



SOUTHLANDS
HIGH SCHOOL

Endeavour for Excellence

Lead Practitioner MFL Recruitment Pack



Closing Date: Monday 16 May 2022 10am
Interview date: w/c 16 May 2022 (date to be confirmed)



MULTI ACADEMY TRUST

Standing Together, Learning Together

Chief Executive Officer: Andy Pollard

Who we are:

The Mosaic Multi Academy Trust was established in 2017. The schools in the Trust are Standish Community High School, Southlands High School and Golborne Community Primary School. The work for all in the Trust is to serve the educational interests of students in becoming successful learners, confident individuals and responsible citizens, irrespective of background or ability. We have set our Trust on achieving:

- Ambitious expectations with successful outcomes so that no child is left behind in achieving all they can
- Academies committed to excellent teaching and learning with highly performing personnel
- Well led academies across all levels working within well-established staffing structures
- Self-evaluation built around accountability, development and improvement. Each academy will have data astute and responsive management systems
- Academies that offer engaging, relevant and well-considered curricula
- Excellent Trust governance that will ensure we are a Trust that is financially viable and forward thinking
- Academies that provide safe and positive learning environments by dedicated members of support.



**Standish Community
High School**

At Standish Community High School, we are committed to the highest levels of academic achievement, personal growth and lifelong fulfilment. Our motto 'Be Outstanding' captures our determination and belief that all of our students deserve the very best education and opportunities that enable them to flourish and grow in confidence and develop the skills and expertise, to become happy and well-rounded, successful individuals.



**SOUTHLANDS
HIGH SCHOOL**
Endeavour for Excellence

Southlands High School believes in being a strong and loyal community in which every student and every member of staff is supported to achieve their very best and reach their fullest potential. Through high quality teaching, strong pastoral systems and a focus on personal development, we seek to prepare each and every student for the bright and optimistic future ahead of them.



At Golborne Community Primary School, our constant aim is to facilitate children's learning in a warm, encouraging and respectful community existing in a quality and stimulating environment. Our ethos relies heavily on the concept of independent learning and self-discipline. We hope to develop in all children the desire to learn and the ability to apply their full knowledge. At the same time, we want to help each child find the self-esteem and confidence that are so necessary to live a full and happy life.

April 2022

Dear Applicant,

Lead Practitioner MFL - Full time 1.0 FTE, Permanent Contract

Many thanks for your interest in the above position. Please find enclosed the following documents:

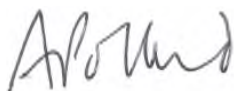
- Information about Southlands High School
- Information about the Modern Foreign Languages Department
- Job Description
- Person Specification
- Arranging a Visit/Application Process
- (Further Trust Information) Mosaic MAT Strategy 2021 – 2025

Southlands High School is advertising for a permanent full time Lead Practitioner of Modern Foreign Languages to commence employment September 2022. This full time role will be based at Southlands School, however as we are part of Mosaic Academy Trust, there may be occasions when you will be required to work at other schools within the trust.

Please use the MOSAIC Application form to apply. Late applications will not be considered.

Applications will be considered as soon as they are received and the closing date will be Monday 16 May 2022 at 10am. Interviews are scheduled to take place w/c 16 May 2022. Any offer of employment is subject to a satisfactory enhanced criminal record check with barred list through the Disclosure and Barring Service (DBS), medical clearance, references and verification of qualifications satisfactory to the Trust.

Yours faithfully,



Mr A Pollard
Executive Headteacher

Headteacher Mr P Bousfield

**Lead Practitioner MFL
Permanent Contract**

Southlands High School, a school in the Mosaic Academy Trust with Standish High School and Golborne Community Primary School, is seeking to appoint an outstanding Teacher of Modern Foreign Languages with the drive and ambition to improve students' lives through high-quality teaching and learning. This exciting opportunity comes as Southlands High School embarks on a journey of improvement, with a new Senior Leadership team in place who are ambitious and determined to ensure that the school delivers the best for our students and the local community.

