



# French and Spanish Teacher for September 2023

Candidate Information Pack



**November 2023**

Dear Candidate,

King Solomon Academy has consistently been one of the highest performing non-selective schools in the country. We are redefining what is possible and we are seeking an exceptional teacher of MFL, ready to contribute to the MFL department in our high-performing school. This is a unique opportunity to be part of showing what education can achieve, and demonstrate innovation and impact in your career.

We seek an enthusiastic and talented teacher, who is aligned to our vision for what an excellent MFL education looks like for pupils aged 2 to 18 and is able to deliver that vision through excellent planning and teaching. This teacher should be ready to commit to leading an extensive extra-curricular MFL programme which will enrich the lives of our pupils and help prepare them for university and beyond. The ability to teach French expertly is essential. The successful candidate must also be able to offer French to at least Key Stage 4 and ideally Key Stage 5 now or in the future. Initially the need is in French, but as we offer Spanish too, it is desirable to be able to teach this language too.

This is an exciting role in an exceptional school working alongside an inspirational team. All our pupils study French from Year 5 onwards, and make superb progress. We believe that our languages teaching is cutting-edge. With our all-through pupils we are confident that almost the entire year group will all achieve at least Grade 6 at GCSE, an impressive achievement given our school serves a deprived community with low attainment on entry. We welcome the arrival of an MFL teacher who can learn from and build on what has already been achieved.

French is brought to life at KSA by the engaging way it is taught. Our curriculum is rigorous and aims to deliver core knowledge and grammar through regular interleaving and repetition. Real world application permeates the curriculum: from exposure to authentic texts to learning about life in the trenches for a French soldier in World War 1. French is taught exclusively to the pupils at Key Stage 2 and 3, with Spanish introduced as an option in KS4. Being a pure all-through school, the Head of Department would be able to have the opportunity to lead the learning of languages in Primary also, where the foundation of language acquisition is laid down.

In recent years our outcomes in French and Spanish at GCSE have been strong. However, the lack of consistent in person input during the covid pandemic has had an impact in MFL and results in French in 2023 were below what we have achieved in the past. We are expecting future cohorts to significantly improve on these outcomes to match what has happened in previous years and are looking for a candidate who is excited about the project of reigniting a passion for languages in the school. 20% of the cohort took Spanish, and 70% achieved a 6 or higher. We have a small but passionate provision at A-level in both French and Spanish, achieving well.

To apply, and to see more information about the school and this role please visit <http://kingsolomonacademy.org/current-vacancies>. The deadline is **9am on Thursday 23<sup>rd</sup> November** but we will review applications as they arrive. To discuss the role, please feel free to email the Principal's PA, Shaheen Riaz ([s.riaz@kingsolomonacademy.org](mailto:s.riaz@kingsolomonacademy.org)) or phone on 020 7563 6901.

We wish you the very best with your application,

**Beth Humphreys**

**Associate Principal** (appointed Principal in 2024)

**Max Haimendorf**

**Principal** (departing Principal July 2024)

If you can't fly then run, if you can't run then walk, if you can't walk then crawl,  
but whatever you do you have to keep moving forward.

**Martin Luther King**



## Principal

Max Haimendorf graduated from Oxford and joined the first cohort of the Teach First programme, teaching Science in West London. Following work at Teach First central office he joined the consultants Oliver Wyman where he worked in finance strategy. Whilst there he wrote about the importance of small schools in Teach First's first Policy Paper, Lessons from the Front. In 2008 he was appointed as Secondary Headteacher of King Solomon Academy, starting the Secondary part of the school in September 2009. He has now led KSA through two outstanding Ofsted inspections and to achieve the highest GCSE results in the country for a non-selective school in 2015. He became all-through Principal of KSA and Executive Principal of Ark Paddington Green Primary Academy in September 2016. He was awarded an OBE for services to education in the Queen's Birthday Honours of 2020.



*“We are dedicated to doing whatever it takes to ensure each of our pupils has the chance to attend an academically rigorous university.”*



### **Associate Principal: Beth Humphreys (Principal in 2024)**

Beth Humphreys graduated from the University of Edinburgh with an MA in English Literature and French and then completed a second Masters' degree in Educational Leadership at The Institute of Education. She joined KSA secondary in 2012 as an Assistant Head and then Deputy Head, leading on curriculum and professional development before she became Head of Primary in January 2017 and Associate Principal. She is proud to serve our all-through community and is passionate about ensuring our children get the very best start in life anyone could give them.



## Vice Principal

Siobhan Crompton graduated from the University of Cambridge with an BA in Modern and Medieval Languages and later completed a Masters' degree in Educational Leadership at The Institute of Education. She joined KSA in 2012 as a teacher and has since performed various roles in the school, including Head of All-Through MFL and Assistant Principal. She was made Vice Principal in September 2020 and leads on teaching and learning.



## Head of All-Through MFL



Sophie East graduated from the University of Bristol having studied French. She also studied abroad at the University Aix-Marseille in France. She joined KSA in 2021 as a teacher and Deputy Head of MFL and is now the Head of All Through MFL, specialising in French.



# Job Description: MFL - French with Spanish desirable

**Start date:** January 2024 (Flexible start date for the right candidate)

**Contract type:** Permanent

**Salary:** Ark Mainscale or Upper Pay Spine (£37,667 - £59,242)

## The Role

To provide outstanding teaching & learning to ensure exceptional progress of their students.

