



FUTURE
ACADEMIES
LIBERTAS PER CULTUM

Teacher of Latin and Classical Civilisation Recruitment Pack



Welcome to Future Academies

Dear Applicant,

Thank you for your interest in the position of Teacher of Latin and Classical Civilisation for Future Academies. I am delighted that you are considering applying for a position at our trust.

This is a superb and exciting opportunity for an ambitious, enthusiastic and resilient Latin and Classical Civilisation teacher to join classic department to ensure high quality learning takes place and that outstanding attainment and progress are secured at key stage 4 and 5.

We are Future Academies: a flourishing multi-academy trust, founded with the aim of improving the life chances and raising the aspirations of young people. We offer a rich and stimulating education comprised of a knowledge-rich curriculum, diverse cultural and extracurricular opportunities, and a strong pastoral support system. All children and young people are welcomed in our inclusive community, and all are challenged to be the best they can be.

This ethos is embodied in our Trust values - *Knowledge, Aspiration, and Respect* - and in our motto, *libertas per cultum* ("freedom through education").

Future Academies currently comprises ten schools across London and Hertfordshire. Further information is available on our website [Future Academies - Academies](#).

Future Academies is passionate about diversity and inclusivity and welcome applications from applicants with skills and experiences to fulfil the requirements of the job description and whose values and qualities reflect those in the person specification. We encourage applications from applicants regardless of any protected characteristic.

If you think you have the skills, experience and attributes we are looking for, we encourage you to apply and very much look forward to meeting you.

If you would like to discuss the role in more detail, please do not hesitate to contact me via email at HREnquiries@futureacademies.org.

Kind regards
Natalie Parker

JOB DESCRIPTION

JOB TITLE:	Teacher of Latin and Classical Civilisation
RESPONSIBLE TO:	Subject Leader in Classics
RESPONSIBLE FOR:	September 2023
HOURS:	Full time, 32.5 hours per week, Monday to Friday
SALARY:	MPS/UPS
PLACE OF WORK:	To be confirmed upon appointment
RIGHT TO WORK:	This appointment is subject to verification of the right to work in the UK. Where the successful candidate has worked or been resident overseas in the last five years, such checks and confirmations will be required in accordance with the statutory guidance
STAFF BENEFITS:	Future Academies recognises its employees as the most important asset and critical to its success. To demonstrate this all staff are offered the following benefits: <ul style="list-style-type: none">• A supportive ethos and concern for the well-being of all colleagues.• Excellent CPD opportunities and career progression.• Employer Contributions to Local Government or Teachers Pension Scheme.• Cycle to work scheme.• Employee Assistance Programme.• Eye Care Voucher scheme.• Car Benefit Scheme (launching soon)

PURPOSE OF THE ROLE

Teacher of Latin and Classical Civilisation will ensure that high-quality learning takes place and that outstanding attainment and progress are secured at key stage 4 and 5.

MAIN RESPONSIBILITIES AND TASKS

PLANNING

- Plan teaching to achieve progression in students' learning through:
 - Identifying clear teaching objectives and content, appropriate to the subject matter and the students being taught, and specifying how these will be taught and assessed
 - Setting tasks for the whole class, individual and group, including homework, which challenges and motivates
 - Setting appropriate and demanding expectations for students' learning, motivation and presentation of work

- Setting clear targets for students' learning, building on prior attainment, and ensuring that students are aware of the substance and purpose of what they are asked to do
- Provide clear structures for lessons, and for sequences of lessons, which maintain pace, motivation and challenge students.
- Make effective use of assessment information on students' attainment and progress in the teaching and planning of lessons and sequences of lessons, including SEN and EAL needs.
- Ensure coverage of the relevant examination syllabus and National Curriculum programmes of study.

TEACHING AND CLASS MANAGEMENT

- Ensure the effective teaching of classes and individuals, so that teaching objectives are met and best use is made of available teaching time.
- Establish and maintain a purposeful working atmosphere.
- Set high expectations of students' behaviour through well-focused teaching and consistent application of the Behaviour Policy and other school systems.
- Establish a safe environment, which supports learning and in which students feel secure and confident.
- Use teaching methods which sustain the momentum of students' work and keep all students engaged through:
 - Matching the approaches used to the subject matter and students
 - Clear structure and presentation of content
 - Effective use of resources and time
 - Providing opportunities for students to consolidate their knowledge and skills, both in the classroom and the setting of well-focused homework
- Meet the requirements of the Code of Practice, implement and keep records on individual education plans (IEPs) and report progress and concerns as required.
- Evaluate own teaching critically, including taking responsibility for professional improvements targets and monitoring progress.