We have already made significant changes to our curriculum model to ensure that Modern Foreign Languages hold a high profile within the school as part of our drive to improve the ambition, aspirations and the opportunities for our students for their future. We are looking for an ambitious practitioner with a passion for teaching and learning who will work alongside our Curriculum Leader in developing teaching and learning and the curriculum in this already strong department. There will also be the opportunity for the right candidate to work closely with the Senior Leadership team to develop teaching and learning across the school.

The post will be available on a permanent contract.

The school delivers Spanish and French and therefore we are looking to appoint a colleague who has a proven track record in these subjects and who can demonstrate inspirational teaching and a passion for delivering lessons which are motivational, challenging and engaging. You will need to demonstrate the energy, enthusiasm and commitment to work as part of a team which is determined to impact on the outcomes for our students.

You will need to:

- Be ambitious in your determination to ensure all our learners achieve their full potential
- Be inspirational in the classroom
- Be able to provide engaging and creative learning experiences for all pupils
- Be committed to assisting pupils in overcoming barriers to learning
- Evidence the ability to work effectively with colleagues
- Have a desire to lead the training of staff to improve the quality of teaching and learning and student outcomes.
- Have high expectations and a commitment to the wider school

In return you will work with an experienced leadership team, in a supportive environment, where you can further develop your professional skills and ambitions.

All candidates should complete the application form.

Closing Date: Monday 16 May 2022, 10am

Interview date: w/c 16 May, date to be confirmed.

Completed Application Forms should be returned by email to recruitment@southlands.lancs.sch.uk.

Southlands is an Equal Opportunities Employer welcoming applications from all sections of the community.

This post is covered by the Rehabilitation of Offenders Act 1975.

If successful, you will be required to apply to the Disclosure and Barring Service (DBS).

Southlands High School Headteacher Welcome

Southlands High School is an improving school. Our motto 'Endeavour for Excellence' demonstrates that we expect all stakeholders, staff and students to drive for the highest standards in everything they do. Southlands High School is striving to be 'Better' than ever before as a successful and inclusive school that works in close partnership with families and the community to achieve the best for our young people.

In December 2017, we were designated as a converter academy within the Mosaic Academy Trust with Standish High School and Golborne Primary School and look forward to going from strength to strength in our partnership. The Mosaic Academy Trust as an organisation seeks to value each and every member of the community and to become a family of schools that will welcome other schools and be a Trust whose chief aim is to become stronger as a whole than by the sum of its parts. We seek for our students to be Successful Learners, Confident Individuals and Responsible Citizens. The Trust has a Trade Union Recognition Agreement in place.

We strive to meet the needs of the individual child so that they feel safe, secure and happy and enjoy their time at Southlands. We also aim to provide the highest standards of teaching and learning so that students are able to progress and fulfil their potential. We believe that every child should be given opportunities to develop their leadership skills as part of their growth and development in order to prepare them for adult life. Many of our students go on to be very successful in all aspects of life with a number attending some of the leading universities in the country. We are committed in our drive for academic excellence whilst offering a wide range of extra-curricular activities and opportunities so that our students can achieve educational success and develop fully as individuals.

We recognise that all students have the right to the highest quality education that will equip them with the qualifications they need to progress to college, university or their chosen career. Every decision we take to create our successful school comes from a firmly held staff belief that we can always strive to be 'better' than before.

The school was inspected in December 2021 and was judged as requiring improvement. This judgement was in line with the school's own evaluation. The report highlight many of the positive changes that are taking place in the school and has given us a firm platform from which to achieve our aims. Our school priorities for 2021-22 clearly focus on our culture for improvement: improving student outcomes, the development of teaching, learning and assessment, strong personal development, behaviour and welfare and effective leadership at all levels.

There are 926 young people on roll with the likelihood of growing close to 1000 in the coming years. The intake profile in both socio-economic and academic terms is that of a fairly typical comprehensive school.

At Southlands we are very proud of our caring school community and place great emphasis on high standards of behaviour and respect for all through our Southlands Standard.

Hopefully, this has inspired you to take a serious look at Southlands.

I look forward to receiving your application form.



