

BALLYMENA ACADEMY



Ballymena Academy Cares for the Individual and Inspires Learning and Achievement

Ballymena Academy, established in 1828, is a successful and forward-looking, co-educational, non-denominational Voluntary Grammar School with an enrolment of 1200 pupils. The Board of Governors is the employing authority and the school is funded directly by the Department of Education. There are over 80 members of the teaching staff and additional appropriate support staff.

The school has earned its reputation for high standards of attainment by its pupils, with our young people achieving excellent examination results which are well in excess of N.I. Grammar School averages at GCSE and 'A' Level. Such academic strength is built on a caring ethos, recognised pastoral strengths and a commitment to self-evaluation and continuous improvement. To that end, the school has earned a European Foundation for Quality Management 'Mark of Excellence', has thrice achieved Investor in People status; in June 2015 at Bronze Standard, a level achieved by very few organisations, and most recently in January 2019 it became the second school in the province to receive the IIP Health and Well-Being Award. The school was the first school in Northern Ireland to receive the Prospects Gold Standard Award for excellence in Careers Education, Information and Guidance. The focus is to realise the Mission Statement: 'Ballymena Academy Cares for the Individual and Inspires Learning and Achievement'.

In an Inspection of the school in 2018, School Inspectors commented positively on aspects of the school such as:-

- the encouragement and assistance given by staff to support learning
- pupils' motivation, maturity and engagement
- the high standards attained by pupils at GCSE and GCE
- the staying-on rates from Year 12 to Year 13, and from Year 13 to Year 14, as well as the progression to further and higher education
- the provision of a broad and balanced curriculum at all Key Stages
- the extensive co-curricular programme

The caring ethos is evident in the support provided by a dedicated staff, and the insistence that respect for the individual and care for the well-being of each pupil are at the heart of this school community. 'Learning' is broadly interpreted to include the various subjects and co-curricular activities, developing skills relevant to adult and working life and enabling young people to acquire knowledge and understanding to make decisions about educational and employment pathways.

In the current Transfer environment, the school includes the outcomes of AQE Standardised Entrance Assessment in its admissions process. As with all other post-primary schools, Ballymena Academy is living through a period of significant financial austerity, seeking to uphold high standards whilst planning for a future that will be characterised by further change. The determination is that the quality of the educational service provided will not be impaired.

All indications are that Ballymena Academy is viable: a 'sustainable school', financially and educationally, with its place clearly indicated in the Area Plan. A plan to upgrade our main school buildings has stalled because of public sector policy. The buildings are effectively maintained, however, and will continue to provide very serviceable accommodation; additionally, the school has recently undergone a capital development project which has upgraded two pitches and tennis courts to floodlit, multi-use, synthetic surfaces, together with the construction of a new fitness suite and outdoor gym. There has also been a number of successful school-based initiatives, relating to curriculum and staff development. As a consequence, the school is exceptionally well-positioned to deliver the Northern Ireland Curriculum, meet the needs of the Entitlement Framework and maintain Ballymena Academy's commitment to continuous improvement.

Ballymena Academy is one of nine post-primary schools, in Ballymena Learning Together, the local area learning community, working together to promote respect and understanding and to increase curricular access for all. The partnership with the Northern Regional College is important and pupils are involved in interesting vocational courses.

Detailed information about the school can be found on the school website www.ballymenaacademy.org.uk including a comprehensive review of school activities in the school magazine "The Braid" and the Board of Governors' Annual Report to Parents.

CURRICULUM PROVISION : MODERN LANGUAGES DEPARTMENT

Our aim in the Modern Languages Department is to make the study of languages both purposeful and enjoyable. We have high expectations of our pupils and we aim to enable pupils to achieve their potential in a caring environment.

In the Modern Languages Department there are nine teachers, including those job-sharing and those with flexible working hours. French, German and Spanish are all taught up to 'A' Level. Foreign Language Assistants are employed in all three languages.

All pupils in Year 8 begin with French for four periods per week. In Year 9 they have the option of taking up a second modern language, either Spanish or German. Classes are usually mixed ability. The majority of pupils in Years 9 and 10 study two languages.

In Year 11 pupils may choose, French, German or Spanish as their only modern language to GCSE and many pupils also continue with a second modern language. In Years 13 and 14 there are classes in all three languages. In French, German and Spanish, pupils take CCEA examinations, both at GCSE and 'A' Level.

The school also has a partnership with the Confucius Institute and offers courses in Mandarin to junior and senior pupils.

BALLYMENA ACADEMY

Teacher of Spanish to Advanced Level [Permanent]

JOB DESCRIPTION

- Post Title:** Teacher of Spanish to Advanced Level.
- Reports to:** Head of Spanish Department and then to Deputy Principal / Principal.
- Status:** Permanent. [Schedule 3 of the Teachers' Terms and Conditions of Service Regulations (N.I.) (1987) apply.] The post is on the Teachers' Pay Scale and the successful applicant will be placed at the appropriate point for experience and/or progress on the Main/Upper Pay Scale.
- Responsibilities:**
- As identified in the 1987 Terms and Conditions of Service.
 - To undertake a share of class teaching, following planned schemes of work and assessment to which you may be asked to contribute.
 - To teach the specified subjects, as required, and Learning for Life and Work, or another appropriate subject, if required to do so.
 - To work as a member of the departmental team, making an active contribution to the development of their subject(s) and to improving pupils' standards of learning.
 - To assess, record and report on the development, progress and attainment of pupils according to the school's and departmental assessment policy.
 - To contribute to the continued development and use of ICT/new technologies in order to enhance the quality of teaching, pupil learning and learning support.
 - To attend Parents' Evenings for those classes which you teach.
 - To implement the policies of Ballymena Academy and uphold the school's reputation in the wider community.
 - To carry out assigned pastoral duties and uphold the school's caring ethos.
 - To make a significant contribution to the co-curricular life of the Spanish Department and of the school.

