



**FUTURE
ACADEMIES**
LIBERTAS PER CULTUM



Teacher of EAL Recruitment Pack



JOB DESCRIPTION

JOB TITLE:	Teacher of EAL
RESPONSIBLE TO:	Head of English
RESPONSIBLE FOR:	Smooth running of the EAL provision
HOURS:	Full time
CONTRACT:	Fixed term until August 2025
SALARY:	MPS £38,766 - £50,288 Dependant on experience.
PLACE OF WORK:	Trinity Academy, 56 Brixton Hill, London, SW2 1QS.
START:	Immediate start
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:	<p>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:</p> <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.• Mintago – employee benefits platform• Employee Assistance Programme.• Access to a Virtual GP• Eye Care Voucher scheme.• Salary sacrifice childcare
PROBATION PERIOD:	The post holder will be required to complete a 4-month probation period

PURPOSE OF THE ROLE

The role will support students whose first language is not English, helping them develop their language skills to access the curriculum and reach their full academic potential. The role involves planning and delivering engaging lessons, assessing language proficiency, and implementing targeted interventions to support students at various stages of language acquisition. The Teacher of EAL will work collaboratively with subject teachers, pastoral staff, and parents to create an inclusive learning environment that fosters language development and academic success.

MAIN RESPONSIBILITIES AND TASKS

- Lead the direct support for EAL pupils, working in partnership with mainstream staff.
- Provide language support specific to the needs of the secondary curriculum at Key Stages 3 and 4 in addition to general transactional language needed for day-to-day communication.
- As a member of the Teaching Team, work towards developing and successfully implementing Trinity's curriculum so that pupils are able to be independent, co-operative and collaborative learners.
- Plan and deliver high quality lessons, linked to assessments of pupils' prior learning, which use a range of learning activities to inspire and engage all pupils.
- Liaise with the Vice-Principal to ensure that the needs of EAL pupils are met within the curriculum.
- Assess the needs of new pupils and liaise with relevant members of staff regarding the appropriate placement of EAL pupils.
- Develop short-term induction programmes to suit individual pupil need, including identifying and meeting the language needs of all EAL learners.
- Engage in partnership teaching in mainstream classrooms and teach withdrawal groups where appropriate.
- Support pupils' emotional well-being and contribute to the management of EAL pupils' behaviour.
- Provide monitoring data to Senior Leadership Team in order to inform future development planning.
- Develop and maintain links with local community groups, arranging for translators and interpreters where necessary
- In liaison with form tutors, to communicate and meet with parents and maintain links between the Academy and home.
- Be aware of developments in EAL practice and ensure these are communicated to colleagues, as required.
- Provide CPD, as required, for mainstream teachers
- Build up collections of teaching and assessment resources for use by mainstream teaching staff.
- Create a positive, well-ordered climate for learning using effective classroom techniques and behaviour management strategies.
- Make appropriate use of ICT/new technologies to maximise learning.
- Ensure that pupils develop high-level skills in oracy, literacy, numeracy and ICT.
- Use effective marking and assessment practice to provide positive feedback to pupils.
- Ensure that pupil progress towards individual learning targets is regularly monitored.
- Report pupil progress in line with the school monitoring and evaluation framework.
- Monitor and analyse the impact of learning and progress of pupils.
- Identify underperforming pupils and groups of pupils.
- Implement effective and timely learning interventions in respect of underperforming pupils.
- Adapt teaching to respond to the strengths and needs of all pupils.
- Fully participate in the Academy's quality assurance (QA) and performance management processes.
- Promote the spiritual, moral, social and cultural development of all pupils.

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.
- Carry out any other reasonable responsibilities compatible with the role and grade of this post.

PERSON SPECIFICATION

	Essential	Desirable
QUALIFICATIONS	<ul style="list-style-type: none"> • Qualified Teacher Status • Good Literacy or numeracy – GCSE Maths English or Equivalent 	<ul style="list-style-type: none"> • CELTA Qualification • EAL/ESOL qualification
EXPERIENCE	<ul style="list-style-type: none"> • High level skills as a classroom practitioner • Experience of teaching EAL pupils • Experience of EAL assessment in all language skills according to QCA assessment scale • Ability to devise and implement programmes of support for EAL pupils • Experience of raising EAL pupils' achievement in language learning and curriculum learning • Experience of effective lesson planning, marking and assessment practice 	<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"> • Experience of using a range of positive behaviour management • Experience of teaching in the subject area. • Able to relate well to young people and adults • Experience of working as a team member • 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 • To understand how teams work effectively • Knowledge of Quality Assurance processes
PERSONAL COMPETENCIES AND QUALITIES	<ul style="list-style-type: none"> • Commitment to the safeguarding and promotion of the welfare of all children and young people. • Commitment to equality and Diversity • A positive role model • Commitment to own CPD 	<ul style="list-style-type: none"> • Extra-curricular interests and a willingness to share them

	<ul style="list-style-type: none"> • Emotional resilience in working with challenging behaviours • Positive attitude to use of authority and maintaining discipline • A willingness to engage fully in the extracurricular life of the School • A willingness to collaborate on projects, departmentally and whole school • Excellent record of attendance and punctuality 	
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APPLICATION PROCESS

1. Applying for the role

To apply for the post, please visit our website - [Vacancies - FaceEd \(face-ed.co.uk\)](https://face-ed.co.uk)
 Applicants should complete the online application form via FaceEd. Applicants should also complete the 'Personal Statement' section of the online form to the best of their ability and use this section to demonstrate how they meet the requirements set out in the person specification. Please ensure specific examples are included.

Applications must be received no later than **10th March 2025 at 12noon**. 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 i.abeyratne@trinity.futureacademies.org

6. 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. An 'Enhanced Disclosure and Barring Service' check and a 'Barred List' check is required for this role.