Paul Bousfield
Headteacher

Modern Foreign Languages Department Information

The Modern Foreign Languages department at Southlands High School consists of an experienced team of 4 Language specialists who are passionate about languages. Within the school, they are an established department and have been successful in student outcomes in all cohorts. SEND/PP and have a proven track record of achieving the highest grades, thanks to the dedication and hard work of staff and students together.

Students at Southlands currently study either French or Spanish in key stage 3. The key stage 3 curriculum combines sound vocabulary, grammar and phonics with an increased cultural awareness and our teachers ensure that communication, collaboration, creativity critical thinking and creativity skills which sit at the heart of every lesson.

At key stage 4 pupils follow the Pearson Edexcel GCSE course where they develop their skills and knowledge learning how to manipulate and use target language effectively, so they have a solid base from which to progress to A-Level or future employment.

We also have a small number of EAL students at Southlands who we support in gaining qualifications in their first language, for example Greek, Polish and Arabic.

All teachers at Southlands have their own classroom which ensures that they can develop routines and high expectations with regards to teaching and learning and student engagement.

In September 2022 our new curriculum model will ensure that all pupils at Southlands cover a broad and balanced curriculum where they develop skills and acquire knowledge to prepare them for the future. All pupils in key stage 3 will study MFL for two hours per week. We have introduced a new Cultural option block in our curriculum model for key stage 4 to ensure that our students continue to be exposed to languages until they leave at the end of year 11. A significant proportion of our students are guided through in Cultural option block to continue with a Modern Foreign Language to GCSE level. Those who opt not to continue with the language, will study towards a Travel and Tourism qualification built into which they will continue to experience language at a conversational level.

Job Description

Post Title:	Lead Practitioner MFL
Status:	Permanent Contract
Job Overview:	Under the guidance of the Headteacher, wider Senior Leadership team and the Curriculum Leader work on the ongoing development of teaching and learning pedagogy and curriculum development in this area.
Reporting to	Curriculum Leader MFL
Liaising with:	Headteacher, senior leadership team, Governing Body, teachers and support staff, LA representatives, external agencies and parents/carers.
Working time:	Full time as specified within the STPCD
Salary /Grade:	Classroom Teachers' Pay scale, plus TLR 2.2 £4,785 per annum
Disclosure Level	Enhanced
Conditions of Employment	No holidays are permitted during the 190-day teaching year.
Main Duties / Job Outline	<ul style="list-style-type: none"> 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). Work with the Curriculum Leader to raise standards of student attainment and achievement within the whole curriculum area. Develop and enhance the teaching practice of others. In conjunction with the Curriculum leader ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying in the department, in accordance with the school's aims and curricular policies. Opportunity to work with the Senior Leadership team on developing teaching and learning across the school <p>Teaching</p> <ul style="list-style-type: none"> Undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher. As part of your contractual obligations you may be required to teach identified classes in our partner primary and high schools as part of our outreach work. This may be done either here at Standish or in those schools. <p>Leadership Role</p> <ul style="list-style-type: none"> Lead the development of teaching and learning to ensure student progress and achievement. Work with the Curriculum Leader in the development of appropriate syllabuses, resources, schemes of work, marking policies and assessment in the department. Work collaboratively with other lead practitioners to ensure that the work in the curriculum area fully reflects the school's distinctive ethos and mission. Implement school policies and procedures, e.g. equal opportunities, health and safety, safeguarding, etc.

