



Modern Foreign Languages Teacher Spanish with French

Information Pack
January 2012





Shorncliffe Road
London SE1 5UJ

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Dear applicant,

Thank you for taking the time to find out more about Walworth Academy in Southwark and the possibility of working here. Included in this information pack is information about the academy, ARK Schools (who sponsor the academy) and the role of Modern Foreign Languages – Spanish with French.

Walworth Academy opened in September 2007, after taking over from the previous Walworth School. The academy has six forms of entry (180 students in each year) and opened a sixth form of 200 students in 2010. The school has made tremendous progress since becoming an academy, increasing from 27% of students receiving 5 A*-C (including English and maths) to 70% for the 2010/2011 school year. Walworth Academy has also been recognised by the Specialist Schools and Academy Trust for being one of the top 10 schools for value added in terms of 5 A*-C (including English and maths) improvement in the country.

The academy is at a very exciting phase of its development as its sixth form continues to expand, and it received the rating of 'good with outstanding capacity for improvement' by Ofsted (2010). In its inspection the academy was described very positively *Walworth Academy is in the business of transformation. It has transformed itself and is now a good and rapidly improving school whose students make good progress academically and great leaps in their personal development. Most importantly it is transforming the lives of the students who attend the academy. These students share a sense of self-worth, of responsibility, of pride in their achievements and of determination.* (June 2010)

We are looking for a Modern Foreign Languages teacher, with Spanish and French, and with the ability to teach Spanish from Key Stage 3 to Key Stage 5. The Modern Foreign Languages teacher will work with language teachers across the school and Head of Modern Foreign Languages to ensure high attainment in languages throughout the academy, and from year 7 through to sixth form.

This is a unique opportunity to join and teach within a successful school. The post holder will have the opportunity to work with committed, collaborative and inspirational staff, and to become part of the ARK Schools Network.

For more information about the school please go to www.walworthacademy.org. To apply, please complete the online application form at <https://application.arkschools.net/?r=cSH7lMhL> by 9am on 3rd February 2011.

If you would like any further information or wish to discuss the role, please contact Holly Harris on 0203 116 0894 or holly.harris@arkonline.org.

I wish you the best with your application.

Yours sincerely,

Devon Hanson

Principal



About Walworth Academy

Walworth Academy opened in 2007 and moved into its buildings in January 2010. The academy serves children of all abilities and has no religious affiliations. It has 180 students in each year, in six classes, and opened a sixth form in September 2010, so that Walworth students can continue their studies to age 18.

Ofsted rated Walworth Academy as being “a good school with outstanding capacity to improve” in its first full inspection of the school since it opened as an academy in September 2007.

Following a detailed two day inspection the inspectors said: “Walworth Academy is in the business of transformation. It has transformed itself and is now a good and rapidly improving school whose students make good progress academically and great leaps in their personal development. Most importantly it is transforming the lives of the students who attend the academy.”

Our vision

Walworth Academy believes in the immense potential of each student and is committed to giving them every possible opportunity to succeed. Every student should leave the academy with real choices: to continue into further and higher education or pursue the career of their choice.

The academy has high expectations for pupil behaviour and achievement and equally high expectations for the quality of teaching in the classroom. This means a common commitment to creating a respectful and orderly environment where teachers can teach and students can learn.

Walworth Academy recognises the need to support every child – academically, socially and emotionally. Through a combination of rigorous and engaging classes and a variety of learning experiences outside of the classroom, students can enjoy the full range of opportunities.

The academy is shaped by its culture of inclusion and mutual respect, which encourages a close working relationship between students and staff. The academy is working hard to provide an inspirational and secure environment which recognises and celebrates success whilst challenging students to realise their full potential.



About ARK Schools

ARK Schools runs a network of eleven academies in London, Portsmouth and Birmingham. ARK Schools was created in 2004 to work with the Department for Education and local authorities to create new schools offering exceptional opportunities to children in inner cities through the academies programme.

Our aim is to help close the achievement gap between children from disadvantaged and more affluent backgrounds. Our academies focus on raising attainment so that every pupil has a real choice of going on to higher education when they complete school. Our schools are non-selective, community schools for local children. They are non-denominational other than where they replace a school that previously had a religious affiliation. ARK's academies are generally situated in deprived urban areas – just under half of pupils at ARK secondary schools are on free school meals, compared to around 15% nationally.

