inspire students to achieve their very best
2. Ensure all teaching is rated good or better
3. Ensure all students make outstanding progress and achieve challenging targets
4. Fully implement all academy policies and procedures

### Roles and Responsibilities of all teaching staff

There are seven main areas of responsibility

#### Ethos

1. To create an exciting learning environment
2. To include all students
3. To create relationships based on mutual respect
4. To be an effective part of a team
5. To manage own professional development
6. To teach through school
7. To carry out any other duties which may be reasonably required by the Principal
8. To set and maintain high standards of dress, behaviour and expectations

## 03. Job Description

### Curriculum & Planning

1. To work with others to plan highly effective lessons, schemes of work and curriculum maps
2. To review own lessons and effectiveness of own planning
3. To contribute to development of Curriculum, Homework and other projects
4. To plan with LSAs to meet individual students on Additional Needs Register

### Teaching and Learning

1. To implement all academy policies and procedures
2. To make effective use of resources, including ICT
3. To take part in peer skill exchanges, observations, coaching and mentoring
4. To ensure all students can engage and achieve in lessons
5. To maintain the professional standards for main scale teachers as set out by TDA.

### Standards and Achievement

1. To ensure students make Outstanding progress
2. To implement all actions following reviews of student progress

### Assessment

1. To fully implement the academy policy and procedures to a high standard
2. To plan for assessment for learning in every lesson
3. To ensure levelling is accurate

### Care, Support and Guidance

1. To lead a tutor and mentor group
2. To develop positive can do attitudes within students, encouraging high aspirations and ensuring all students make exceptional progress
3. To be aware of and implement when necessary, the academy's child protection procedures

### Liaison

1. To work closely with all support colleagues
2. To work collaboratively with the community to develop ideas, opportunities to students and best practice
3. To form effective relationships with parents and other parties

### Specific Duties of Post:

1. Support the Director of Learning, Principal and Governors by providing high quality provision for Post 16 students.
2. Have high expectations of children and young people including a commitment to ensuring that they can achieve full potential and establishing fair, respectful, trusting, supportive and constructive relationships with them.
3. Hold positive values and attitudes, and adopt high standards of behavior in your professional role
4. Maintain up-to-date knowledge and understanding of the professional duties of teachers and the statutory framework within which you work, and contribute to the development, implementation and evaluation of the policies and practice in your workplace, including those designed to promote equality of opportunity.
5. Communicate effectively with others including: learners, colleagues, parents and carers.
6. Self-evaluate your performance and role model continuous professional development
7. Maintain up-to-date knowledge of a range of effective teaching, learning and behavior management strategies. Apply and adapt these as part of a personalized learning experience to ensure all learners have opportunities to reach their full potential.
8. Understand and apply the relevant statutory and non-statutory curricula and frameworks, including those provided through the National Strategies for your subject(s)/curriculum areas and other relevant initiatives across the full age and ability range to teach.
9. Maintain a secure knowledge and understanding of the subjects / curriculum areas you teach including; the contribution that your subject(s)/curriculum areas can make to cross curricular learning; recent relevant developments, and related pedagogy.
10. Make effective personalized provision for all those you teach; including those for whom English is an additional language or who have special educational needs or disabilities. Taking practical account of diversity and promoting equality and inclusion in your teaching.
11. Managing learner's behaviour constructively by establishing and maintaining clear and positive framework for discipline, in line with the academy's behavior policy.
12. Applying the assessment requirements and arrangements for the subject / curriculum areas you teach, including those related to public examinations and qualifications.
13. Applying a range of approaches to assessment, including formative assessment



14. Establishing a purposeful and safe learning environment which complies with current legal requirements, national policies, and guidance on the safeguarding and wellbeing of children and young people so that learners can feel secure and sufficiently confident to make an active contribution to learning and the school.
15. Drawing on the expertise of colleagues, such as those with responsibility for the safeguarding of children and young people and special educational needs and disabilities, and referring to sources of information, advice and support from external agencies.
16. Making use of the local arrangements concerning the safeguarding of children and young people.
17. Providing effective pastoral care and guidance including fulfilling the role of academic mentor
18. Play a leading role in the implementation of the academy's mission statement, aims and policies including safeguarding and promoting the welfare of children and young people
19. Actively engage in formulation, implementation, monitoring and evaluation of the academy's improvement plan
20. Adhoc duties as required.





