



GREENSHAW
LEARNING TRUST



Orehard Park
High School

MFL Teacher and Lead Practitioner Recruitment Pack

**ALWAYS
LEARNING**

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Dear candidate

Thank you for taking an interest in working at Orchard Park High School, one of the most successful schools in the area, well above the national average for progress 8. We pride ourselves on routines, systems and excellence. We are a calm, happy and high achieving school, proud of its ambitions and diverse community.

We really value languages at our school and want as many pupils as possible to take the subject at GCSE. All pupils study a language at key stage 3 and are given the opportunity to participate in trips abroad.

We are thrilled to share with you this exciting opportunity to join us as MFL Teacher and Lead Practitioner. We are looking for an experienced teacher who is highly skilled in developing others and wants to make a significant contribution to teaching and learning across the school and liaise with the GLT School Improvement Team. Our curriculum is fully resourced, well sequenced enriching and challenging. But, there is always room for improvement so we encourage development, refinement and innovation, learning from the best. We place high value on retrieval, strong teacher instruction, and highly focused deliberate practice.

The successful candidate will have a passion for improving teaching and learning, a strong understanding of developments in education and will be able to introduce ideas and strategies that have been proven to work elsewhere. They will also have exceptional organisational and personal skills to continue to develop an environment where fantastic learning can take place and all students feel able to access the highest outcomes.

You will also benefit from the expertise and constant feedback from Greenshaw Learning Trust. We work closely with them every single day, sharing our own work and benefitting from their insightful, supportive communication and challenge that helps us constantly improve. If you are committed to getting better every day, this is the ideal role for you.

We serve as an aspirational and diverse community and we warmly welcome applicants for a variety of backgrounds. 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.

We would welcome an informal conversation with any potential candidates; to arrange this, please contact Karen Weighill, HR Manager via email: Kweighill@orchardparkhigh.net



Carly Moran
Headteacher

Greenshaw Learning Trust – ‘Always Learning’

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 17,300 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](#).

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 GLT 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:

- A supportive ethos and concern for the well-being of all colleagues
- Excellent CPD opportunities and career progression
- Employer Contributions to Local Government or Teachers Pension Scheme
- Cycle to work scheme
- Gym membership scheme
- Employee Assistance Programme
- Eye Care Voucher scheme
- Childcare Voucher Scheme
- Car Benefit Scheme
- My Health discounts

Terms and Conditions

Line Managed by:	Assistant Headteacher
Salary:	Salary calculated in line with Teachers' Lead Practitioner pay scale L3-L7 (£50,307 - £ 55,260) outer London
Hours of Work:	This is a full time post
Place of Work:	Orchard Park High School
Medical Examination:	The appointment is subject to a satisfactory medical report.
Superannuation:	Trust is an accepted organisation for the purposes of the Teachers' Pension Scheme administered by Teachers Pensions and governed by the Teachers Pensions Regulations 2010. Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements.
Holiday Entitlement:	Subject to Working Time provisions of the School Teachers Pay and Conditions Document your holidays coincide with periods of school closure
Probation Period:	New employees are required to complete a six-month probationary period.
Disclosure & Baring enhanced Service Check:	This appointment is subject to the receipt of a satisfactory Disclosure and Barring Service check.
Right to Work Check:	This appointment is subject to verification of the right to work in the UK. Where the successful candidate has worked or been resident overseas in last five years, such checks and confirmations may be required in accordance with the statutory guidance.

Job Description

Key Purpose

To work with colleagues, Trustees, and parents/carers, in partnership, sustaining and improving the quality of education.

Main Duties and Responsibilities

Within the Department

- Teaching excellent and rigorous lessons at all key stages
- Supporting the department by leading on pedagogy and helping to resource the curriculum
- Working collaboratively with colleagues in the department and across the School and Greenshaw Learning Trust to ensure outstanding progress for all students
- Adhering to the school's principles of a knowledge led curriculum

Across the School

- Work in close partnership with the Assistant Headteacher for Teaching and Learning to develop and deliver the school's Teaching and Learning strategy
- Fully engaging in the Developmental Drop In (DDI) process by both giving and receiving feedback
- Deliver whole staff training and evaluate the effectiveness of current training
- Setting the highest standards and behavioural expectations in lessons and around the school
- Committing to and supporting the school's policy and practice in relation to safeguarding and child protection
- Undertaking such other duties and responsibilities as may be reasonably requested by the Senior Leadership Team
- Provide school improvement support to other schools within the Greenshaw Learning Trust
- Visible and high presence around the school

General

- To play a full part in the life of the school community, supporting its distinctive mission and ethos, and encouraging and ensuring staff, pupils and students adhere to school expectations.
- Attend SLT meetings when required

Key Contacts

- Daily involvement with other teaching staff, Headteacher, Assistant Headteachers, Head of Year, Heads of Departments, other support staff and pupils of the School.
- Contact with parents and other school visitors
- GLT subject network leads and the School Improvements Team.