The ARK Schools Network

ACADEMY	BOROUGH	OPENED	AGE	OFSTED	
				Predecessor school	Section 5 inspection
Burlington Danes	Hammersmith	2006	11-18	Special measures	Good
King Solomon	Westminster	2007	3-18	New school N/A	Outstanding
Walworth	Southwark	2007	11-18	Satisfactory	Good (with outstanding capacity to improve)
Globe	Southwark	2008	3-18	Special measures	Good (with outstanding capacity to improve)
Evelyn Grace	Lambeth	2008	11-18	New school N/A	Satisfactory
Ark	Brent	2008	3-18	New school N/A	Outstanding
Charter	Portsmouth	2009	11-18	Notice to improve	Good (monitoring visit)
St Alban's	Birmingham	2009	11-18	Good	Outstanding
ARK Atwood Primary	Westminster	2011	3 – 11	New school N/A	Pending
ARK Conway Primary	Hammersmith	2011	3 – 11	New school N/A	Pending
ARK Oval Primary	Croydon	2011	3 – 11	Special Measures	Pending

New Schools: Three new secondary schools will be opening in 2012 as part of the ARK Schools network including Isaac Newton Academy located in Redbridge, Essex and Bolingbroke Academy located in Wandsworth, London. A number of primary schools will also be opening as part of the network.



Our Vision

Our vision is to create a group of outstanding schools that radically improve our pupils' life chances. We want every pupil at an ARK academy to do well enough by the age of 18 to go to university or pursue the career of their choice. To achieve this we prioritise six key principles across our schools:

1. HIGH EXPECTATIONS

We set exceptionally high expectations for all our pupils which we reinforce constantly as they go through school. We believe every child can realise their potential with the right teaching and support.

2. EXEMPLARY BEHAVIOUR

Our schools are characterised by a respectful and orderly environment, where teachers can focus on teaching and pupils on learning.

All our schools aim for uninterrupted teaching and learning to make exceptional achievement possible. We don't accept excuses and we don't make any either.

3. EXCELLENT TEACHING

Nothing is more important than excellent teaching, underpinned by high quality professional development. We make intelligent and appropriate use of data to improve teaching and the curriculum and to ensure that no child is left behind. We draw on evidence and experience of the best ways to achieve excellent outcomes for all children.

4. MORE TIME FOR LEARNING

Our longer school day provides more time to embed core subjects and to extend the curriculum through enrichment. Our curriculum is planned to provide pathways from any level at entry to high achievement at exit.

5. DEPTH BEFORE BREADTH

A strong command of English and mathematics is a vital foundation for the whole curriculum. We prioritise depth before breadth, so that all pupils secure firm foundations in these core subjects as early as possible.

6. SMALL SCHOOLS

ARK academies are organised as small schools so that every pupil knows and is known well by every teacher within their small school. Positive relationships between pupils reinforce a culture of excellent behaviour and commitment to learning.



Achievement to Date

Secondary results

ARK Schools has secured a fifth year of improved GCSE performances across its academies. ARK's five academies with GCSE results achieved an average rise of 11 percentage points over last year. Since each school opened as an ARK academy the average annual increase in pupils achieving five GCSEs at A*-C including English and mathematics is also 11 percentage points.

ARK academies are now outperforming national attainment in the key subjects of English and mathematics. In mathematics, 73% of ARK pupils achieve A*-Cs compared with 59% of pupils nationally. In English 69% of all ARK pupils now achieve A*-C grades, compared with 65% nationally. Overall 61% of our pupils achieved five good GCSEs with English and maths, ahead of the national level of attainment (58%, 2011).

% pupils passing 5 GCSEs A* - C (including English and Maths)	Opened	2009	2010	2011	Percentage point increase 2010 - 2011	Average annual percentage point increase since opening as ARK academy
Burlington Danes	2006	50	67	75	8	9
Walworth	2007	45	59	70	11	11
Globe	2008	35	42	45	3	6
St Alban's	2009	31*	50	67	17	19
Charter	2009	21*	24	39	15	9
Average across ARK Schools					11	11

*Denotes result for predecessor school

Primary results

- At King Solomon, Ark and Globe Academies key stage one pupils achieved results well above local and national averages in every subject in 2011. Despite starting from relatively low baselines, an average of 68% of pupils reached level 2a across their subjects, compared with 43% of pupils in primary schools nationally.
- In Globe Academy 93% of pupils achieved Level 4+ in English and maths - 10% above the national average.
- King Solomon Academy and Ark Academy are both rated as 'outstanding' by Ofsted.