## Key responsibilities

- Prepare, deliver and assess learning to a high standard, ensuring great outcomes.
- Provide a nurturing classroom and school environment that helps students to develop as learners
- Helping to maintain/establish discipline across the whole academy
- Contribute to the effective working of the Academy

## Outcomes and activities

### Teaching and Learning

- To teach engaging and effective lessons that motivate, inspire and transform pupil attainment.
- With direction from the Head of MFL, assist in the creation and development of challenging and innovative schemes of work which are inspiring for learners and teachers alike.
- Use regular, measurable & significant assessments to monitor progress and set targets.
- Respond accordingly to the results of such monitoring.
- Ensure that all students achieve at chronological age level or, if well below level, make significant and continuing progress towards achieving at level.
- Maintain regular and productive communication with parents, to report on progress, sanctions and rewards and all other communications.
- To develop an exciting and motivating extra-curricular and enrichment offer including university links, trips and residential.
- For candidates who demonstrate that they are ready to do so, the opportunity to coach and develop other members of staff.

### Academy Culture

- Help create a strong academy community, characterized by consistent, orderly, caring and respectful relationships
- Help develop a small school culture and ethos that is utterly committed to achievement
- Class teacher (teachers will usually be required to perform the role of form teacher / class teacher):
  - Create and sustain a positive class culture
  - Care for each pupil as an individual and ensure that they succeed academically and develop emotionally and socially
  - Hold each pupil to account in every aspect of their school life by maintaining frequent phone/email contact with parents

## **Other**

- Undertake other various responsibilities as directed by the Principal.

## **Person Specification: MFL - French with Spanish desirable**

### **Qualification criteria**

- Qualified to degree level and above
- Qualified to teach in the UK
- Right to work in the UK

### **Experience**

- Experience of raising attainment in a challenging classroom environment
- Experience teaching Spanish GCSE and A-level

### **Skills and attributes**

We are looking for alignment to our KSA values or at the very least, a candidate's clear, demonstrable capacity to develop them:

#### **“Aiming high”**

- Evidence of sustained impact in middle leadership
- Prepares for success with excellent organisational skills
- Works hard to achieve goals
- Never gives up on ourselves, our teammates or our mission
- Willingness to play a full part in school life and go above and beyond to ensure success
- High energy and driven by a ‘whatever it takes’ attitude.

#### **“Working together”**

- Works effectively as part of a team
- Seeks out opportunities to build on own and others' strengths and helps others to be better through a culture of clear, kind feedback
- Makes a strong contribution to assessments and child-led planning

#### **“Being kind”**

- Able to create a safe, happy and successful environment for everyone in our community
- Shows gratitude
- Takes care of others
- Exhibits pride in achievements of self and others

#### **“Leading the way”**

- Has a passion for working with children
- Is a positive role model to others
- Is brave
- Shows initiative
- Feels passionate about creating a better future



## Other

- This post is subject to an enhanced DBS check.

## Positive Action and inclusive recruitment at KSA

We are keen to bring new perspectives and backgrounds into our school to build a diversity of thinking so that we can build the best school possible. Following an analysis of our teaching body, we are actively welcoming qualified candidates from Black and Ethnic Minorities, as they are currently under-represented amongst our teachers. This is particularly important given the diverse community we serve.

We want to make applying to and working at King Solomon Academy as inclusive as possible, and have a variety of systems in place to ensure that our approach is as fair and open as possible:

- Transparent application procedure, including a well signposted interview day, which tells candidates how they will be assessed and how they can prepare
- 'Blind' screening of applications, discounting identifying characteristics when shortlisting, in pairs
- Diversity and Inclusion training for senior leaders involved in recruitment
- Interview processes which include a range of leaders to avoid any individual bias
- Discussion with the Staff Working Group (staff consultative body) to ensure the recruitment process is inclusive.





make sure that every child, regardless of background, has access to a great education and real choices in life.

We know that great schools need great teachers, which is why we offer you the very best training and support at every stage of your career - from starting out as a trainee to running your own school.

Our highly-successful network of 39 schools educates over 20,000 students across Birmingham, Hastings, London and Portsmouth. They are achieving some of the best results in the country despite being largely in areas of historic academic underachievement.

Ark schools prioritise six key principles: high expectations; excellent teaching; exemplary behaviour; depth before breadth; more time for learning; knowing every child.

Ark invests significantly in a number of professional development programmes which complement academy level training:

- The Ark training menu: we have developed a bespoke training menu, which is accessible by all staff in the network offering a wide range of training modules to staff in all roles
- Network support: schools share CPD, allowing us to share best practice and role specific training across the network, facilitated by in-school and central staff
- Ark staff receive 10 training days each year rather than five.

***Ark runs a number of additional programmes, including:***

- Leading Impact for senior leadership development
- Lead Teachers, aimed at developing the skills of outstanding teachers to improve performance of other teachers
- Outstanding Teachers, aimed at good teachers aiming to improve and embed outstanding practice
- SEN training for new to role and established SENCOs
- New Teacher induction

Ark is at the forefront of changing education society through education. We run Initial Teacher Training through School Direct and we co-founded the Future Leaders and Teaching Leaders development programmes and offer teachers and support staff a comprehensive range of school-based first class professional development opportunities.

## **Ark Safe Recruitment Procedure**

Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.

### **Disclosure**

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

### **Reference checking**

References from the previous and current employer will be taken up for shortlisted candidates, and where necessary employers may be contacted to gather further information.

### **Probation**

All new staff will be subject to a probation period of six months (which may, in certain circumstances, be extended by up to 10 weeks). The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which they have been employed. It provides the academy with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safe guarding and relationships with pupils.