



# Lead Teacher of Spanish Invicta Grammar School



## 1. INTRODUCTION

### 1.1. OUR TRUST

Our Academy consists of an exceptional cluster of primary and secondary schools at the heart of our local community, based in the Maidstone and Malling area of Kent. The Trust was legally established as a Multi-Academy Trust on 10 March, 2011.

VIAT believes in the benefits of cross-phase education, whereby all students, regardless of background, have a broad curriculum by specialist teachers across all ages; thereby enabling children to master the knowledge and skills they need to achieve their full educational and personal potential.

Our team work tirelessly to ensure that every child can be the best they can be, along with providing an innovative and interactive curriculum based on the arts and academia; we aim to be at the forefront of developing new approaches to learning, embedding the 'mastery' approach to teaching and learning, securing the very best outcomes for students. Our children only get one chance in their education, and it is our responsibility to provide the very best for them.

All our schools have a strong, inclusive and cohesive ethos reflecting on the school's world-class vision; staff and students are inspired to embed the values of respect and resilience, while developing personal character through additional wider curriculum activities and opportunities which motivate them, enable them to grow in confidence and cultivate thinking skills and creative potential beyond typical expectations.

This secure foundation ensures an ethic of aspiration, a broader commitment to, and proactive engagement in, wider society; enabling our students to be fully ready – academically and personally – for their transition from primary into secondary school and a life-time of influence beyond.

### 1.2. OUR VISION

#### **The Trust Vision is to:**

- Aspire to be an exceptional cluster of primary and secondary schools at the heart of our local community.
- Achieve our vision by bringing together a family of local schools - each with their own context, ethos, strengths and areas for development - to work together to enable every single child, and every member of our team, to be the very best they can be.

#### **The Goals of the Trust are to have individuals who:**

- Are lifelong learners of character.
- Are creative thinkers and innovators.
- Are collaborative and independent problem solvers.
- Are responsible and active role models/citizens.
- Have a global outlook.

### 1.3. OUR ETHOS

At Valley Invicta Academies Trust, we put the children we teach at the very centre of all we do. We are deeply aware that children only get one chance at their education. Our staff, equally, are at the heart of our schools. Parents/carers and governors are proactively involved in school life and the local, national and international community are an integral aspect of student and staff engagement.

Teamwork lies at our core: our entire community – students, staff, and parents work together and recognise the roles they play and the strengths they bring. Everyone has their voice heard; everyone is nurtured and cared for. We are ambitious and work hard to help enable excellence for all.

### 1.4. OUR VALUES

- Integrity;
- Collaboration;
- Excellence.

### 1.5. INVICTA GRAMMAR SCHOOL

Invicta Grammar School is a popular and outstanding 11–18 selective girls' school which welcomes boys into the Sixth Form. With over 1600 students on roll, including nearly 400 in the Sixth Form, our school is widely recognised as a beacon of excellence, innovation and collaboration.

Invicta is committed to the quality of care and education for all students and, through personal development, we prepare our students for the world of work in the modern world. I hope you share our excitement for the range of opportunities on offer and our passion for the Art, Music and Sport as we strive to give our students the best chance to develop confidence, leadership and emotional intelligence.

At Invicta, we seek to develop the skills, talents and interests of all our students as individuals. We have high expectations and high aspirations for all, and our vision is one of academic excellence in a supportive, inspiring and caring environment. Our students love learning and achieve outstanding examination results, making us the best secondary school in Maidstone and a national centre of excellence.

If you are passionate about working in a dynamic team to provide inclusive support to enable students to have full and effective access to the secondary school curriculum, we would love to hear from you.

Come and join our dedicated team of professionals who are always willing to support new staff in the best interests of our students. Our school continually evolves in our drive for excellence; we aspire to provide Outstanding Care, Outstanding Education and Outstanding Opportunities. New opportunities, including career progression, are actively sought for all staff across the school. Collaboration with like-minded colleagues across the Multi-Academy Trust (VIAT) is set up to provide: networking, support, quality assurance and friendship. If you think you would thrive in this environment we want to meet you.

To learn more about Invicta Grammar School, please visit our website [www.invicta.viat.org.uk](http://www.invicta.viat.org.uk)

To apply, please download a copy of the application form and email to: [n.fitzgerald@invicta.viat.org.uk](mailto:n.fitzgerald@invicta.viat.org.uk)

<b>2. PERSON SPECIFICATION</b>		
<b>AREA</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• A good honours degree in Spanish or a closely related subject.</li> <li>• Qualified Teacher Status.</li> <li>• Evidence of ongoing professional development.</li> <li>• Ability to teach Spanish to A Level.</li> </ul>	<ul style="list-style-type: none"> <li>• Degree or additional qualification in another modern foreign language.</li> <li>• Leadership or middle leadership training.</li> <li>• Experience as an examiner for a recognised examination board.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of teaching Spanish in a secondary school setting to GCSE and A Level.</li> <li>• Evidence of consistently outstanding teaching practice.</li> <li>• Experience of contributing to curriculum planning and development.</li> <li>• Experience of assessing, recording and monitoring student progress.</li> <li>• Experience of contributing to departmental initiatives or projects.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of leading or managing staff, projects or initiatives within a department.</li> <li>• Experience of organising or leading educational visits or cultural enrichment activities.</li> <li>• Experience of working within a high-performing or selective school environment.</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Excellent subject knowledge in the Spanish language, literature and culture.</li> <li>• Strong understanding of the Modern Foreign Languages curriculum and assessment at GCSE and A Level.</li> <li>• Knowledge of effective teaching and learning strategies.</li> <li>• Understanding of assessment for learning and the effective use of data to monitor and raise attainment.</li> <li>• Knowledge of curriculum planning and quality assurance within a department.</li> <li>• Understanding of safeguarding and statutory responsibilities within a school setting.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of additional modern foreign languages.</li> <li>• Awareness of developments in language pedagogy and curriculum design.</li> <li>• Awareness of strategies to promote the uptake of languages at Key Stage 4 and 5.</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Ability to lead, inspire and motivate colleagues within the department.</li> <li>• Ability to promote high standards of teaching and learning.</li> <li>• Strong organisational and time management skills.</li> <li>• Ability to analyse performance data and implement strategies to improve outcomes.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to teach an additional modern foreign language.</li> <li>• Ability to contribute to whole school initiatives.</li> <li>• Ability to lead enrichment opportunities such as trips, exchanges and language clubs.</li> </ul>