	<ul style="list-style-type: none"> • Ensure that health and safety policies and practices, including risk assessments, throughout the department are in-line with national requirements and are updated where necessary, therefore liaising with the school's Health and Safety Manager. • Work with the Curriculum Leader to develop the improvement plan for the department <p>Leadership of Curriculum</p> <ul style="list-style-type: none"> • Liaise with the linked SLT member to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme which complements school self-evaluation and the Strategic School Improvement Plan. • Be accountable for the development and delivery of this curriculum area. <p>Leadership of Curriculum Development</p> <ul style="list-style-type: none"> • Work with the Curriculum Leader on curriculum development for the whole department • Actively monitor and respond to curriculum development and initiatives at national, regional and local levels. • Be responsible for the development of numeracy and literacy within this curriculum area <p>Leadership of Staff</p> <ul style="list-style-type: none"> • Work with the curriculum leader and the nominated SLT link to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs. • Continue own professional development as agreed with Curriculum Leader and SLT link. • Undertake Appraisal Review(s) and to act as reviewer for a group of staff within the designated department where appropriate. • Make appropriate arrangements for classes when staff are absent, ensuring appropriate cover within the department liaising with the Cover Supervisor/relevant staff to secure appropriate cover within the department. • Participate in the interview process for teaching posts when required and to ensure effective induction of new staff in line with school procedures. • Promote teamwork and to motivate staff to ensure effective working relations. • Act as a positive role model. <p>Quality Assurance</p> <ul style="list-style-type: none"> • Support the curriculum leader to ensure the effective operation of quality control systems. • Establish common standards of practice within the department and develop the effectiveness of teaching and learning styles in all subject areas within the department. • Contribute to the school procedures for lesson observation and self-evaluation. • Work with the Curriculum Leader to monitor the standards of teaching within the department. <p>Management Information</p> <ul style="list-style-type: none"> • Make use of analysis and evaluate performance data provided. • Identify and take appropriate action on issues arising from data, systems and reports; setting deadlines where necessary and reviewing progress on the action taken. • Produce reports within the quality assurance cycle for the department in relation to teaching and learning. <p>Communications and Liaison</p> <ul style="list-style-type: none"> • Represent the department's views and interests. • Contribute to the planning and delivery of school liaison activities. • Work with the curriculum leader in the development of effective subject links with partner schools and the community, promoting subjects effectively at liaison events in school, partner schools and the wider community. <p>Pastoral System</p> <ul style="list-style-type: none"> • Monitor and support the overall progress and development of students within the department.
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	<ul style="list-style-type: none"> • Monitor student attendance together with students' progress and performance in relation to targets set for each individual, ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary. • Act as a Form Tutor if required and to carry out the duties associated with that role as outlined in the generic job description/staff handbook. • Contribute to Personal Development including Life Skills. • Ensure the behaviour management system is implemented in the department so that effective learning can take place. <p>School Ethos</p> <ul style="list-style-type: none"> • Play a full part in the life of the school community, supporting its distinctive mission and ethos and encouraging staff and students to follow this example. • Support the school in meeting its legal requirements for worship. • Promote actively the school's corporate policies. • Comply with the school's health and safety policy and undertake risk assessments as appropriate.
Health and Safety Training	<ul style="list-style-type: none"> • To undertake Health and Safety Training on areas within the designated work area • During fire evacuations follow procedures explained in the Fire Safety and Evacuation Procedures Policy
Other Specific Duties	<ul style="list-style-type: none"> • To carry out the duties in the most effective, efficient and economic manner available • To continue personal development in the relevant area • To support the development and promotion of an image that is consistent with the aims of the school • Be aware of and comply with policies and procedures relating to child protection, security, confidentiality and data protection, reporting all concerns to an appropriate person • Commitment and support to ensure equal opportunities for all • Contribute to the overall ethos / work / aims of the school • Appreciate and support the role of other professionals • Attend and participate in relevant meetings as may be reasonably directed
School Ethos	<ul style="list-style-type: none"> • Play a full part in the life of the school community, supporting its distinctive mission and ethos and encouraging staff and students to follow this example • Promote actively the school's corporate policies • Comply with the school's health and safety policy and undertake risk assessments as appropriate

Signatures

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date below but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements, which are commensurate with the job title and grade.

Signed
Lead Practitioner MFL

Dated
Lead Practitioner MFL

Signed
(Headteacher)

Dated
(Headteacher)

Safeguarding of Children and Young People

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Whilst every effort has been made to explain the duties and responsibilities of the post each individual task undertaken may not be identified. Employees are expected to comply with any reasonable request from the Headteacher / SLT link to undertake work of a similar level that is not specified in this job description.

This job description is current at the date shown, but in consultation with you it is liable to variation by Management to reflect or anticipate change in, or to, the job commensurate with the grade and job title.

