



Wyvern
Academy

BUILD YOUR DREAM CAREER

Join our Team!



RECRUITMENT PACK

Curriculum Lead of MFL

Wyvern Academy, Darlington

EXCELLENCE AND EQUITY WITH INTEGRITY

WELCOME FROM THE CEO



Dear Candidate,

Thank you for your interest in the position of Curriculum Lead of MFL at Consilium Academies.

At Consilium, we are on a mission to being an excellent trust with excellent schools – we would love you to join us in that mission.

We are a values driven trust and bring this to life every day though our commitment to excellence, equity and integrity. We recognise the unique value of everyone, whether they are staff or students and are dedicated to ensuring that every member of our Trust reaches their full potential. To achieve this, we collaborate with stakeholders and external organisations to build relationships that enhance opportunities for all members across the Trust.

We have a commitment to ensure each and every staff member is supported to achieve their goals within their career and have the skills and development to flourish. This commitment is reflected in our Centre for Professional Learning, where colleagues have access to tailored training opportunities and resources to meet their specific needs.

We firmly believe that every student, regardless of their background deserves an excellent education and an equal opportunity to fulfil their potential. This vision guides us in creating an environment where every pupil can thrive.

As part of our Trust, our academies align with collective aims, including prioritising holistic development of pupils academically, socially and emotionally. We aim to instill a passion for lifelong learning and continual improvement among our academies, staff and students, empowering them to pursue their aspirations and ambitions. Our goal is to create a family of academies that is inclusive and embraces diversity, fostering a supportive community where all members feel inspired and empowered to succeed.

We look forward to your application, thank you for your interest in joining the Consilium family.

Mr Michael McCarthy
Chief Executive Officer of Consilium Academies.



Welcome,

I am delighted to welcome you to Wyvern Academy, where we are committed to fostering an inclusive, supportive, and challenging educational environment. Our school is dedicated to providing a well-rounded education that not only emphasises academic excellence but also encourages personal growth and character development. We are very proud to be a Consilium school, and we feel that the values of our Trust are reflected in all aspects of our work.

At Wyvern Academy, we believe in the potential of every student. Our dedicated staff work tirelessly to inspire and motivate students to achieve their best and prepare them for future challenges. We offer a rich curriculum that is complemented by a wide range of extracurricular activities, ensuring that our students have ample opportunities to explore their interests and talents. We provide students with a wide range of opportunities so that they can grow and develop into socially responsible citizens ready to take their next step on their academic journey.

Our commitment is to provide a well-rounded education that prepares students for future success. In June 2023, Wyvern Academy was rated 'Good' by Ofsted, with inspectors commenting, "*Leaders have achieved their ambitious vision of giving this community the school it deserves.*" and "*Wyvern Academy is a place where pupils are happy, safe and learn well.*"

We pride ourselves on having high expectations and high standards. We are committed to ensuring that every student experience first-class learning and education, so that they are able to reach and exceed their potential. This is reflected in our school's vision that we achieve '*Excellence in all that we do*'.

Our school operates with a great feel of inclusivity and community. This is typified by respectful relationships that exist between teachers and students. Our learning environment is clearly focussed on high academic standards for all of our students. Our school has a friendly, warm, orderly, and calm environment, allowing our classrooms to be healthy and conducive environments for learning.

Students are polite, friendly, and relentlessly enthusiastic – they value the help and support that our teaching and teaching support team provide. We expect them to show the attributes of the Professional Learner at all times and uphold the high standards that this provides.

We hope you will gain a flavour of what life is like at Wyvern Academy, and we look forward to welcoming you into our community and enjoying a happy and successful partnership with you and your family over the coming years.

Our journey of school improvement continues to happen at pace. My ambition for Wyvern Academy is that it becomes a leading educational establishment, both regionally and nationally.

Mr Peter Seed
Head of School

ABOUT THE SCHOOL



Wyvern Academy is a coeducational secondary school with academy status, located in the Branksome and Cockerton area of Darlington, County Durham, England. We are looking for an exceptional candidate to join us on our journey to becoming a truly outstanding school.

As a Consilium Academy, Wyvern Academy is built on the values of the Consilium charter. The purpose of the charter is to ensure our mission and values translate into practice within our Academies, ensuring that every student benefits from our distinctively inclusive ethos.

