



Wyvern  
Academy

# BUILD YOUR DREAM CAREER

Join our Team!



## RECRUITMENT PACK

### Teacher 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 Teacher 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 instil 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



<b>JOB TITLE:</b>	Teacher of MFL
<b>START DATE:</b>	Easter 2025 or earlier by agreement
<b>HOURS:</b>	Full time
<b>CONTRACT:</b>	Permanent
<b>SALARY:</b>	MPS/UPS

Join us as a Teacher 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 teacher 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. 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 28<sup>th</sup> 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



<b>JOB TITLE:</b>	Teacher of MFL
<b>REPORTS TO:</b>	Curriculum Leader
<b>BASED AT:</b>	Wyvern Academy
<b>GRADE:</b>	MPS/UPS
<b>MAIN PURPOSE OF THE ROLE</b>	
<ul style="list-style-type: none"><li>• The provision of a full learning experience and support for pupils.</li><li>• To carry out the duties of a teacher in accordance with the provisions of the current School Teachers' Pay and Conditions Document and within the range of teachers' duties set out in that document.</li><li>• To carry out such duties within the framework of the school's agreed aims, objectives and policies.</li></ul>	
<b>CORE RESPONSIBILITIES &amp; TASKS</b>	
<b>Knowledge and Understanding</b> <ul style="list-style-type: none"><li>• Demonstrate that they have a thorough and up-to-date knowledge of their subject.</li><li>• Take account of wider curriculum developments which are relevant to their work.</li><li>• Planning and Setting Expectations.</li><li>• To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Curriculum Area.</li><li>• To contribute to the Curriculum Area's development plan and its implementation.</li><li>• To assist the Head of Department and the Leadership Team to ensure that the curriculum area provides a range of teaching which complements the school's development plan.</li><li>• Demonstrate consistent and effective planning of courses and lessons to meet pupils' learning needs.</li><li>• Demonstrate consistent and effective use of information about prior attainment to gain well-grounded expectations for pupils.</li></ul>	
<b>Teaching and Managing Pupil Learning</b> <ul style="list-style-type: none"><li>• Develop a classroom environment and teaching practice which secures effective learning across the breadth of the curriculum and provides a professional model, clearly demonstrating effective teaching, classroom organisation and high standards of achievement, behaviour, and discipline.</li><li>• Support the identification of, and provision for students with additional educational needs within the classes they teach.</li><li>• Regularly evaluate the effectiveness of their teaching and learning as part of the performance management process.</li><li>• Ensure setting of realistic and challenging expectations of students in the classes they teach.</li><li>• Liaise effectively with staff to ensure the successful transition of students through the school.</li><li>• Contribute fully to meetings, discussions and management systems necessary to coordinate the work of the school as a whole.</li><li>• To teach, pupils according to their educational needs, including the setting and marking of work to be carried out by the pupil in school and elsewhere.</li><li>• To assess, record and report on the attendance, progress, development and attainment of pupils and to keep such records as are required.</li><li>• To provide, or contribute to, oral and written assessments, reports and references relating to individual pupils and groups of pupils.</li><li>• To ensure that ICT, Literacy, Numeracy are reflected in the teaching/learning experience of students.</li><li>• To undertake a designated programme of teaching.</li><li>• To ensure a high quality learning experience for pupils which meets internal and external quality standards.</li><li>• To prepare and update subject materials.</li><li>• To use a variety of delivery methods which will stimulate learning appropriate to pupil needs and demands of curriculum content.</li><li>• To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.</li><li>• To undertake assessment of pupils as requested by external examination bodies, curriculum areas and school procedures.</li><li>• To mark, grade and give written/verbal and diagnostic feedback as required.</li></ul>	

### **Assessment and Evaluation**

- Demonstrate consistent and effective monitoring of progress to give clear and constructive feedback.
- To maintain appropriate records and to provide relevant accurate and up-to-date information for MIS, registers, etc.
- To complete the relevant documentation to assist in the tracking of students.
- To track student progress and use information effectively to inform teaching and learning.

