



# Plantsbrook School

'Be the best that you can be'

## Teacher of MFL Spanish

Application Pack



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# Welcome from the CEO

Thank you for your interest in this opportunity. I hope you find this information pack helpful, and that it furthers your aspiration to work with us. Please do take some time to read our values statement, contained within, which very much sets the scene for our work ethic.

We are a small academy trust with big ambitions. We're here to give children and young people a lifelong love of learning and equip them with the skills they need to realise their personal ambitions. Our schools are places where children flourish, in environments that celebrate success, deliver academic excellence and foster curiosity, inclusivity and creativity.

If you join us, you can expect equal emphasis on your development as a professional. We will support you in continually developing your skills and career, which could take you anywhere within our expanding network of schools.

We create exciting futures – both for our learners and our staff, and we'd love to welcome you on board.

I look forward to hearing from you.



Claire Pritchard, CEO



# About Our Trust

## Our Vision

Broadleaf Partnership Trust will lead and enable community centred schools that raise and realise aspirations, celebrate successes, and promote a lifelong love of learning.

## Our Values

**Aspiration-** We celebrate a culture of continuous improvement, where all stakeholders are motivated to achieve the very best for every child. We aspire to create learning environments that foster curiosity, inclusivity, talent and creativity so that every child is encouraged to recognise their potential and develops ambitions that reflect their future goals.

**Alliance-** Working in partnership across our schools and in affiliation with stakeholders, across the education sector and beyond, we can access information and networks that help to continually develop our people, communities and practice. Our collaborative approach enhances the strength of unity across our Trust whilst simultaneously recognising the uniqueness of our schools. We align many of our operational aspects whilst empowering learning leaders to meet the curriculum needs of their community.

**Agility-** We are agile in our approach, embracing change, and focused on excellence. We ignite and harness people's passion by encouraging experimentation and innovation to make learning meaningful, build organisational resilience and ensure our approach stays current. We adopt a culture of shared and servant leadership across our Trust that enables action and provides the flexibility to respond and adapt to the ever-changing climate.



**Broadleaf Partnership Trust**  
Upper Holland Rd  
Sutton Coldfield  
Birmingham  
B72 1RB



**Plantsbrook School**  
Upper Holland Rd  
Sutton Coldfield  
Birmingham  
B72 1RB



**Perryfields Academy**  
Oldacre Rd  
Oldbury  
West Midlands  
B68 0RG



**Town Junior School**  
Ebrook Rd  
Sutton Coldfield  
Birmingham  
B72 1NX



**Holland House Infant School & Nursery**  
Ebrook Rd  
Sutton Coldfield  
Birmingham  
B72 1NX



# Welcome from the Headteacher

Welcome to Plantsbrook School, and thank you for your interest in us and in this post.

At Plantsbrook we are fully committed to providing the best opportunities for our students to allow them to develop into fine young people and to achieve success. We want all Plantsbrook students to enjoy school and to make the most of each and every opportunity that comes their way. We want them to enjoy learning and recognise its importance in enabling them to be the best version of themselves. We want them to feel safe and comfortable in their school community and to feel part of the Plantsbrook family, which is supportive yet challenging. Above all we want them to be committed to hard work, good behaviour and to have respect for each other and themselves.

At Plantsbrook we firmly believe in strong partnerships, which informs our approach to working with parents and supporting our students to meet their full potential. We value being part of Broadleaf Partnership Trust and the opportunities this creates for our staff and students. We strive to keep getting better at what we do and we work tirelessly to live by our school motto, "be the best that you can be", always expecting our students to perform to their best. We offer a broad and challenging curriculum that seeks to develop the key skills, values and knowledge and understanding that will allow our students to be inquisitive, informed and prepared for the challenges of the modern world.

At Plantsbrook we understand the informed choices that education brings, which is why we focus our energies on enabling our students to make the right choices in all that they do. We are committed to creating a caring and supportive environment with high expectations and excellent behaviour. I am very proud to be Plantsbrook and I hope you will be too.

Ian Barton, Acting Headteacher



# About Our School

## Welcome to Plantsbrook School

At Plantsbrook School, we have a simple motto: be the best that you can be. That applies equally to our students and our staff, as we are passionate about releasing potential and giving people the finest possible future. We provide an exceptional education for everyone, from the most able to those with learning difficulties and visual impairments.

A broad and balanced curriculum, delivered with flair by our talented teachers, gives pupils the skills and qualities they need to take them to the next stage of their lives. Through extension work and a rich extracurricular programme, we do whatever it takes to expand their minds and broaden their horizons – and we want to do the same for you.

A career with us could create opportunities across the multi-academy Broadleaf Partnership Trust, so we are looking for the brightest and best. Our location in the Birmingham suburb of Sutton Coldfield places us right at the heart of the country – and to release your full potential we will place you at the heart of our heavy investment in professional development.