PERSON SPECIFICATION

ESSENTIAL REQUIREMENTS	EVIDENCED BY
<p>Qualifications By date of appointment:</p> <p>Be a qualified teacher, as recognised by the G.T.C. of Northern Ireland.</p> <p>Have an Honours Degree (2.1 or above) in which Spanish is the sole or major component.</p> <p>Have a qualification to teach Spanish to GCSE and Advanced Level.</p>	Application Form
<p>Experience By date of appointment:</p> <ul style="list-style-type: none"> • Have experience of teaching Spanish to GCSE Level (including Teaching Practice). 	Application Form
<p>Skills and abilities</p> <ul style="list-style-type: none"> • Ability to be a strong classroom leader and an effective manager of the learning environment. • Ability to use a range of strategies and approaches to motivate pupils and to support their learning. • Ability to integrate use of ICT/new technologies in order to enhance the quality of teaching, pupil learning and learning support. • Ability to be an effective team member. • Ability to demonstrate genuine pastoral concern and respect for young people and to give practical expression to this school's caring ethos in day-to-day work. • Ability to deal with change and challenge. • Be willing to make an active contribution to the school's co-curricular programme. 	Application Form, Interview and Classroom Observation
DESIRABLE REQUIREMENTS	EVIDENCED BY
<p>Qualifications/Experience</p> <ul style="list-style-type: none"> • Have recent experience of teaching Spanish to Advanced Level (including Teaching Practice). • Have experience of teaching CCEA GCSE/'A' Level courses (including Teaching Practice). • Have qualifications and/or experience to make an active contribution to the Ballymena Academy Co-Curricular programme. • Have a minimum of Level 1 coaching qualification in a sport currently offered within Ballymena Academy. • Have experience of coaching one or more of the sports currently offered within Ballymena Academy. • Hold a grade (A* - C) in Spanish at Advanced Level (or an equivalent qualification in another jurisdiction). • Have recent experience of teaching French to Key Stage 3 (including Teaching Practice). • Have qualifications/experience relevant to teach another subject. 	Application Form

Essential and/or desirable criteria may be further enhanced for shortlisting purposes. Applicants should ensure the application form is completed carefully and accurately.

All appointments to Ballymena Academy are subject to the provisions of the Protection of Children and Vulnerable Adults (NI) Order 2003, and the Rehabilitation of Offenders (Exceptions) Order (NI) 1979. Applicants must disclose any convictions, spent or unspent or any charges outstanding. A security check is carried out. This appointment procedure is in keeping with Department of Education regulations on Child Protection.

The appointment process, which includes observation of shortlisted applicants teaching a short lesson on a previously notified topic, and a conventional interview, will take place on **Wednesday, 26th June, 2019**.

The Job Description may be subject to amendment or modification from time to time, following consultations with the holder of the post, to meet the changing needs of the school.

Additional information for Applicants

Ballymena Academy prioritises learning and the interests of all pupils. The teacher's role is central to all aspects of this school and teaching appointments are of key importance to Ballymena Academy's continued success.

The time and effort required to conduct the appointments procedure fairly and effectively is an investment which this school makes willingly.

Shortlisted applicants are invited to visit the school, to meet the relevant Head of Department/Subject, to tour the school and to ask for clarification on matters pertaining to the post for which application has been made. This visit is entirely optional, it has no part in the appointment procedure; Governors appreciate that applicants travelling from a distance or those with other commitments might not be able to take up such an invitation. The school website www.ballymenaacademy.org.uk is a very useful source of up-to-date information and gives a flavour of this school's life and work.

On the day of the appointment procedure, applicants are required to

- teach a short lesson on a previously notified topic (scheduled times: 9.30 a.m. – 1.00 p.m.)
- take part in a conventional interview (scheduled times: 2.00 p.m. – 5.00 p.m.)
Applicants interviewed in same order as morning sessions.

Shortlisted applicants receive all relevant details.

Appointment Schedule

Post advertised	:	Tuesday, 11th June, 2019
Applications close	:	12.00 Noon, Thursday, 20th June, 2019
Shortlisting process	:	Friday, 21st June, 2019
Shortlisted applicants informed per Telephone/E-mail/Letter	:	Friday, 21st June, 2019
Shortlisted applicants visit school	:	Tuesday, 25th June, 2019 (3.00 p.m.)
Appointment procedure	:	Wednesday, 26th June, 2019
Ratification by Board of Governors	:	Monday, 19th August, 2019

RETURNING YOUR APPLICATION FORM

Completed Application Forms must be returned by the specified closing time and date using one of the following methods:

- post
- hand delivery
- e-mail

Completed Application Forms must be received by 12.00 noon on the closing date. Late, or faxed, Application Forms will not be accepted.

If posting or e-mailing an Application Form, it is the responsibility of the applicant to ensure that the application is received by the closing time/date.

Please ensure that when e-mailing the Application Form that the subject line is completed with the Job Title as indicated on the Application Form.

For posted applications, please ensure that the correct postage for the weight and size (including thickness) of the envelope is adhered to in order to ensure that the application is received by the closing time/date.

Address (Postal/hand delivery):

The Principal,
Ballymena Academy,
89 Galgorm Road,
Ballymena,
CO. ANTRIM.
BT42 1AJ

E-Mail address: mbrown783@c2kni.net