



BLACKDOWN  
EDUCATION  
PARTNERSHIP



BELIEF IN EVERY CHILD



## WELCOME TO BLACKDOWN EDUCATION PARTNERSHIP

Thank you for your interest in this post. Please take some time to have a look at this pack and gain a sense of who we are and what we stand for. All Multi-Academy Trusts are different and we are keen to explain why we believe that our values and ethos make us a great employer.

The Blackdown Education Partnership was created by the merger of two founding trusts which shared some important similar values. Put simply, we believe that collaboration, partnership working and sharing our best ideas will enable us to deliver on our mission.

- To nurture and develop the ambition, talents and interests of every child
- To break down the barriers that inhibit the opportunities and achievements of disadvantaged pupils so that they can go on to lead lives of choice and opportunity
- To create a family of schools that are deeply and purposefully connected to their communities.

All our schools share this purpose and we work closely together to understand and deliver it.

We do not believe in creating schools which are replicas of each other. Our philosophy of aligned autonomy enables Headteachers to make effective decisions within the context of each individual school. We do not have a common curriculum but we do have a view on excellence and seek to harness the expertise of our subject leads to ensure that each school delivers schemes of learning that are rigorous, inspiring and rich in knowledge. Curriculum and other leaders across our schools meet regularly to network, share and moderate and the Trust operates a well-developed programme of peer-review to ensure that leaders are challenged, supported and have access to excellent professional development.

Our schools are all characterised by a strong ethos, ambitious culture and compassionate environment which together drive success. We are lucky enough to employ brilliant people who share our vision, many of whom have started careers with us and stayed to progress these careers. We want people to join us who believe that, whatever their role, they can make a difference to the life chances of students. We are totally committed therefore to helping all our staff thrive and fulfil their professional ambitions. A large number of colleagues are currently undertaking leadership development and we run regular networks and collaborative groups to allow colleagues to share best practice across the Trust. We also offer some more bespoke leadership programmes run through our outstanding network of partners.

We take staff wellbeing seriously and take active steps to reduce workload. We have a wellbeing offer which ranges from gym membership and support with personal fitness to talking therapies and subscribe to Carefirst. We also allow employees personal days to enable everyone to enjoy some flexibility over attendance and participation in events that they might not otherwise be able to.

We are always willing to consider flexible working requests and job-shares and pride ourselves on a family friendly approach across our schools. The best resource we can provide for pupils is highly skilled, happy and fulfilled staff.

We are looking for an individual who shares the same vision and values – if you believe that you have the skills, drive and vision to help us achieve our aims we would be delighted to receive your application.

**LORRAINE HEATH, OBE**  
**CHIEF EXECUTIVE OFFICER**





## A LETTER FROM THE HEADTEACHER

Dear Applicant,

I'm delighted that you are interested in the position we have available at Court Fields School and joining the Blackdown Education Partnership. Visitors to Court Fields School always comment on our warm, friendly and purposeful learning environment. We pride ourselves on our excellent pastoral care, our varied programme of enrichment and extra-curricular activities, our outstanding relationships with each student, our broad and ambitious curriculum and the cohesion within our staff team. Though our significant school development in the last 5 years, we have worked tirelessly with students, parents, staff and the wider community to build a positive, inclusive and aspirational environment for all our stakeholders.

We are looking to appoint a Teacher of Modern Foreign Languages at Court Fields School. The successful candidate will join a thriving department within our wider staff team. We value diversity and richness in our schools and welcome applications from teachers at any stage of their career. You will join a team who are absolutely focussed on the ongoing development of our school and increasing the life chances of our current and future students.

On a personal note, it is a pleasure and privilege to work with our students and with our staff. This is, without doubt, the best team of people I have ever worked with. Our staff are invested in educating our young people, so that they leave us ready for the challenges of the future and equipped to make a difference in the world. We need those who join us to share these very high expectations of themselves and those they work with. I look forward to hearing from you, understanding how you can complement our team and inspire our children.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Polly Matthews', enclosed in a thin black rectangular border.

Mrs Polly Matthews  
Headteacher





## **COURT FIELDS SCHOOL**

Mantle Street, Wellington  
Somerset, TA21 8SW  
Tel: 01823 664201

### **Teacher of Modern Foreign Languages**

**Full Time, 195 days per year**

**Starting April 2025**

**Fixed Term Contract until April 2026 with the potential to become permanent**

**Teachers' MPS to UPS**

Court Fields School is committed to providing an exceptional education for our students. We are seeking a passionate and dedicated Teacher of Modern Foreign Languages (MFL) to join our dynamic team. This is an exciting opportunity to work in a supportive environment where professional development is valued and encouraged.

You would be joining a thriving and ambitious department, with a diverse range of academic interests and expertise.

We are looking for a teacher who:

- Has a strong passion for teaching Modern Foreign Languages
- Has excellent subject knowledge
- Will plan and deliver high quality lessons that will challenge students and inspire progression
- Will contribute to extra-curricular MFL activities
- Will build positive relationships with learners across the range of abilities
- Will work effectively within a team context
- Is a committed individual, eager to develop their knowledge and career

We are happy to consider applications from ECT's for this post and have a robust induction programme in place to support new and developing teachers.

CV's are not accepted, please complete the application in full.