Wyvern Academy is committed to ensuring that all children reach and exceed their potential by:

- Providing the best possible education and experiences to develop the whole child during their time at the Academy
- Promoting self-discipline, self-confidence, motivation, aspiration, and excellence in learning to assist pupils to become independent and self-sufficient adults, who will succeed and contribute positively to their local and global communities
- Maximising student achievement through the effective use of teaching and learning facilities
- Offering an appropriate and relevant curriculum, responsive to the needs of all students
- Intending there will be no gaps between those children disadvantaged and the rest, either in attainment or opportunity
- Providing a welcoming environment based on trust and mutual respect, where students feel valued and feel like they belong
- Promoting equality and celebrate diversity
- Creating a safe, secure, and happy learning environment where children can achieve their full potential, both educationally and personally
- Creating a community where the values of truth, honesty, forgiveness, and reconciliation are lived and where there is special care for those most in need
- Working in partnership with families to ensure they are an integral part of their child's education and build positive relationships with our families and the wider community
- Providing a diverse range of extra-curricular opportunities and experiences for all our students to maximise talents and develop creative and social skills
- Fostering the values of responsible citizenship in a democratic way through providing opportunities to exercise responsibility and leadership; making students aware of, and encouraging them to form views on a range of political, social, moral, and spiritual issues; encouraging students to understand and tolerate the views of others.

ABOUT THE TRUST



Consilium Academies is a Multi-Academy Trust dedicated to Excellence and Equality with Integrity. Consisting of eight schools across three hubs in Salford, South Yorkshire, and the North East of England, our culture is built on support, guidance, capacity building, and fostering a collaborative approach to school improvement.

Our Trust is committed to the highest standards of curriculum, teaching, and learning, leading to excellent outcomes for our pupils. This commitment extends to our staff, with a focus on high-quality learning, professional development, and an uncompromising approach to support and growth.

Schools within the Trust are encouraged to engage in rigorous self-evaluation and take swift action to address any areas of underperformance, guided by our School Improvement Framework.

Our Key Areas of Focus:

- **Expert Knowledge:** We prioritise school-to-school support, fostering expert knowledge, and providing effective assistance to our schools.
- **Ambitious Curriculum:** Our schools share a common language for curriculum development, with a focus on Enriching Lives, Inspiring Ambitions, and embedding Equality, Diversity, and Inclusion throughout.
- **Effective Pedagogy:** Our research-focused approach seeks impactful teaching methods, a shared language for pedagogy, and developing partnerships with external experts.
- **Purposeful Practice:** We respect each school's identity while promoting a shared understanding of high-quality practice and staff development.
- **Rigorous Assessment & Intervention:** We implement evidence-based benchmarking and targeted support through Rapid Action Plans, maintaining a relentless focus on achieving strong outcomes for all students.
- **Rich Culture:** Guided by Excellence, Equality, and Integrity, we aim to identify, attract, develop, and retain expertise at all levels, ensuring our schools contribute to the Trust's success over time.

Led by our Chief Executive Officer, Michael McCarthy, our Central Team provides direct services, accountability, leadership, and management to our schools. We operate a strong partnership model, where our partner schools play a crucial role in the Trust's continual growth and development. Our collaborative approach respects each school's individual identity, empowering them to focus on student achievement and success while being part of a supportive network committed to excellence.

WE ARE PROUD TO OFFER THE FOLLOWING STAFF BENEFITS:

- Pension with the Local Government Pension Scheme and Teachers Pension Scheme
- 34 days annual leave plus bank holidays for all support staff (pro-rated for part-time employees)
- 36 hour working week for all full-time support staff
- Automatic pay progression for all staff in line with their current grading structure
- Enhanced contractual sick pay in line with the Burgundy Book and Green Book
- Employee Assistance Program with access to counselling and CBT 24 hours a day, 7 days a week
- Access to an Occupational Health Provider
- Free membership to Vivup. with hundreds of exclusive offers and discounts available online and in store at many shops, gyms, and restaurants
- Access to the leading salary sacrifice car and home electronics lease scheme, exclusive to public sector employees
- An excellent CPD offer for every member of staff; to help you perform as well as you can in your role, provide you with a sense of wellbeing at work and to help you reach your career aspiration

ABOUT THE ROLE



JOB TITLE:	Curriculum Lead of MFL
START DATE:	Easter 2025 or earlier by agreement
HOURS:	Full time
CONTRACT:	Permanent
SALARY:	MP/UPS + TLR 2b

Join us as a Curriculum Lead of MFL at Consilium Academies, where a strong sense of collaboration, honesty, and a commitment to excellence and equity with integrity underpin everything we do.