Sixth form results

- More than two thirds of ARK's first Sixth Form cohort, at Burlington Danes Academy, secured places at their first choice university. Students are going to leading institutions including Warwick, Bristol and King's College London.



Job Description: Modern Foreign Languages Teacher – Spanish with French

Reports to: Head teacher/ Head of Department
Start date: Easter 2012 or as soon as possible
Salary: ARK MPS (Inner London MPS + 2.5%)

The Role

To provide outstanding teaching and learning of languages to ensure high attainment of their students.

Key responsibilities

- Provide a nurturing classroom and school environment that helps students to develop as learners
- Helping to maintain/establish discipline across the whole academy
- Contribute to the effective working of the Academy

Outcomes and activities

Teaching and Learning

- To teach engaging and effective lessons that motivate, inspire and transform pupil attainment.
- With direction from Lead Teacher, assist in the creation and development of challenging and innovative schemes of work which are inspiring for learners and teachers alike.
- Use regular, measurable and significant assessments to monitor progress and set targets.
- Respond accordingly to the results of such monitoring.
- Ensure that all students achieve at chronological age level or, if well below level, make significant and continuing progress towards achieving at level.
- Maintain regular and productive communication with parents, to report on progress, sanctions and rewards and all other communications.
- To develop an exciting and motivating extra-curricular and enrichment offer including university links, trips and residential.

Academy Culture

- Help create a strong academy community, characterized by consistent, orderly and caring respectful relationships.
- Help develop a small school culture and ethos that is utterly committed to achievement.

Other

- Undertake other various responsibilities as directed by the Headteacher.
- Undertake the main professional duties of a teacher as set out in the ARK Schools pay and conditions of service document.



Person Specification: Modern Foreign Languages Teacher – Spanish with French

Qualification Criteria

- Qualified to degree level and above
- Qualified to teach in the UK
- Right to work in the UK

Experience

- Experience of raising attainment in a challenging classroom environment
- Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities etc

Skills and attributes

We are looking for these skills and attributes or at the very least, a clear, demonstrable capacity to develop them:

Leadership

- Effective team worker and leader.
- High expectations for accountability and consistency.
- Vision aligned with high aspirations, high expectations of self and others.
- Genuine passion and a belief in the potential of every student.
- Motivation to continually improve standards and achieve excellence.
- Commitment to the safeguarding and welfare of all pupils.

Teaching and Learning

- Excellent classroom practitioner.
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards.
- Has good communication, planning and organisational skills.
- Demonstrates resilience, motivation and commitment to driving up standards of achievement.
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

Alignment with Walworth vision

- Relentless drive to do whatever it takes to ensure all students succeed.
- The courage and conviction to make a difference.



Communication skills

- The ability to listen and communicate effectively.
- Empathy and the ability to understand the needs, aspirations and motivation of diverse individuals and groups.
- The ability to influence and motivate others.

Problem solving

- Identify, analyse and resolve problems and issues.
- Develop plans with concrete outcomes and effective solutions.
- Evaluate results and identify necessary actions.
- Make fact-based decisions.

Resilience

- Sustain energy, optimism and motivation in the face of pressure and setbacks.
- Stay calm in difficult situations and maintain clarity of vision.
- Be adaptable in the face of adversity.

Results and learning orientation

- Awareness of own strengths and limits.
- Commitment to ongoing improvement and learning.
- A passion for teaching subject.
- Focus on achieving challenging goals and results.
- Resourcefulness and flexibility in delivering outcomes.

Other

- This post is subject to an enhanced Criminal Records Bureau disclosure.



ARK Schools, Safe Recruitment Procedure

ARK is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants. This process is outlined below, but can be provided in more detail if requested.

Disclosure

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (CRB). Applicants are required, before appointment, to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

Shortlisting

Only those candidates meeting the right criteria will be taken forward from application.

Interview

1. Longlisted candidates will be subject to a screening interview at ARK. Those shortlisted will take part in an in-depth interview at the academy.
2. Candidates will be asked to address any discrepancies, anomalies or gaps in their application form.

Reference checking

References from the previous and current employer will be taken up for shortlisted candidates, and where necessary employers may be contacted to gather further information.

Probation

All new staff will be subject to a probation period of six months (which may, in certain circumstances, be extended by up to 10 weeks). The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which they have been employed. It provides the academy with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safe guarding and relationships with pupils.