**Closing date: 3<sup>rd</sup> February 2025**

**Interview date: w/c 3<sup>rd</sup> February 2025**

# Job Description



Job Title: Teacher of Modern Foreign Languages  
Location: Court Fields School  
Responsible to: Head of Department/Head of Year  
Working Time: 195 days per year (full time), FTC until April 2026  
Salary Grade: Teachers' MPS to UPS  
Disclosure Level: Enhanced

## Key Purpose of job:

- To plan and deliver an appropriate curriculum that meets the needs of each student.
- To monitor and support the overall progress and development of students as a subject teacher/form tutor.
- To contribute to raising standards of student attainment.
- To share and support the schools responsibility to provide and monitor opportunities for personal and academic growth.
- To create an environment conducive to effective learning.
- To support the maintenance of high standards across all aspects of school life.

## Main Responsibilities and Duties:

- To have a belief in the importance of working together with all other staff to develop and implement the Trust's aims, plans and policies.
- To support and contribute to attempts to achieve continuous improvement in all aspects of the work of the Trust.
- To work, represent and promote the area and school in a manner that enhances the Trust's aims and values.
- To have a well-informed vision of the curriculum area and be committed to a culture of continuous improvement.
- To value the importance of a collegiate approach and the opinions of all members of the Trust.
- To have excellent communication skills, both written and oral, and high competence in the use of the ICT, both for learning and administration.
- To be committed to positive behaviour management.
- To be committed to enrichment activities in support of effective learning.
- To be able to work in an inclusive and positive manner and help to promote the enjoyment of learning throughout the Trust.



### **Operational & Strategic Planning:**

- To assist in the development of appropriate syllabuses, resources, schemes of work, assessment processes and teaching and learning strategies.
- To contribute to the formulation of aims, objectives and strategic plans.
- To plan and prepare courses and lessons that support effective curriculum activities.
- To implement the Trust's policies and procedures.

### **Curriculum Provision & Development:**

- To deliver the curriculum in a manner that meets the needs of individual students.
- To assist in the process of curriculum development in order to ensure that the curriculum provided is of high quality and meeting the needs of individual students.

### **Staffing Deployment & Development:**

- To continue to develop professionally in all aspects of the role including through involvement in a range of professional development activities.
- To engage in the Performance Management Review process in support of personal professional development.
- To ensure the effective and efficient deployment of learning support within the classroom.
- To support the professional development of colleagues to aid their ongoing professional development.
- To contribute to the establishment of effective working relationships within teams across the Trust.

### **Student Outcomes:**

- To implement systems for monitoring student progress, both individually and in groups, and to use the information obtained to improve student outcomes.
- To implement an effective and positive approach to behaviour management that supports high quality learning.
- To be accountable for student outcomes within classes and groups for which responsibility is held.

### **Quality Assurance:**

- To implement area and Trust's plans and policies in an effective manner.
- To implement an effective process of self-review and self-evaluation, including that based on target setting and analysis of data.
- To develop and implement action plans based on this self-review/self-evaluation.

### **Specific Responsibilities:**

- Responsible to the Headteacher via the Head of Department for teaching subject duties, and the Head of Year for Form Tutor duties.
- To be confirmed following consultation with the postholder.

**Other responsibilities:**

- To undertake additional duties as required, commensurate with the level of the job. To contribute to the effective working of the school/team;
- Maintain positive, professional relationships with students, parents / carers and colleagues;
- Maintain a presence around the school to ensure that the highest standards of behaviour are upheld;
- To participate in induction training, staff review processes and professional development opportunities;
- Commit to Equal Opportunities and Anti-Discriminatory Practice.
- The School operates a Smoke-Free Policy and the post-holder is prohibited from smoking in any of the Trust buildings, enclosed spaces within the curtilage of buildings, and vehicles;
- The post-holder will be expected to have an agreed working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, members of other agencies and community members;
- The post-holder is expected to familiarise themselves with and adhere to all relevant Trust Policies and Procedures;
- The post-holder must comply with the Trust's Health and Safety requirements specifically for the school they are working at;
- The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

***As this post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service Check (DBS) before the appointment is confirmed. This will include details of ALL cautions, reprimands or final warnings as well as convictions, whether "spent" or "unspent". Criminal convictions will only be taken into account when they are relevant to the post.***

This job description is current at the date shown, but, in consultation, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the salary grade and post title.

**Closing date: 3<sup>rd</sup> February 2025**

**Interview date: w/c 3<sup>rd</sup> February 2025**



We believe in the potential of every child

### **OUR MISSION**

- To nurture and develop the ambition, talents and interests of every child
- To break down the barriers that inhibit the opportunities and achievements of disadvantaged pupils so that they can go on to lead lives of choice and opportunity
- To create a family of schools that are deeply and purposefully connected to their communities.

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# Our Schools





## LOCATIONS

All our schools are situated in the beautiful countryside of Devon and Somerset, within easy commuting distance of Exeter to the west and Bristol to the North, being close to some of the most beautiful coastlines of Devon and Dorset.

Our schools' varied locations allow our staff to access not only beautiful beaches, but also some of the best areas for walking, biking and other outdoor activities; yet the cities of Exeter, Bristol and Bath are close by.