Other Job Requirements

- The teacher will be part of the School's appraisal scheme. They will have a team leader who will set agreed targets for the year. The team leader will monitor and review performance, including classroom teaching.

- The school will support the continuing professional development of all staff, to ensure that their expertise is being kept up to date.

Please Note that: All teachers must carry out the duties, as set out in the Teacher's Pay and Conditions Document.

Whilst every effort has been made to explain the main duties and responsibilities for the post, the list is not exhaustive and may not identify each individual task to be undertaken. The job description, in conjunction with the post holder, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title

Person Specification - Teacher

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
Training, Qualifications and Experience: On their application form, candidates will demonstrate that they have the following training, qualifications, and school experience:	
	<ul style="list-style-type: none"> ● Hold a recognised degree (or equivalent) with a good classification in a relevant subject ● Teaching qualification (QTS) ● Commitment to own self development
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"> ● Ability to teach your subject area up to key stage 4 ● Desire to further raise overall achievement in your subject area through promoting the highest standards of teaching and learning ● A flexible approach to the teaching of your subject that seeks to promote the learning opportunities of all students and to secure the highest possible levels of achievement ● Demonstrate a commitment to following the school's principles of teaching, learning and assessment ● Good discipline/classroom management ● Commitment to working within the School's Safeguarding Policy and Procedures ● Commitment to high standards and expectations. ● High levels of professional integrity
Additional Requirements: In their statement of suitability and during the selection process, candidates will demonstrate that they can meet the following requirements	
	<ul style="list-style-type: none"> ● Excellent subject knowledge and a genuine passion for teaching your subject ● Detailed knowledge of current curriculum and pedagogical developments in the teaching of your subject and the wider curriculum ● Understanding of Exam Board specifications

Person Specification – Lead Practitioner

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
Training, Qualifications and Experience: On their application form, candidates will demonstrate that they have the following training, qualifications, and school experience:	
	<ul style="list-style-type: none"> • A Masters level qualification • Evidence of independent personal development and wide reading of the latest research • Be an excellent classroom practitioner
Criteria	Essential
Experience	
	<ul style="list-style-type: none"> • Evidence of excellent impact on outcomes over a period of time • Working effectively as a lead/HoD/Middle Leader - showing positive impact on outcomes • Experience of leading on whole school development • Leading colleagues to support improving outcomes • Leading initiatives beyond your own subject area • Conduct lesson drop ins and coaching colleagues • Developing new and innovative ways of delivering the curriculum efficiently ie use of visualisers and booklets
Criteria	Essential
Skills and Knowledge	
	<ul style="list-style-type: none"> • The ability to lead and foster positive professional relationships and work effectively with teaching staff of varying experience • Ability to plan and resource effective interventions to meet curricular objectives • Excellent understanding of the components which comprise outstanding teaching and learning and outcomes • Experience of coaching and mentoring colleagues • Demonstrate emotional resilience, stamina, empathy and flexibility when dealing with challenge • Ability to work collaboratively with a wide range of colleague
Criteria	Essential
Professional knowledge and understanding	
	<ul style="list-style-type: none"> • Use of assessment and attainment information to improve practice and raise standards • Understanding of the sequencing of a schema to deliver a powerful knowledge rich curriculum • Understanding of 'instruction' and 'direct instruction' • Ability to interpret theory into practice i.e. Rosenshine's Principles of Instruction

The Recruitment Process

1. 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 2 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 9am on Friday 9th June, 2023. Applications received after this date and time will not be considered.

2. Shortlisting

Shortlisting will be finalised on the same day. Shortlisted applicants will be invited by telephone to attend an interview. Please make sure you have indicated clearly day and evening telephone numbers on which you can be reached. References will be taken up after shortlisting.

3. Interview Process

Interviews will be held shortly after. Applicants will also be asked to undertake a practical test related to the knowledge and abilities in the Person Specification.

4. Feedback

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

5. Taking up post

The successful applicant will take up the post on 31st August, 2023

6. Additional information

For further information, please contact *Karen Weighill*: kweighill@orcxhardparkhigh.net, or call 0208 776 0220

7. Safeguarding

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expect staff and volunteers to share this commitment. The successful applicant will be subject to an Enhanced DBS and barred list check.