



Heworth Grange
School

Enriching Lives, Inspiring Ambitions

BUILD YOUR DREAM CAREER

Join our Team!



RECRUITMENT PACK

Teacher of Spanish

Heworth Grange School, Gateshead

EXCELLENCE AND EQUITY WITH INTEGRITY

WELCOME FROM THE CEO



Dear Candidate,

Thank you for your interest in the position of Teacher of Spanish 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 through 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.

A handwritten signature in black ink, appearing to read 'Michael McCarthy'.

Mr Michael McCarthy

Chief Executive Officer of Consilium Academies.



ABOUT THE SCHOOL



Heworth Grange is proud to be part of Consilium Academies' Multi-Academy Trust (MAT). As part of Consilium, we are dedicated to working towards the Consilium mission of providing an inclusive partnership with our community where lives are enriched by providing care, experience and opportunity, and where every student benefits from the same opportunities to succeed.

We are guided by four key drivers.

Every child- No Excuses

At Heworth Grange, we want every single student to achieve their potential. We go the extra mile for our students and understand that some of our students will require more support to overcome barriers to learning than others. We work collaboratively to problem solve and find the best therapeutic and academic solutions for our students to achieve the best possible outcomes.

High Expectations

We know that expecting the best from all our students is integral to them achieving a world class education. We strive day in and day out to ensure the highest standards of behaviour where everyone can learn and develop in a safe and secure environment. We also work tirelessly to embed the importance of attendance as a vital employability skill and work collaboratively with parents and carers to ensure all students attend school.

Engaging Learning

We know that great teaching and learning everyday will make the difference for our students and will support them to achieve their very best. We want to ensure all students are fully engaged and inspired by the learning experiences at Heworth Grange and as educators we fully commit to professional development to ensure we are continuously developing and providing the best experiences for our students.

No Islands

We know that there is strength in unity and at Heworth Grange we do not want anyone to feel like an island. We care for each other and we support each other, this means that we learn better. Our No Islands culture means that we work collaboratively with parents, carers, outside agencies, governors and other Trust schools. We value relationships above all else because we know that trust is vital to the success of our organisation.

We put students and staff at the heart of our decision making, ensuring everyone benefits from continuous improvement. We ensure that our staff have access to great professional development so that we continue to grow in expertise and provide the very best education for our young people.

We want to do everything in our power to ensure that the students at Heworth Grange leave school with the academic qualifications and personal skills to become happy and successful adults in their own right. We want our students to develop a life-long love of learning and to have the confidence to make a difference in their community as positive, proactive citizens within our society.

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 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:	Teacher of Spanish
START DATE:	January 2025 or Date to be agreed
HOURS:	Full time, 32.5 hours per week
CONTRACT:	Permanent
SALARY:	MPS/UPS

Join us as a Teacher of Spanish 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 Spanish and determined to make a real difference? We are seeking to appoint a committed and inspirational Teacher of Spanish 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.

To apply please visit My New Term using the link below:

<https://mynewterm.com/trust/Consilium-Academies/144937>

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 Monday 16th December 2024 at 09:00 AM.

Interviews will take place on a date to be agreed.

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.

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:	Teacher of Spanish
REPORTS TO:	Head of Department
BASED AT:	Heworth Grange School
GRADE:	MPS/UPS
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 students' academic progress and emotional development.• To work with colleagues as appropriate to raise standards of achievement and attainment.• To comply with all policies and procedures relating to safeguarding, child protection, health, safety and security, confidentiality and data protection, reporting all concerns to the appropriate person	
CORE RESPONSIBILITIES & TASKS	
<ul style="list-style-type: none">• Main Duties<ul style="list-style-type: none">• To plan their teaching to achieve maximum progression in pupils' learning• To assess records and reports on the attendance, progress, development and attainment of students, and produce such records as are required.• To provide and/or contribute to oral and written assessments, reports and references relating to individual students and groups of students.• To use a variety of teaching methods, including ICT, which sustain the momentum of pupils' work and keep all pupils engaged• 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 pupils' behaviour, establishing and maintaining a good standard of discipline through well focused teaching and through the development of positive and productive relationships• To undertake assessment of students as requested by external examination bodies, departmental and school procedures.• To mark, grade and give written, verbal and diagnostic feedback as required following school policies to maximise pupils' progress.• To evaluate their own teaching critically and to use this to improve their effectiveness• 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.• Operational/Strategic Planning<ul style="list-style-type: none">• To assist in the development of appropriate syllabus, resources, schemes of work, marking policies and teaching strategies at Moorside High School.• To contribute to the department's development plan and its implementation.• To plan and prepare courses and lessons.• To contribute to whole school planning activities.• Curriculum Provision<ul style="list-style-type: none">• To assist the department and whole school in ensuring a range of teaching is provided for students, which complements the school's strategic objectives.• Curriculum Development<ul style="list-style-type: none">• Assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of students, examining and awarding bodies and the school's aims and strategic objectives.• Staffing	

- 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 engage in the Performance Management Review process.
 - To ensure the effective and efficient deployment of classroom support.
 - To work as a member of a designated team and to contribute positively to effective working relationships within the school.
- **Quality Assurance**
 - 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 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 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 assist 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 Behaviour 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 program.

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
- To plan, monitor and review health and safety within areas of personal control
- To participate in the Trust's Professional Development Review 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

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

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Enthusiasm to inspire in students a desire to learn and participate	X	
Ability to have the vision to plan ahead and to get things done	X	
Efficient manager and administrator	X	
Good, up-to-date, subject knowledge and skills	X	
Full working knowledge of the National Curriculum requirements for Spanish	X	
To work as part of the team, contributing effective strategies to support high quality teaching and learning	X	
To be able to work effectively with pupils, staff, parents and members of the community	X	
Interest in innovation in the classroom including interactive whiteboard skills		X
To be able to assist in the planning and organisation of school trips/visits		X
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Able to form and maintain appropriate relationships and personal boundaries with children and young people	X	
Emotional resilience	X	
Positive attitude	X	
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