

# TEACHER OF SPANISH

Permanent Contract - Full time or 0.8

Relocation Allowance Available

Required for: September 2022

Candidate Information



“The central aim of Dene Magna is that every learner shall achieve their maximum potential and enjoy the process”



Part of the Forest of Dean Trust (April 2020)



Hola!

### **Teacher of Spanish**

Firstly, I would like to thank you for taking an interest in teaching Spanish at Dene Magna School. The MFL department at Dene Magna is a dynamic, creative and well resourced one, providing a broad and balanced curriculum making it a popular subject choice in the school. As a result we are looking to grow the department and are seeking a dedicated, talented and enthusiastic teacher who will work with students teaching Spanish from KS3 to KS5. If you are able to also teach French to KS4, this would be desirable, but is by no means essential.

The successful candidate will be part of our supportive and high-achieving MFL department and will exude their love of languages and instil a passion for the subject in our students. They will work alongside students from Year 7 to Year 13, encouraging them to strive for success, while maintain a healthy learning environment for all children in the school. As well as being supported by the Head of MFL and other colleagues in the department, the successful candidate will have access to high quality CPD and support to pursue their career.

We are very proud of our school. As well as being an Outstanding, successful, oversubscribed and high achieving 11-18 school, Dene Magna has character, personality and soul. We are the founding member of the Forest of Dean Trust, which also includes Drybrook Primary School (one of our partner primary schools) and we are located in a beautiful setting, which is an easy commute from Cheltenham, Gloucester and Hereford.

Dene Magna School has an excellent reputation for developing teachers. We place quality teaching and learning at the heart of everything we do and you will be supported to continue your learning as a member of our community. Our induction programme is second to none and you will be given the opportunity to see lots of us teach as you get to know what makes our students tick.

As you read the information in this pack, I hope you get a feel for what it means to be a 'Dene Magna' person and the types of opportunities that lie ahead for you, regardless of the stage in your career. We are looking for someone who loves working with young people, acknowledges that they are never the finished article and will always keep on learning. That person will also possess a very important attribute in teaching; a great sense of humour!

I look forward to hearing from you and hope to meet you in person very soon!

Yours sincerely

Stephen Brady

Chief Executive Officer of the Forest of Dean Trust  
Headteacher of Dene Magna School

## INTRODUCTION TO THE MFL DEPARTMENT

at Dene Magna School and Sixth Form

*“As languages teachers we are the most fortunate of teachers – all subjects are ours. Whatever the children want to communicate about, whatever they want to read about, is our subject matter” – (Rivers) our MFL vision.*

The Languages department comprises a well-resourced, creative and successful team that enjoys a high profile within the school as a whole. Our aim is to create an atmosphere in which students actively participate in the learning process and where colleagues enjoy teaching, so that students give their very best in order to achieve both personal and academic success. We aim to develop their linguistic skills to enable them to continue their language learning in a world in which access to and contact with speakers of other languages and people of other cultures is constantly growing. We are keen to broaden students' horizons by offering a number of extracurricular activities including a Y7 Normandy trip, Y9/10 Paris trip, Y9/10 Barcelona trip and a Y9 Languages for Life event, as well as a several events run by our Languages Ambassadors to celebrate world languages.

Before starting at Dene Magna, Year 6 students have the opportunity to say whether they would prefer to study French or Spanish, and continue with their chosen language throughout KS3 and hopefully beyond. At KS4 and KS5 we follow the AQA specification, and for GCSE we use the Viva and Studio publications, and for A Level we use the Dynamic Learning online platform to complement our “in-house” productions. The department is very well resourced, allowing for flexibility and a freshness of approach towards teaching. There are three specialist teaching rooms, with IWBs, along with a department set of chromebooks, as well as a room for A Level lessons at a state-of-the-art campus, located a short journey away from our main site.

As a team, we are extremely proud of the growing number of students choosing to take a language at GCSE and their continued success with results well above the national average. With our Sixth Form provision now in place, MFL is at a turning point and we are seeing more and more students interested in pursuing languages at KS5 and beyond.



## OUR MFL DEPARTMENT

The successful candidate will have a proven track record of implementing forward thinking and innovative approaches that improve and sustain the progress of all students. They will also be a reflective practitioner who can make the best of current practice, as well as the confidence to collaboratively lead the team in future developments. They will need to be a team player with enthusiasm, high levels of subject expertise in Spanish to A level and French to GCSE, and have a determination to succeed in a supportive environment.