TEACHING AND CLASS MANAGEMENT ASSESSMENT, RECORDING AND REPORTING

- Mark and monitor students' class work and homework as required by subject and school policies.
- Assess and record student progress as required by subject and Pimlico Academy policies, including National Curriculum and other standardised tests, and baseline assessment where relevant.
- Write reports and profiles as required, including the National Record of Achievement.
- Participate in appropriate meetings with colleagues and parents/guardians.

OTHER

- Participate in curriculum, pastoral, administration and organisation meetings.
- Contribute to the work of curriculum and pastoral teams.

- Take responsibility for own professional development and keep up to date with research and development
- Cover for absent colleagues in accordance with school policy.
- Contribute to examination arrangements.
- Implement school policies consistently and follow the procedures outlined in the Staff Handbook.
- Carry out any other reasonable responsibilities compatible with the role and grade of this post.

SAFEGUARDING

As an educational trust, Future Academies is committed to the safeguarding and promotion of the welfare of all children and young people. Therefore, the trust expects all members of staff and volunteers to share in this commitment. To this end, both an 'Enhanced Disclosure and Barring Service' check and a 'Barred List' check will be required for this role.

No job description can be entirely comprehensive, and roles develop organically over time. The post holder will be expected to support with any other duties appropriate to the role, as and when this is required.

PERSON SPECIFICATION

	Essential	Desirable
QUALIFICATIONS	<ul style="list-style-type: none"> • Bachelor's degree or equivalent in relevant subject area • Right to work in the UK • Qualifies teacher status 	
EXPERIENCE	<ul style="list-style-type: none"> • Experience of effective lesson planning, marking and assessment practice. • Experience of teaching in the subject area • Experience of working as a team member • 	<ul style="list-style-type: none"> • Experience of target setting and data tracking systems. • The ability to analyse data in order to identify underperformance. • Experience of raising attainment through the use of effective intervention strategies
KNOWLEDGE AND SKILLS	<ul style="list-style-type: none"> • An understanding of features of effective pedagogy, how students learn and strategies to improve performance • Understanding of safeguarding / Child Protection requirements • knowledge and understanding of the importance of CPD. • To understand and be able to deliver the vision of the academy • To understand and promote the academy's ethos and values • Good communication and presentation skills • Competent in the use of Microsoft office packages • The ability to motivate and enthuse others • Good organisational and time management skills 	<ul style="list-style-type: none"> • Knowledge of research and evidenced best practice relating to the quality of teaching and learning • Knowledge of curriculum design and development • Understanding of the latest Ofsted inspection framework and how this should be reflected in practice • Knowledge of recent developments at national level pertaining to examination reform, curriculum reform and school accountability measures. Knowledge of quality assurance processes
PERSONAL COMPETENCIES AND QUALITIES	<ul style="list-style-type: none"> • Positive role model • Values diversity and promotes equal opportunities • Commitment to own CPD • Determination, resilience and drive • Enthusiasm, creativity and initiative 	

NOTES TO APPLICANTS

GENERAL TERMS & CONDITIONS

The employer for this post is Future Academies.

The successful post holder will be based at one of our schools across London or Hertfordshire.

The post holder will be eligible for enrolment in the Teachers' Pension Scheme.

The post holder will be required to complete a four-month probation period.

APPLICATION PROCESS

1. Applying for the role

To apply for the post, please submit a statement of suitability, no longer than 2 sides of A4, outlining how you meet the requirements set out in the person specification. Please ensure specific examples are included. Please email this to HREnquiries@futureacademies.org

Applications must be received no later than 9am 17th April 2023. Applications after this date will not be considered.

2. Interview Process

The interview process will take place as soon as possible after shortlisted has been completed. The interview will include a formal interview and may include practical tasks related to the knowledge and skills required for the role.

3. Notification & Feedback

Candidates that have taken part in interviews will be notified as soon as possible – please ensure that you have provided day and evening numbers on which you can be reached.

Unsuccessful candidates will be given the opportunity to receive professional feedback.

4. Taking up the post

The successful candidate will take up the post as soon as possible.

5. Additional information

For further information please email HREnquiries@futureacademies.org and a member of the HR team will contact you.

6. Safeguarding

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