Are you passionate about MFL and determined to make a real difference? We are seeking to appoint a committed and inspirational Curriculum Lead who is able to obtain the best outcomes for their pupils.

We are looking for someone who is passionate about their subject and determined to impart knowledge, skills and understanding to all our young people, whilst exciting and engaging them in their learning.

This is an important middle leadership role with the responsibility to work with members of the department to ensure the highest standards of teaching and learning. Candidates will have the drive and motivation to continually improve the department, whilst understanding the importance of developing a positive culture.

Begin your journey with a team dedicated to empowering every student to achieve their full potential. If you share our values and have the vision and ambition to drive excellence, we want to hear from you.

The successful candidate will present the best possible example of professional standards to colleagues.

Please ensure that within your application you provide the names, addresses, and contact details for two referees, one of whom should be your current or most recent employer.

The closing date for applications is Tuesday 28th January 2025 at 9am.

Interviews will take place on a date to be confirmed.

We look forward to welcoming a new team member who shares our commitment to excellence in education!

Consilium Academies is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointments are made subject to an Enhanced DBS Check, and where applicable, a prohibition from teaching check will be completed for all applicants.

In accordance with our statutory obligations under Keeping Children Safe in Education Consilium Academies is required to conduct an online search as part of our due diligence on shortlisted candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which Consilium Academies might want to explore with you. Further information on online searches can be found in paragraph 221 of Keeping Children Safe in Education.

The Trust is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Under Part 7 of the Immigration Act 2016, the Public Sector fluency duty requires state funded schools to ensure candidates for their customer facing roles have the necessary standard of spoken English.

Please note: If you have not been contacted within one week of the closing date, please assume that your application has been unsuccessful on this occasion. We are unable to provide feedback on individual applications. Applications received after the closing time stated will not be considered.

JOB DESCRIPTION



JOB TITLE:	Curriculum Lead of MFL
REPORTS TO:	Assistant Headteacher
BASED AT:	Wyvern Academy
GRADE:	MPS/UPS + TLR 2b
MAIN PURPOSE OF THE ROLE	
<ul style="list-style-type: none">• To deliver a curriculum to students according to their educational needs, including the setting and marking of work.• To assist and support student academic progress and emotional development.• To work with colleagues as appropriate to raise standards of achievement and attainment.• To lead the development of the MFL Department.	
CORE RESPONSIBILITIES & TASKS	
Main Duties	
<ul style="list-style-type: none">• To maintain the highest professional standards as set out in the Teachers' Standards document.• To teach students according to their educational needs, including the setting and marking of work to be carried out by students in school and elsewhere.• To be accountable for leading, managing and developing the curriculum area.• To review, develop and refine schemes of work and encouraging links with other subjects where appropriate.• To assess records and reports on the attendance, progress, development and attainment of students, and produce such records as are required.• To monitor progress against the targets and ensuring appropriate action plans are in place where issues are identified.• To provide and/or contribute to oral and written assessments, reports and references relating to individual students and groups of students.• To ensure that the MFL subject specialism is reflected in the teaching and learning experience of students.• To use a variety of delivery methods, which will stimulate learning appropriate to student needs and demands of the syllabus.• To provide a positive, conducive and safe learning environment, encouraging high standards in punctuality, presentation or work and relationships.• To set high expectations for students' behaviour and maintain a good standard of discipline through well focussed teaching, fostering positive relationships and implementing the schools Behaviour for Learning Policy.• To set appropriate work for use by supply or substitute staff in the event of staff absence• Operational/Strategic Planning• To assist in the development of appropriate syllabus, resources, schemes of work, marking policies and teaching strategies.• To contribute to the department's development plan and its implementation.• To plan and prepare courses and lessons.• To be responsible for continuously improving the quality of teaching and learning within the department.	
Staffing	
<ul style="list-style-type: none">• To take part in the school staff development programmes, by participating in arranged training for professional development.• To continue personal development in the relevant areas, including subject knowledge and teaching methods.• To ensure the effective and efficient deployment of classroom support.• To hold staff accountable for their teaching and outcomes.• To work as a member of a designated team and to contribute positively to effective working relationships within the school.	
Quality Assurance	
<ul style="list-style-type: none">• To help implement school quality procedures and to adhere to those.	

- To contribute to the process of monitoring and evaluation within the department area in line with agreed school procedures; including evaluation against quality standards and performance criteria. To seek, implement modification and improve where required.
- To monitor and evaluate the teaching in the department, take the initiative in identifying strategies to support consistency of practice and be a lead practitioner in the team.
- To review from time to time methods of teaching and programmes of work.
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.

