

Information for Applicants

Academy *Riddlesdown Collegiate, Honister Heights, Croydon, CR8 1EX*
The Quest Academy, Farnborough Avenue, Croydon, CR2 8HD

Required September 2019

Salary TCT1-11 (*minimum starting salary for NQT £28k*)

Closing Date Monday 3rd December 2018

Interviews w/b 10th December





The Collegiate Trust
Exceptional Education for All

Our Partnership of Academies

The Collegiate Trust exists to improve education in Crawley, Croydon and surrounding areas. We work in partnership with academies whose values and approaches align with ours, and who want to work collaboratively within a forward thinking and ambitious organisation.

Academies in The Collegiate Trust

- maintain a strong individual identity within a powerful local partnership
- work collaboratively to improve education in each of our partner schools
- achieve value-for-money on highly cost-effective services delivered through the Trust
- have the opportunity to contribute to the development of outstanding new provision where it is needed, through the free schools programme
- drive forward standards within their school under a well-supported but autonomous Principal and a strong Local Governing Body
- deliver our mission of **Collaboration to Deliver Exceptional Education** and achieve our vision of **Exceptional Education For All**



Our Vision

Our vision for The Collegiate Trust is to deliver **Exceptional Education for All** in safe and nurturing environments.

Such an exceptional education has three features:

- A rigorous academic education which makes sure young people have a rich understanding and knowledge of a wide and relevant curriculum
- A set of creative learning experiences which involves all young people in (and develops an appreciation and understanding of) the creative, performing and physical arts
- The building of personal qualities and skills through the rich curricular and extra-curricular work in the academy and beyond, developing successful adults who respect each other and their surroundings

Welcome

Riddlesdown Collegiate



Dear Applicant

Thank you for your interest in the post of *Teacher of Modern Foreign Languages*. I hope that this information pack will help you to learn more about our fantastic secondary academies and that you will be excited about the prospect of joining our excellent team.



Whether you are at the very beginning of your career or are looking to develop your experience, *The Collegiate Trust* (TCT) is a great place for professional growth. NQTs benefit from a high-quality induction period prior to taking up post, and a well-established programme of support throughout the year, whilst more experienced colleagues have many opportunities to develop skills and extend their professional learning through an extensive and varied programme of professional development. Our aim in all

appointments is to appoint colleagues who will share our aspirations and make a major contribution to building the best life chances for our students.

In each of our two secondary academies the MFL team is a centre of teaching and learning excellence and is further developing the pedagogy to allow every student to achieve their best. In joining one of these outstanding teams, you will benefit from unrivalled professional support and development and be part of an incredibly successful but unwaveringly ambitious Academy and Trust.

I would be delighted to receive an application from you if, upon consideration, you feel that this role and TCT may be right for you. To apply, please complete the form on our website, attaching where requested a statement of no more than two sides of A4, identifying clearly how you meet the person specification. I look forward to hearing from you.

Yours sincerely

Mr Gordon Smith
CEO



Key Information

The Collegiate Trust has grown out of *Riddlesdown Collegiate*, an **outstanding** (OFSTED, May 2016) secondary school in Croydon with almost 2000 students and over 200 staff; in 2017 Riddlesdown was awarded the *World Class Status Quality Mark*. *Gossops Green*, in Crawley, was the next school – and the first primary – to join the Trust, followed by *Waterfield Primary* (also in Crawley) on 1st March 2018, *The Quest Academy* on 1st June 2018, and *Courtwood Primary* and *Gilbert Scott Primary* on 1st September 2018.

TCT educates over 4000 children and young people from nursery up to 18 years of age. The responsibility that places on us is huge, but we are excited by the positive impact we already have on the lives of so many. We also employ almost 600 staff, and recognise our responsibilities as an employer in looking after the great people who work with us.

Each academy within the Trust is supported centrally by our team of *Directors of School Improvement* on teaching and learning issues, the *Chief Operating Officer*, *Chief Finance Officer* & *HR Manager* on business management and HR issues, and the *CEO* on wider leadership issues. This complements rather than replaces in-school functions and allows the Principal to lead the Academy in the best interests of its students, making best use of the fantastic talents of its staff.

TCT academies are recognised locally for the quality education and the nurturing environments we provide. Should you have a preference for one of the two academies, please state in your application.

You can find out more information about our secondary academies, and other partners in our Trust, at the following websites:

www.thequestacademy.org.uk

www.riddlesdown.org

www.tct-academies.org



Modern Foreign Languages within TCT

The quality of our work in MFL is strong across all years in our secondary academies. Whilst there are similarities across our schools, there are some differences, too. Here are some details of the work of each team.