**INTRODUCTION TO THE MFL DEPARTMENT**  
at Dene Magna School and Sixth Form

**OUR MFL DEPARTMENT**

**Head of MFL**

Rachel joined us in 2016.

**Teacher of MFL**

Charlotte has been teaching French and Spanish at Dene Magna since 2018.

**Part-time Teacher of MFL**

Louise has been teaching at Dene Magna since 2009.  
Louise teaches French and also Child Development.

**Teacher of MFL**

Lewis has been teaching Spanish at Dene Magna since 2020.

**Part-time Teacher of MFL**

Julie has been teaching French at Dene Magna since 2019 and also supports students with developing their speaking skills.

**Part-time Teacher of MFL**

Jane has been teaching French A level at Dene Magna since January 2022

# JOB DESCRIPTION

**TITLE:** Teacher of Spanish  
**Contract:** Permanent-Full time or 0.8 by negotiation  
**Start:** 1 September 2022  
**Salary:** MPS / UPS (Applications from ECTs/Graduates & main/upper scale Candidates are welcome)  
Relocation Allowance Available

## MAIN RESPONSIBILITIES

- Responsible for the planning & delivery of high quality lessons
- Use data effectively to plan lessons and monitor student progress
- Contribute to the development of effective teaching and learning styles/strategies within your department
- To ensure all students in your teaching groups are challenged, for example those with special needs, gifted and talented and those in receipt of Pupil Premium
- To contribute to and develop schemes of work as directed by HOD
- Work alongside your department to develop effective school improvement plans
- To support the whole school initiatives including Literacy, Numeracy & PSHE
- Set ILT (homework) in accordance with school policy
- Provide regular written feedback to students regarding their progress
- Have effective strategies in place to ensure students meet targets and achieve in line with their abilities.
- Ensure you work in accordance with the Health and Safety policies and practices, including risk assessments
- To promote team work and a positive spirit within the department
- To embrace all CPD programmes already at Dene Magna (Reflective Practitioner Programme, Coaching and Lesson Study)
- To keep up to date with new initiatives and national developments in your subject.

## OTHER SPECIFIC DUTIES

- To engage with and continue personal development
- To be a form tutor
- To engage in the performance review process
- To undertake any other duty as specified by HOD not mentioned in the above
- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified
- Employees will be expected to comply with any reasonable request from the Headteacher to undertake work of a similar level that is not specified in this job description
- Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers
- 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 application or continued employment for any employee who develops a disabling condition
- To represent Dene Magna in a professional manner
- Adhere to Dene Magna policies.

## ACCOUNTABILITY

- Work to fulfil requirements of Teachers' Standards (QTS, main scale or UPS)
- Regularly analyse and interpret data on the progress of your students in this subject and take appropriate actions in the light of analysis
- Act as a role model for young people; inspiring them
- Ensure that all groups of students, including those in receipt of pupil premium, make outstanding progress
- Evaluate your own lessons to ensure they focus on effective and consistent high quality teaching and learning
- Attend training where needed
- Observe teaching and work with colleagues to develop the very best lessons
- Promote independent learning within your lessons.

## SAFEGUARDING INFORMATION

As a school we are committed to safety awareness and we undertake the following procedures:

We have DSL at enhanced level and will require a List 99 clearance, an enhanced DBS check and the prohibition register will be checked for all staff. Our Child Protection Policy can be found on our website under Policies.

## JOB DESCRIPTION (continued)

### In return, we can offer:

- Professional, passionate and dedicated teaching and support staff, who are willing and eager to undertake continuous professional development.
- Talented, stimulating and enthusiastic students with a desire to learn.

We believe it is only right that we balance the challenges that we set, with an understanding that gets the best out of someone; which means valuing them and nurturing them. We are fully aware that a passionate, supported and well directed team will go on to achieve great things.

As a Trust we provide:

1. Competitive salary and clarity in the performance management process.
2. The opportunity to take on short or long term roles within the Trust that help us along our journey.
3. The ability to work with teachers and children from other countries as part of Dene Magna's International School offer.
4. Dene Magna's Reflective Practitioner Programme.
5. Comprehensive new staff induction.
6. Full support for CPD and a career mapping tool to facilitate this.
7. Free onsite parking.
8. On site canteen.
9. Free use of the onsite Gym at Dene Magna.
10. A 'Secret Buddy' system to allow us to keep an eye on one another and appreciate the things we do that others might miss.
11. A Duvet Day for staff who have been with us for more than one term.
12. A termly prize draw for staff.