Date: April 2022

Person Specification

Requirements	Essential / Desirable
Experience	
Substantial recent experience of successfully teaching your subject though the 11-16 age range.	E
Proven skills in working with a wide range of student abilities	E
Previous leadership experience either in subject, faculty or whole school development issue with successful outcomes / impact	D
High expectations of your colleagues and all students	E
Experience as an external examiner or moderator	D
Successful ITT Mentor	D
Impact in a context wider than own classroom	D
Training & Qualifications	
Graduate level qualification in an appropriate discipline	E
Qualified Teacher Status	E
Secure knowledge of safeguarding policies and procedures	E
Experience of professional leadership and training in Leadership and Management (NPQML)	D
High standard of numeracy and literacy	E
Knowledge & Understanding Applicants should be able to demonstrate knowledge and understanding of the following areas relevant to the post	
Secure knowledge of safeguarding policies and procedures and it's promotion as a responsibility of every staff member.	E
Knowledge of appropriate Key Stage National Curriculum	E
Understanding the key current developments and issues in relation to curriculum area.	E
Demonstrate knowledge of current research led best practice in relation to teaching and learning.	D
Personal Skills, Abilities and Competencies Applicants should be able to provide evidence that they have the necessary skills and abilities required	
Ability to deliver polite, courteous and efficient service	E
Excellent communication skills to deal with staff, students and visitors regularly	E
Ability to use initiative to respond to and resolve problems	E
Ability to work effectively as part of a team and individually	E
Ability to respond to and resolve routine problems	E
Ability to work in accordance with the schools health and safety policies	E
Maintain confidentiality where appropriate	E

Adaptable, flexible, diplomatic, tactful and committed to success	E
Willingness to work occasional unsocial hours	E
Be aware of Best Practice with regard to working with young people	E
Ability to keep calm and focused in pressurised situations	E
Ability to work efficiently, organised and pays attention to detail	E
Professional appearance and manner, with the ability to promote a positive ethos in school	E
Personal Qualities	
Tact and a sense of humour	E
A personal and friendly nature	E
Application	
Accurate completion of school application form	E
Letter which addresses person specification, evidence in letter and application	E
High standards in spelling and writing	E
Legal Issues	
Legally entitled to work in the UK	E
Enhanced DBS Clearance	E
Valid UK Driving Licence, access to a vehicle with business insurance	D

Arranging a visit:

Candidates wishing to visit the school or arrange a telephone discussion can contact Casandra Taylor, taylorc@southlands.lancs.sch.uk, who will arrange a suitable time.

Application process:

To apply, please fully complete the MOSAIC Application Form and email recruitment@southlands.lancs.sch.uk.

Advertising date: 29.04.2022
Closing date: 16.05.2022
Interview date: w/c 16.05.2022 (date to be confirmed)

In line with Safer Recruitment guidelines, we will be taking up references in advance of the interviews and taking them into account throughout the interview process.

Southlands High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and adhere to the school's child protection policies and procedures. Enhanced checks through the Disclosure and Barring Service (DBS) will be required for this post.

The post is likely to come under the requirements of the Childcare (Disqualification) 2009 Regulation and the successful applicant will be required to complete a declaration form to establish whether they are disqualified under these regulations and is also subject to medical clearance.

More information about the school can be found on the website www.southlands.lancs.sch.uk.

When completing your application, please ensure that all sections are completed, gaps in employment history are accounted for and details of awarding bodies included. You should refer to the job description and person specification to guide your supporting statement. Your supporting information should be no more than 2000 words. Please note that late applications and CV's will not be considered.



MOSAIC MULTI ACADEMY TRUST STRATEGY 2021 – 2025

Vision

“The Mosaic Multi-Academy Trust exists to help all Headteachers, school leaders and their schools flourish”

Mosaic MAT partner schools will treat each student as a unique individual, tailoring the curriculum to academic, vocational and extra-curricular, to ensure each achieves their optimum potential. Our chief aim is that the curriculum ensures that students become successful lifelong learners, confident inspired individuals and responsible aspiring citizens.