Riddlesdown Collegiate

The principal aim of the Modern Foreign Languages teaching programme at Riddlesdown is to enable all students to develop their ability to use and understand a Modern Foreign Language for the purposes of practical communication, for further study and for their future careers. In order to achieve this, an integrated approach to reading, writing, listening and speaking has been adopted and active engagement and learning is encouraged in lessons.

All teachers of Modern Foreign Languages teach across the age and ability range. It is the intention that every teacher has a balanced timetable, reflecting a variety of classes. There are currently six teachers in the team, including the Director of Modern Foreign Languages and two Curriculum Leaders who take responsibility for different aspects of the team's work.

Students are taught in ability-based teaching groups in each College, the focus being on individual improvement and progress towards personal targets. In each Year Group, students study a Modern Foreign Language for 5 x 50 minute periods per fortnight. Students in Orion and Pegasus study Spanish at KS3 whilst students in Aquila and Phoenix study French at KS3.

At Key Stage 3, students use the Mira scheme in Spanish and the Expo and Studio schemes in French as well as a wide range of additional activities and resources in lessons that support teaching and learning. Schemes of work provide details of the key language structures, vocabulary and grammar that students need to learn; however, teachers are encouraged to bring their own expertise and individuality to lessons. A variety of teaching styles, strategies and tasks are expected which take into account the differing learning styles and needs of different students.

At Key Stage 4, the majority of our students have continued with French or Spanish at GCSE. We follow the AQA examination board and AQA Expo and AQA Mira course books are used to supplement colleagues' other resources. In addition, we have a small number of students in College VI following A Level courses in French and Spanish – it would be great to increase these numbers.

The Modern Foreign Languages team comprises enthusiastic and hardworking colleagues who are keen to promote cultural awareness amongst our students. A number of language enrichment activities are regularly organised, including visits abroad. The team also works closely with Initial Teacher Training institutions and supports a number of trainees in gaining qualified teacher status each year. The sharing of good practice and the importance of ongoing professional development are key aspects of Riddlesdown's philosophy.

The Quest Academy

The MFL faculty consists of two full-time specialist members of staff. All staff are keen to share good practice and are supportive of one another. They are expected to teach across the age and ability range including A Level.

At Key Stage 3, Students follow a condensed Key Stage 3 course over two years and each student will follow a differentiated scheme of work. 'Setting' takes place from Year 7.

At Key Stage 4, the GCSE course is followed by all groups. Students commence their GCSE in Year 9 and are taught in ability sets. The progress of each student is monitored closely by the Department and there are regular progress tests and internal examinations.

Students follow a two year A Level course taught in six periods per week and have achieved significant success in recent years.

Job Description



Purpose of the Post:

To teach a full timetable across the age and ability range of the Academy, delivering agreed *Schemes of Work* and contributing fully to the subject area and Academy.

Accountable to:

Subject Lead

PRINCIPAL ACCOUNTABILITIES

Curricular Leadership

- i. To teach an agreed timetable.
- ii. To prepare and deliver effective lessons, ensuring regular assessment informs all aspects of planning.
- iii. To contribute fully to collaborative development and improvement within the subject area, Academy and Trust.

Pastoral Leadership

- i. To be a form tutor within the Academy, monitoring and supporting the academic and social development of members of a Tutor Group.
- ii. To undertake duties at the direction of the Principal.
- iii. To promote and safeguard the welfare of all children and/or young people for whom you are responsible or with whom you come into contact with.

Professional Leadership

- i. To participate in all performance management processes.
- ii. Through line management arrangements, ensure professional developments needs are identified and addressed.



Person Specification

Qualifications
Good honours degree
Qualified Teacher Status (or working towards)
Experience
Effective working with young people of a range of ages and abilities
Evidence of making an effective contribution to a team
Skills and Attributes
Ability to deliver high quality learning over time to all students in the subject area
Ability to be an effective Tutor
Capacity to work alongside colleagues, contributing effectively to a team
Ability to quickly establish and maintain positive relationships with students, staff and families
Understanding of safeguarding issues and promoting the welfare of children and young people
Well-developed communication skills, including high level of written and oral literacy and competent ICT use
Suitability to work with children
Potential for professional progression
Commitment to extra-curricular activities

The Collegiate Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the ***Disclosure and Barring Service***.

Appointment will be dependent upon further health, medical and attendance checks.

The Collegiate Trust
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