In return for your passion and commitment, you can expect an exceptional package including a cashback healthcare plan, free GP helpline service for you and anyone in your household, employee assistance scheme (offering free and confidential advice and counselling), opportunities to receive career coaching and a cycle to work scheme.

We are #ProudToBePlantsbrook, and you will be too.

## Quick Facts



Acting Headteacher: Ian Barton  
Pupils: 1540  
Staff: 185  
Ofsted: 2019 Good  
Information correct as of Sept 2022



# Job Description

**Title of Post:** Teacher of Modern Foreign Languages (Spanish) Full or Part time

**Post reports to:** Subject Leader of Modern Foreign Languages

**Salary:** Teachers' Pay Range according to qualifications and experience

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## Job Purpose:

This post is suitable for ECTs and experienced staff. It is payable on the Teachers' Pay Range according to qualifications and experience. You will be required to teach predominantly Spanish, KS3 and KS4, and some KS3 French.

Our Modern Foreign Languages department at Plantsbrook School is a vibrant, conscientious and exciting place to be.

We are an enthusiastic team comprising six specialist staff. The department is led by the Subject Leader and supported by two Assistant Subject Leaders. We also have a French Foreign Language Assistant.

Together we aim to:

- Create an atmosphere of learning and encouragement where French or Spanish is the main language spoken by teacher and pupil.
- Help pupils learn language through speaking, listening, reading and writing, concentrating on specific linguistic, communicative and grammatical techniques which will allow skills to be transferred to other languages and subjects.
- Communicate and learn through communicative language activities specifically tailored to pupils' needs and ability, including games, songs, drama, role-play and display work.
- Develop pupils' knowledge of French or Spanish culture and habits.
- Enjoy ourselves and help build pupils' confidence.

We follow the AQA French and Spanish GCSE and A level examinations. Our teaching resources are varied, including the use of on-line learning facilities provided by Oxford, Kerboodle, and AQA resources.

At KS3, year 7 and 8 groups are currently taught French for 5 hours a week with some introductory activities and taster sessions of Spanish. At the end of year 8, pupils make a selection between the two languages for study in year 9. Pupils choose their GCSE options at the end of year 9, selecting either French and/or Spanish. Our KS4 pupils receive 5 hours' teaching over a fortnight in preparation for the GCSE, and A Level pupils receive 5 hours a week, as well as regular speaking practice with the FLA.

Teaching languages at Plantsbrook School is enjoyable, demanding and rewarding. We believe that our pupils deserve the best education and that teachers are the most valuable resource in its delivery.

# Job Description

## PLANTSBROOK SCHOOL GENERIC TEACHER JOB DESCRIPTION

### 1.0 JOB TITLE Subject Teacher/Form Tutor

2.0 JOB PURPOSE To promote the general progress and well being of individual pupils and of any class or group of pupils assigned to you principally but not exclusively by teaching and as a Form Tutor if required.

### 3.0 DUTIES AND RESPONSIBILITIES

3.1 Those duties and responsibilities undertaken by a teacher in relation to the teaching of children and the organisation of Broadleaf Partnership Trust:

- a) Planning and preparing work for pupils assigned to you.
- b) Teaching according to their educational needs, the pupils assigned to you, including the setting and marking of class work and homework carried out by those pupils, the number of lessons should not normally exceed that limit which has been agreed in the school.
- c) Assessing, recording and reporting on the development, progress and attainment achieved by those pupils assigned to you.
- d) Communicate with pupils, parents and carers in accordance with the school ethos, policies and practice.
- e) Participate in arrangements for the appraisal and review of your own performance and, where appropriate, that of other teachers and support staff.
  - f) Regularly reviewing your methods of teaching and programme of work.
- g) Participate in arrangements for your own further training and professional development and, where appropriate, that of other teachers and support staff including induction.
- h) Taking all reasonable steps to maintain good order and discipline among pupils and safeguarding their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere.
  - i) Participate, as appropriate, in meetings at the school which relate to the curriculum, administration or organisation of the school.
  - j) Participate in arrangements, as appropriate, for preparing pupils for public examination and assessment approved by the Secretary of State, recording and reporting such assessments and participating in arrangements for pupils' presentation for and supervision during such examinations.
- k) Participate in an equitable system of cover in accordance with policies agreed between the School and the recognised Teacher Associations.
- l) Attending assemblies unless a dispensation has been granted, registering the attendance of pupils and supervising pupils, whether these duties are to be performed before, during or after school sessions in accordance with school policy.