This information is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and may be subject to modification or amendment at anytime after consultation with the holder of the post.

The duties may be varied to meet the changing demands of the Trust at the reasonable discretion of the Trustees.

This information does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties.



## Safeguarding Information

Dene Magna School and the Forest of Dean Trust are committed to safeguarding and promoting the welfare of children and young people and would expect all staff to share this commitment. The school believes in equal opportunities and encourages all staff and children to be treated similarly, unhampered by artificial barriers or prejudices or preferences.

As a Trust we are committed to safety awareness and we undertake the following procedures:

We have DSL's trained to an enhanced level. All staff will require an enhanced DBS check, section 128 check and the prohibition register will be checked. We also have staff trained in Safer recruitment.

Our Child Protection Policy can be found on our website under Policies.

# PERSON SPECIFICATION for TEACHER OF SOCIAL SCIENCES

The successful candidate will possess all or most of the following attributes:

Attributes:		Essential/ Desirable
<b>QUALIFICATIONS</b>		
<ul style="list-style-type: none"> <li>A good honours degree</li> <li>Qualified teacher status</li> </ul>		E E
<b>EXPERIENCE</b>		
<ul style="list-style-type: none"> <li>Experience of teaching 11-18</li> <li>Feedback confirming excellent teaching</li> <li>A track record demonstrating a commitment to high standards, continuous improvement and quality assurance</li> <li>A track record of effectively leading/motivating students and developing team approaches</li> </ul>		D E E D
<b>PROFESSIONAL DEVELOPMENT</b>		
<ul style="list-style-type: none"> <li>Evidence of commitment to own professional development</li> <li>Evidence of keeping up to date with educational thinking and knowledge</li> <li>A strong commitment to the quality professional development of staff</li> <li>A potential to develop leadership and management skills in the future</li> </ul>		E E E D
<b>KNOWLEDGE</b>		
<ul style="list-style-type: none"> <li>Knowledge of the Spanish MFL curriculum at KS3-5 and a passion for the subject</li> <li>Knowledge of the French MFL curriculum at KS3-4 (not essential)</li> <li>A good understanding of the use of target setting and tracking data</li> <li>An understanding of the use and potential of ICT to develop learning</li> </ul>		E D D E
<b>PRACTICAL AND INTELLECTUAL SKILLS</b>		
<ul style="list-style-type: none"> <li>A commitment to placing teaching and learning at the heart of your work</li> <li>A commitment to promoting the ethos of Dene Magna with accent on high achievement for all</li> <li>Ability to empathise with the needs of students and to be firm but fair and effective</li> <li>Ability to prioritise and manage time effectively</li> <li>An effective communicator and motivator of students</li> <li>A team player with the ability to establish good working relationships with staff, students and parents</li> <li>The ability to set clear expectations and parameters and to hold other accountable for their performance</li> <li>The ability to challenge underperformance</li> <li>A commitment to safeguarding the needs of young people</li> </ul>		E E E E E E E E E
<b>PERSONAL QUALITIES</b>		
<ul style="list-style-type: none"> <li>A commitment to ensure each student maximises their potential and enjoys the process</li> <li>A positive role model to students</li> <li>A sense of humour</li> <li>An ability to communicate and work with a range of adults</li> <li>Hardworking and a team player</li> <li>A reflective practitioner who wants to continue learning</li> </ul>		E E E E E E

# INTRODUCTION TO THE TRUST AND DENE MAGNA SCHOOL & SIXTH FORM

The Forest of Dean Trust was formed in April 2020 with Dene Magna School taking Drybrook Primary School and Nursery under its wing.

Dene Magna School is a successful, oversubscribed and high achieving nationally acclaimed 'Outstanding' Academy. Dene Magna also opened its Sixth Form College in September 2019.

Both schools are situated in a beautiful part of the country, enjoying easy links to surrounding towns and cities.

All staff, wherever they are within the Trust, have the opportunity to work alongside outstanding and supportive colleagues, to observe and share practice on a regular basis and develop pedagogy through reflection.

The Trust prides itself on excellent student behaviour and has a strong ethos about inclusion and diversity. We are passionate about our community and that includes staff work-life balance. All staff receive the highest level of support, have access to the very best in terms of resources and CPD and will be working in a community where they can really make a difference.