	<ul style="list-style-type: none"> <li>• Excellent communication and interpersonal skills.</li> <li>• Ability to motivate and challenge high-achieving students.</li> <li>• Ability to work collaboratively within the department and the wider school community.</li> <li>• Strong written and spoken communication skills in Spanish and English.</li> <li>• Effective ICT skills to enhance teaching and learning.</li> </ul>	
<b>Leadership and Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Strong leadership potential and the ability to manage and develop a team.</li> <li>• High expectations of students' behaviour, effort and academic achievement.</li> <li>• Commitment to promoting the value of language learning.</li> <li>• Enthusiasm, initiative and resilience.</li> <li>• Ability to work collaboratively and contribute positively to the wider school community.</li> </ul>	<ul style="list-style-type: none"> <li>• Vision for developing and growing a successful Modern Foreign Languages department.</li> <li>• Commitment to contributing to the wider life of the school.</li> </ul>

### 3. JOB DESCRIPTION

<b>Job Title</b>	Lead Teacher of Spanish
<b>Grade</b>	MPR/UPR
<b>School / Department</b>	Invicta Grammar School
<b>Base</b>	Invicta Grammar School
<b>Hours</b>	Full Time
<b>Reports to</b>	VIAT Director of Modern Foreign Languages
<b>Accountable to</b>	Head Teacher and Head of School

#### 3.1 JOB SUMMARY

To provide strong leadership and strategic direction for the teaching and learning of Spanish within the school, ensuring high standards of achievement and a stimulating and ambitious learning environment for students. The Lead Teacher of Spanish will lead the development of the Spanish curriculum, support and develop staff, and promote a passion for languages across the school.

#### 3.2 KEY WORKING RELATIONSHIP

- Head Teacher and Head of School;
- VIAT Director of MFL
- Head of Year;
- Lead Teachers;

- Staff and Students;

### 3.3 KEY RESULTS AREAS

#### **Leadership and Management**

- Provide clear leadership and vision for the provision of Spanish within the school.
- Lead the planning, development and delivery of a high-quality Spanish curriculum across all key stages.
- Promote high expectations of teaching, learning and student achievement.
- Monitor and evaluate the quality of teaching and learning within Spanish through lesson observations, work scrutiny and student feedback.
- Support, mentor and develop members of the department to ensure continuous improvement.
- Lead departmental meetings and contribute to whole-school leadership initiatives, where appropriate.

#### **Teaching and Learning**

- Deliver high-quality teaching of Spanish across Key Stages 3, 4 and 5.
- Plan and deliver engaging lessons that challenge and inspire students of high academic ability.
- Ensure lessons are targeted to support all learners in achieving their full potential.
- Promote effective use of assessment for learning and provide clear feedback to students.
- Support the development of innovative teaching approaches and the effective use of educational technology.

#### **Curriculum Development**

- Lead the development, review and implementation of the Spanish curriculum.
- Ensure the curriculum is challenging, engaging and aligned with national requirements and examination specifications.
- Monitor student progress and implement strategies to support high attainment and progress.
- Analyse examination results and departmental data to identify strengths and areas for development.
- Promote the uptake of Spanish at GCSE and A Level.

#### **Student Achievement and Progress**

- Monitor student progress across all key stages and implement appropriate interventions, where necessary.
- Ensure students are well prepared for their public examinations.
- Promote high levels of student engagement, independence and resilience in language learning.

#### **Enrichment and Wider Opportunities**

- Promote cultural awareness and a love of languages through enrichment opportunities.
- Organise or support language-related activities such as trips, exchanges, competitions and clubs.
- Encourage students to engage with the wider cultural and linguistic world.

#### **Whole School Contribution**

- Contribute to the wider life of the school, including enrichment activities, trips and events.
- Participate in whole-school initiatives and support the school's strategic priorities.
- Contribute to the school's pastoral system, ie, as a form tutor.

#### **Safeguarding and Professional Responsibilities**

- VIAT is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.
- Maintain high standards of professionalism and conduct.

- Engage in professional development and the performance management processes.
- The Trust is committed to valuing diversity in employment, service delivery practices and its general environment. It is an expectation that all leadership posts within the Trust will take responsibility for promoting inclusive and accessible service provision, staff development and a culture that values and respects difference.

#### 4 STATEMENT

The list of duties in the job description should not be regarded as exclusive or exhaustive. There will be other duties and requirements associated with your job, and, in addition, as a term of your employment, you may be required to undertake various other duties as may reasonably be required.

Your duties will be set out in the above job description, but please note that Valley Invicta Academies Trust maintains the right to update your job description from time to time, to reflect changes in or to your job. You will be consulted about any proposed changes.

<b>Signed</b>		<b>Date</b>	
---------------	--	-------------	--