Values

Care: *We are considerate of others and execute our responsibilities with attention to detail.*

Hope: *Our decisions are made on a positive expectation of success.*

Openness: *We conduct all conversations with transparency and frankness.*

Integrity: *Our work is characterised by honesty and a strong moral purpose.*

Collegiality: *Our aim is to work in collaboration, cooperation and companionship with all colleagues.*

Endeavour: *We aim to be the best we can be in all that we do.*

Service: *Our work is primarily for others; our success is measured by the success achieved by others.*

STRATEGY 1

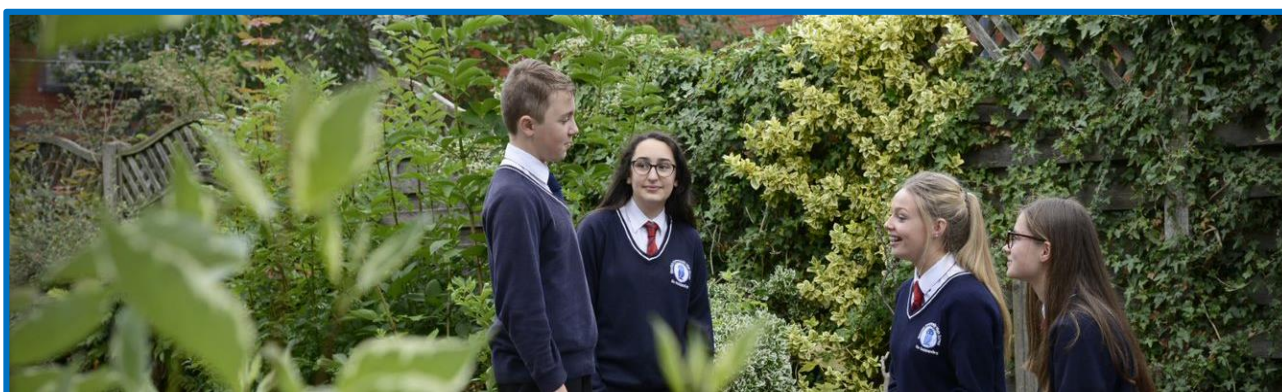
Excellent quality of education with ambitious curriculum design and delivery. Implementation by professionally developed and expert senior and middle leaders.

- 1. Curriculum development** - We will ensure that each school's curriculum meets the needs of all students
- 2. Teaching development** - We will ensure that curriculum design and excellent teaching are complementary strengths led by subject leaders
- 3. Appraisal** - We will ensure that appraisal processes maximise the potential in our teachers and create a culture of development and innovation in our schools
- 4. Inclusivity** - We will make sure our learning intentions and experiences are provided for all students irrespective of background or ability. We will ensure that personal development intentions ensure that barriers to learning are removed and extra-curricular pursuits are open to all.

STRATEGY 2

Partnership and accountability. All of our students will benefit from being a part of a wider family of schools

1. **Ofsted** - We will ensure that all schools provide excellent overall effectiveness
2. **School Improvement** - We will have strategic approach to school improvement where all of our schools will be both supported and challenged
3. **ESFA and ICFP – Integrated Curriculum Financial Planning** - We will ensure that key performance indicators that relate to the curriculum inform sound financial planning
4. **Governance** - The Trust will have established a governance structure with active participation from all trustees and governors. All skills needed to fully address the scope of governance will have been achieved
5. **Growth** - We aim to grow in proportion to our success. The first phase is to achieve between 5000 and 8000 students in the MAT.



STRATEGY 3

Sustainable, efficient and effective and cost-efficient planning and management to ensure the best learning opportunities for our students.

1. **Virtuous Circle** - We will ensure the Trust establishes principles of organisational sustainability – economic, effective and efficient
2. **Central Services** - We will develop a highly capable central function that will provide efficient and effective services trust-wide
3. **Estate Management** - We will ensure that the fundamentals of good estate management are in place so that we will make the most of our resources
4. **Risk** - We seek to ensure that trustees and senior leaders work effectively through the context of risk: risk assessment and risk management
5. **Workload** - We will reduce the burden of unnecessary work on the workforce
6. **Safeguarding** - We will ensure the safety and well-being of all associated with Mosaic MAT.