Our curriculum is tailored to meet the needs of our students that we serve, raising their aspirations and allowing them to pursue their dreams, with a particular emphasis on excellence and enjoyment. We listen, challenge and support each other while recognising that we all develop at a different pace and all experience a different journey.

Our community continues to thrive because of the relentless focus that we have on excellent teaching and learning.

At Dene Magna we actively promote our central aim each and every day...

***'that every learner shall achieve their maximum potential and enjoy the process'.***

## HOW DO I APPLY?

The next step for you in joining us on this exciting journey is to complete the application form and send this, along with a detailed covering letter explaining why your skills and experience would make you the perfect candidate for this position at Dene Magna School.

If you have any questions prior to you submitting your application or would like to come and visit us so we can share all the exciting things we are doing please email on the following email: [vacancies@FODT.co.uk](mailto:vacancies@FODT.co.uk)

We can't wait to hear from you!

**Deadline for applications: 6 June 2022, 4.00pm**

**Interviews will be held w/c: 6 June 2022**

## OVERVIEW OF OUR RESULTS

The successful candidate will work in an outstanding and supportive Dene Magna Sixth Form, teaching French up to GCSE level and Spanish to A level.

Our department consistently achieves outstanding results. Lessons are thriving and students make the highest levels of progress, which is demonstrated by our first ever A Level results!

### Spanish

GCSE Results	No of Entries	9-7%	9-5%	9-4%
2021				
2020	35	34	66	83
2019	31	32	74	84

A Level Results	No of Entries	A*-A%	A*-B%	A*-C%
2021	3	33	100	100



## OUR VISION, VALUES AND ETHOS

We work with our community and know that raising aspirations and supporting the pursuit of dreams is not straightforward. We listen, challenge and support and we know that everybody experiences a different journey. There is a genuine partnership between students, staff and parents/carers to support the pursuit of our vision. We have a relentless focus on excellent teaching and learning and, alongside our house system and a healthy dose of fun, we know that our community continues to thrive.

Our school is founded upon the collective pursuit of our leading aim and our students know what that leading aim is. We know that life throws us many challenges and we aim to work in partnership so that we can learn about what lies ahead and prepare ourselves for our role in not just modern Britain, but the world. Progress is rarely linear, in life and school, and we are passionate that our broad and balanced curriculum complements our pastoral care and pedagogy.

Dene Magna is built upon excellent relationships, honest conversations and unwavering support to get the best out of each other. Staff work together to improve their teaching, students are actively involved in leadership across the school and parents are listened to and supported in our shared journey.

The modern world is a complex place and we seek to equip our students with the skills to thrive and to make a difference. We acknowledge that teenage years are a minefield to navigate and we support parents/carers in their journey, but we relish the opportunity we have been given to influence the lives of young people in the Forest of Dean.

If you visit Dene Magna you will see that there is a simple, common-sense approach to working with young people that is founded upon giving and getting respect. Our staff love their jobs and we work hard to instil that love of our school into our students and the wider community. We are very serious about our role within the community and we are an active presence within it.



Being part of the Forest of Dean Trust means children have not only excellent provision for their early years but also a seamless transition to secondary school at Dene Magna School and further education at Dene Magna's Sixth Form.

## A map centered on Ross-on-Wye, marked with a red pin. The map shows surrounding towns and their approximate travel times to Ross-on-Wye by road. Locations include Hereford (40 mins), Worcester (50 mins), Malvern Hills Area of Outstanding Natural Beauty, Evesham, Tewkesbury (35 mins), Cheltenham (40 mins), Gloucester (20 mins), Stroud (40 mins), Cirencester, Swindon, Chippenham, Bristol (1 hr), Patchway, Yale, Newport (50 mins), Cwmbran, Pontypool, Abergavenny (50 mins), Lydney (25 mins), Wye Valley Area of Outstanding Natural Beauty, and Stratford-upon-Avon. Major roads like the M4, M5, and A46 are also visible.

Abenhall Road  
Mitcheldean  
Gloucestershire GL17 0DU  
Tel: 01594 542370  
Email: [vacancies@fodt.co.uk](mailto:vacancies@fodt.co.uk)  
[www.denemagna.gloucs.sch.uk](http://www.denemagna.gloucs.sch.uk)