# 04. Person Specification

## Teacher of Spanish, Secondary Academy

### Information for candidates:

The person specification provides an outline of the experience, skills, and abilities we expect the successful candidate to possess. You should match your own skills, experience, and abilities to those listed below and provide examples of how you have demonstrated the criteria. People with disabilities will be offered an interview where they meet the Essential Criteria alone.

	Essential	Desirable
Professional qualifications and learning	<ul style="list-style-type: none"><li>• degree in appropriate subject</li><li>• has qualified teacher status</li></ul>	<ul style="list-style-type: none"><li>• experience of continuous professional development (CPD)</li></ul>
Experience	<ul style="list-style-type: none"><li>• experience of successfully applying a range of teaching strategies</li><li>• demonstrable experience of supporting outstanding teaching and learning including adapting lesson content to support and ensure access for EAL and SEN pupils</li><li>• proven ability to deal with a wide range of student behaviours</li></ul>	<ul style="list-style-type: none"><li>• experience of teaching post 16</li><li>• experience of inclusion strategies to support children with SEND</li><li>• proven ability to effectively work with a range of stakeholders including parents and organisations</li><li>• experience as an examination marker</li></ul>
Specialist skills and knowledge	<ul style="list-style-type: none"><li>• a good or outstanding teacher in your subject</li><li>• demonstrable ability to engage with learners in a variety of ways</li><li>• demonstrable ability to move pupils' learning forward</li><li>• able to effectively evaluate own practice to further improve learning of pupils</li><li>• the ability to work effectively as part of a team</li><li>• demonstrable knowledge of behaviour management</li></ul>	<ul style="list-style-type: none"><li>• able to demonstrate knowledge of planning, curriculum and assessment procedures</li></ul>
Vision & Strategy	<ul style="list-style-type: none"><li>• vision aligned with the academies' high aspirations and high expectations of self and others</li><li>• demonstrate commitment to the highest</li></ul>	N/A

## 04. Person Specification

	<p>standards of teaching and learning</p> <ul style="list-style-type: none"> <li>• articulate the values and mission of the academy</li> <li>• commitment to the safeguarding and welfare of all pupils</li> <li>• commitment to continuous improvement, both personal and organisational</li> <li>• demonstrable positive commitment to equality and diversity</li> </ul>	
<p>Personal Characteristics</p>	<ul style="list-style-type: none"> <li>• highly approachable, very grounded and makes sensible judgements</li> <li>• mature approach to emotionally demanding work</li> <li>• relishes accountability and takes personal responsibility for their own actions</li> <li>• able to build trust and mutual respect between pupils, families and staff</li> <li>• strong interpersonal written and oral communication skills</li> <li>• able to work flexibly as a member of a team</li> <li>• clear understanding of health and safety requirements</li> <li>• adaptable to change</li> <li>• demonstrable good organisation skills</li> <li>• demonstrable very good numeracy and literacy skills</li> <li>• ability to use ICT effectively in a professional environment</li> </ul>	<p>N/A</p>



# 05. How to apply

## Pool Hayes Academy, Willenhall, West Midlands

### Salary:

Teachers' Main Pay Scale  
£22,467.00 - £33,160.00 per annum

### Closing date:

Friday 19<sup>th</sup> May 2017 - Midday

### Interviews:

To be confirmed

### Start Date:

September 2017

### Visits to the school:

For further information about the role and the academy, or if applicants wish to visit prior to completing their application, please the academy on 01902 368147.

### Applying

Please apply by visiting

<http://bit.ly/2prjZZd>

# Forward as one. Improving Education Together.

**Address:**

Academy Transformation Trust  
Room 501  
1 Victoria Square  
Birmingham  
B1 1BD

**Visit:**

[academytransformationtrust.co.uk](http://academytransformationtrust.co.uk)

**Call:**

0121 632 2340 / 2341

**Email:**

[office@academytransformation.co.uk](mailto:office@academytransformation.co.uk)



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