Management Information

- To maintain appropriate records and to provide relevant accurate and up-to-date information to SIMS – registers, behaviour log etc.
- To complete the relevant documentation to assist in the tracking of students.
- To track student progress and use information to inform teaching and learning.

Communication and Liaison

- To communicate effectively with the parents/guardians of students as appropriate.
- Where appropriate, to communicate and cooperate with persons or bodies outside the school.
- To follow agreed policies for communication in the school
- To take part in parents' evenings
- To work closely with the AHT (SEND/CO) to ensure appropriate subject targets are set, and to match curricular materials and approaches to pupil needs.
- To contribute to the development of effective subject links with external agencies.

Management of Resources

- To contribute to the process of the ordering and allocation of equipment and materials.
- To lead the department to identify resource needs, and to contribute to the efficient/effective use of physical resources.
- To cooperate with other staff to ensure a sharing and effective usage of resources to the benefit of departments and students.

Pastoral System

- To be a Form Tutor to an assigned group of students.
- To promote the general progress and wellbeing of individual students.
- To liaise with the Pastoral Team/Head of Year to ensure the implementation of the school's pastoral system.
- To register students, accompany them to assemblies, encourage their full attendance at all lessons, and their participation in other aspects of school life.
- To evaluate and monitor the progress of students and keep up-to-date student records as may be required.
- To contribute to the preparation of action plans and progress files, and other reports.
- To alert the appropriate staff of issues/concerns/problems concerning students and to make recommendations as to how these may be resolved.
- To communicate as appropriate, with the parents/guardians of students, and with persons/bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff.
- To contribute to PSHE and citizenship, and enterprise according to school policy.
- To apply the Climate for Learning Policy so that effective learning can take place.
- To ensure that appropriate safeguarding procedures are in place and applied.
- School Ethos and Other
- To play a full part in the life of the school community, to support its distinctive mission and ethos, and to encourage staff and students to follow this example.
- To ensure that appropriate safeguarding procedures are in place.
- To participate in the school extra-curricular programme.

CORPORATE RESPONSIBILITIES

- The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment
- To pursue and promote the achievement and integration of diversity and equality of opportunity throughout the Trust's activities
- To plan, monitor and review health and safety within areas of personal control

- To participate in the Trust's Performance Management process and engage in continuous professional development and networking to ensure that professional skills and knowledge are up to date
- To maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues

ADDITIONAL NOTES

- The job purpose and key statements remain indicative and by no means exclusive. Given the evolving needs of the Trust, flexibility among staff is very important. All staff may be required to undertake other such reasonable duties as may be required from time to time in line with the grade of their post.
- An Enhanced DBS Check will be requested on successful application to a position at the Trust.

PERSON SPECIFICATION

Qualified Teacher Status; degree level or higher	AF/C	E
Permitted to work in the UK	AF/C	E
A firm commitment to comprehensive education, with a willingness to teach more than one subject across all abilities.	AF/I	E
Evidence of teaching at an outstanding level along with the ability to reflect on lessons and continually improve own practice	AF/I	E
A knowledge of and enthusiasm for your subject; the desire and ability to convey this to the students of the school.	AF/I	E
A good working knowledge of teaching and learning reflected in own practice, including experience of raising attainment.	AF/I	E
Experience of having designed, implemented and evaluated effective, imaginative and stimulating schemes of work and project based learning activities	AF/I	E
A willingness to participate fully as part of a faculty team, being an effective team member and leader who demonstrates resilience, motivation and commitment to drive up standards of achievement	AF/I	E
Ability to lead on assessment, evaluation and attainment of all pupils. Understands and interprets complex pupil data to drive lesson planning	AF/I	E
Able to set and deliver high expectations for accountability and consistency and embed a culture of learning amongst staff and pupils that creates an ambitious, purposeful and highly motivating environment	AF/I	E
Excellent classroom practitioner who models, mentors and monitors workplace behaviour	AF/I	E
A commitment to student support and guidance.	AF/I	E
Experience of working in more than one school / experience as a middle leader	AF/I	D
A willingness to participate in extra-curricular activities and go above and beyond for our students	AF/I	D
Ongoing CPD such as middle leader/senior leader course	AF/I/C	D
To be involved in In-class support across the curriculum and an interest in study skills.	AF/I	D