### **Pupil Achievement**

- Demonstrate that, as a result of their teaching, their pupils achieve well relative to the pupils' prior attainment, making progress as good as or better than similar pupils nationally. This should be shown in marks or grades in any relevant national tests or examinations, or school based assessment for pupils where national tests and examinations are not taken.

### **Managing Own Performance and Development**

- To take part in the school's staff development programme by participating in arrangements for further training and professional development.
- To continue personal development in the relevant areas including subject knowledge and teaching methods.
- To engage actively in the professional development review process.
- To ensure the effective/efficient deployment of classroom support.
- To work as a member of a designated team and to contribute positively to effective working relations within the school.

### **Quality Assurance**

- To help to implement school quality procedures and to adhere to those.
- To contribute to the process of monitoring and evaluation of the curriculum area in line with agreed school procedures, including evaluation against quality standards and performance criteria. To seek/implement modification and improvement where required.
- 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.

### **Pastoral Duties**

- To be a Form Tutor to an assigned group of pupils as required and to carry out the duties associated with that role as outlined in the generic job description.
- To promote the general progress and well-being of individual pupils and of the Form Group as a whole.
- To register pupils, 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 pupils and keep up-to-date student records as may be required.
- To alert the appropriate staff to problems experienced by pupils and to make recommendations as to how these may be resolved.
- To communicate as appropriate, with the parents of pupils and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff.
- To contribute to PHSE and citizenship and enterprise according to school policy.

### **Communication**

- To communicate effectively with the parents of pupils as appropriate.
- Where appropriate, to communicate and co-operate with persons or bodies outside the school.
- To follow agreed policies for communications in the school.
- To take part in activities such as Open Evenings, Parents Evenings, Review days and liaison events with partner schools as required in the conditions of service documentation.
- To contribute to the development of effective subject links with external agencies.

### **School Ethos**

- To play a full part in the life of the school community, to support its distinctive vision and ethos and to encourage and ensure staff and students to follow this example.
- To promote actively the school's corporate policies.

### **CORPORATE RESPONSIBILITIES**

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#### **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

<b>Qualifications and CPD</b>	<b>Essential</b>	<b>Desirable</b>
Qualified Teacher Status; degree level or higher	<b>X</b>	
Honors Degree	<b>X</b>	
Awareness of current GCSE syllabus development		<b>X</b>
<b>Experience, Knowledge and Skills</b>	<b>Essential</b>	<b>Desirable</b>
Able to enthuse, motivate and discipline students	<b>X</b>	
Experience of teaching across the full age and ability range of an 11-16 school	<b>X</b>	
Ability to teach KS3 and GCSE	<b>X</b>	
To be committed to ensuring that every pupil is given the opportunity to achieve their potential and meet the high expectations set for them	<b>X</b>	
Enthusiasm to inspire in students a desire to learn and participate	<b>X</b>	
Ability to have the vision to plan ahead and to get things done	<b>X</b>	
Efficient manager and administrator	<b>X</b>	
Good, up-to-date subject knowledge and skills	<b>X</b>	
Full working knowledge of the National Curriculum requirements for Spanish	<b>X</b>	
To be able to work as a member of a team	<b>X</b>	
To be able to work effectively with pupils, staff, parents and members of the community	<b>X</b>	
Interest in innovation in the classroom including interactive whiteboard skills		<b>X</b>
To be able to assist in the planning and organisation of school trips/visits		<b>X</b>
<b>Personal Attributes</b>	<b>Essential</b>	<b>Desirable</b>
Suitability to work with young children	<b>X</b>	
Able to form and maintain appropriate relationships and personal boundaries with children and young people	<b>X</b>	
Emotional resilience in working with challenging behaviors	<b>X</b>	
Positive attitude and authority in maintaining discipline within both the practical and classroom environment	<b>X</b>	
<b>English Fluency</b>		
Possessing a relevant qualification for the role attained as part of education in the UK or full taught in English by a recognized institution abroad	<b>X</b>	
Passing an English or Welsh spoken language competency test or possessing a relevant spoken English or Welsh qualification at CEFR Level B1 or above, taught in English by a recognized institution abroad.		<b>X</b>