### 3.2 SPECIFIC

- a) To ensure that the register is marked punctually and kept up-to-date as required by the law. All absence should be accounted for by notes from parents or guardians and any problems reported to the Achievement Co-ordinator for the appropriate Year Group in the first instance.
  - b) To deal with other returns and requests for information about pupils in the Tutor Group as required.
  - c) To contribute to and assist as required in keeping up-to-date the pupil records for each pupil in the Tutor Group.
  - d) To contribute to references, reports to outside agencies and the like, in consultation with colleagues.
  - e) To implement the School Policy on personal appearance, uniform and behaviour of the pupils.
    - f) To help pupils with individual guidance as necessary.
  - g) To attend assembly with the form unless a dispensation has been granted.

### 4.0 LINE MANAGEMENT – RESPONSIBILITY TO AND FOR

1. Responsible to the Headteacher (through Subject Leader and Departmental Supporter).
2. To an Achievement Co-ordinator for any tutorial activity.
3. Responsible for the supervision of persons providing support in the classroom.

### 5.0 PERFORMANCE MANAGEMENT AND DEVELOPMENT

Teachers on the Main, Upper and Unqualified Teachers' pay scales will have their salary reviewed annually in accordance with the Trust Pay Policy.

If appropriate, for the postholder:  
UPR:

An application from a qualified teacher to progress on to the upper pay range will be successful where they can demonstrate that they meet not only the Teachers' Standards, but are highly competent in all elements of the standards and that their achievements and contribution are substantial and sustained.

### 6.0 REVIEW AND AMENDMENT

This job description is normally subject to annual review. It may be amended at the request of the Headteacher or the postholder but only after full consultation with the postholder.

Job description issued, after consultation, by Mr Barton, Headteacher.



# Job Description Person Specification

## PERSON SPECIFICATION

### Professional Qualities

You will:

1. Be an excellent teacher.
2. Have good classroom management skills and be able to help other departmental colleagues if needed.
3. Be committed to teamwork as a style of management, both within the department and within the school.
4. See your subject as being part of a wider picture which includes the whole curriculum.
5. Be committed to improving student achievement, including monitoring attainment, target setting and mentoring underachievers.
6. Be an efficient administrator.
7. Be committed to staff development and training, including performance management.
8. Be committed to equal opportunities and success for everyone in a comprehensive school.
9. Be committed to safeguarding and promoting the welfare of children and young people.
10. Be committed to the concept of the school at the heart of the community.

### Personal Qualities

You will:

1. Enjoy working with young people and treat them with respect.
2. Be able to motivate and inspire students.
3. Be optimistic, enthusiastic and 'generous of spirit'.
4. Have a sense of proportion and humour.
5. Be equally literate and numerate, including using ICT.
6. Have the personality to deal with student discipline problems firmly and fairly.

# Benefits Beyond the Classroom

## Employee Assistance Programme

Our EAP provides 24/7 access to a range of health and wellbeing services either via the phone or online, including structured counselling sessions, wellbeing resources, and financial and legal advisory services from trained experts.

## 24/7 GP Service

This service enables you and your immediate family access to a private GP service at any time of day or night. Appointments can be booked at a time to suit you, allowing you easy access to medical advice and diagnosis, private prescriptions and fit notes.

## Health Cash Plan

Our health cash plan allows you to reclaim costs related to dental, optical, therapeutic and other health related expenses, including diagnostic consultations, screening, hearing aids, surgical appliances and NHS prescriptions.

## Cycle to Work Scheme

This salary-sacrifice scheme allows you to purchase tax-free bicycle and safety equipment, spreading the cost over 12 or 18 months.

## Shopping and Lifestyle Discounts

Wider Wallet is an online discounts platform providing a range of offers and discounts from well-known retailers and high-street brands as well as discounts on dining, travel, technology, entertainment and days-out.

## Other Benefits

- Opportunities for career progression within an innovative and collaborative Trust
- Excellent CPD opportunities, including Coaching, tailored to support you throughout your career
- High-quality and comprehensive ECT development programme
- Flexible Working practices & supportive Time Off Work Policy
- Generous pension schemes



# How to Apply

If you are enthused by this exciting opportunity and want to join our team at Plantsbrook School we'd love to hear from you.

For further information and to apply visit our career site:  
[www.mynewterm.com/school/Plantsbrook-School/137053](http://www.mynewterm.com/school/Plantsbrook-School/137053)

Closing Date\*: 12th June 2023

\*We reserve the right to close the advert early if a strong field of applicants is received prior to the closing date.

If you would like to speak to someone in advance of your application, or arrange an appointment to visit us, please contact []

Further information including an Applicant's Guide, Privacy notices and our Recruitment and Selection Policy can be found on our career site.

We are committed to equality and value diversity, and therefore particularly welcome applications from under-represented groups.

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020, which means certain spent convictions and cautions are 'protected', so they do not need to be disclosed to employers. If they are disclosed, they will not be taken into account.

Broadleaf Partnership Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Successful candidates will be subject to an Enhanced DBS check, including a Barred List check.

