



**Job Profile and Working for Stockport Council**

Our Council

Our employees are our **greatest asset**. We’re proud of the way we provide vital frontline services every day and work together, as **one team.**

Our 4 **core values** as shown above, run through everything that we do, and we aim to stay **true** to them regardless of the challenges that we may face.

To **support** our values, we have policies, guidance and procedures around health, safety and welfare, customer care, emergency planning and security that all our **colleagues** are adhering and working to.

We also **pride** ourselves on our commitment to wellbeing and inclusivity of our colleagues and residents.

You can find out more about working for Stockport Council and some of the benefits that we offer our employees at <https://greater.jobs/locations/stockport/>

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| **Role:**  |  | Primary EAL Specialist Teacher |
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| **Service Area:** |  | Ethnic Diversity Service  |
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| **Directorate:** |  | Services to People - Childrens |
|  |  |  |
| **Salary Grade:** |  | Teacher Pay Scale MPS or UPS, based on experience |

**About the Job**

**Main Purpose of the Job**

The Ethnic Diversity Service (EDS) is a specialist education service working in partnership with schools to support pupils who use English as an additional language (EAL).  A vibrant and dynamic service, we offer a range of provision including teaching, direct support, EAL consultancy, advice and guidance for schools; training, practitioner networks; pupil support from bilingual assistants, pastoral support, cultural talks, multicultural markets and a local schools linking programme.

We are seeking an experienced teacher to join our highly skilled Ethnic Minority Achievement team. The successful candidate will work with school leaders and teachers in an advisory role to promote best EAL practice across a school, demonstrate effective EAL teaching and learning strategies, deliver training and contribute to the creativity and growth of the service. This peripatetic role is cross-phase, requiring the skills and knowledge to work in a range of settings.  You should be passionate about inclusion, equality and diversity and have excellent interpersonal and communication skills.

Dependent on availability, a specialist qualification for teaching bilingual pupils is essential. You are encouraged to apply if you are willing to undertake a distance learning course accredited by the University of Birmingham, fully supported by the service.

If you would like any further information, please contact Neala Campling, Acting Head of Service – neala.campling@stockport.gov.uk

The successful applicant's appointment will be subject to satisfactory clearance by the Disclosure and Barring Service.

Closing date: 12th November 2021

Stockport Council reserve the right to close this vacancy early if sufficient applications are received.

**Key Responsibilities**

Main Purpose of the Job: To work in partnership with school leaders and teachers in an advisory, teaching and supportive role to promote best practice across a school for EAL learners.

* To work in partnership with school leaders and mainstream teachers to plan and implement effective EAL practice across a school or in a classroom. This will include discussion of needs, action planning, peer coaching and/or partnership teaching as appropriate, co-ordination of bilingual support, monitoring pupil progress, evaluation and analysis of impact.
* To conduct English and first language assessments and demonstrate effective use of information and prior attainment to gain well-grounded expectations for pupils.
* To demonstrate effective planning of lessons and sequences of lessons to meet the learning needs of pupils, particularly those learning EAL.
* To demonstrate effective use of a range of appropriate strategies for teaching minority ethnic and EAL learners.
* To develop teaching and learning resources to help EAL learners access the curriculum.
* To continuously assess targeted EAL learners and address any concerns regarding progress.
* To keep accurate records for supported EAL learners and provide reports for parents.
* To lead and contribute to the delivery of training.
* To actively promote cultural diversity, race equality and inclusion at classroom and whole school level, challenging racism and promoting the use of first language, where appropriate, in activities and resources.
* To produce reports for school leaders and class teachers, describing the range of support provided, the impact and recommendations for the future.
* To work effectively in a team by making contributions, supporting colleagues, identifying areas for improvement and making suggestions to raise the quality of the service.
* To work flexibly to support EDS provision of high-quality services and its work with partners.
* To demonstrate responsibility for continued professional development, maintaining a thorough and up to date knowledge of the specialism.
* To work positively and inclusively with colleagues and customers so that the Council provides a workplace to deliver a service that does not discriminate against people on the grounds of their age, disability, gender reassignment, marriage, civil partnership, pregnancy, maternity, race, religion, belief, sex, or sexual orientation.
* To fulfil personal requirements, where appropriate, with regards to Council policies and procedures, standards of attendance, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council’s priorities.

**Additional Information**

The responsibilities set out in this document, in the advert and any additional information are intended to provide a flavour of the work you will carry out. It is not possible to include everything you will be asked to undertake, and we expect all colleagues to work flexibly according to business needs and to enhance your own development. Your skills, abilities and training needs will be taken into account and discussed with you when any significant changes to your role are needed. In line with our flexible approach you may be required to work from home for a proportion of your time or from any of the Council's sites across the borough.

The Council is an inclusive employer and holds the Disability Confident and Armed Forces Covenant accreditations. If you have a disability, we will support you by implementing reasonable adjustments to enable you to perform your role.

**About You**

Please use your application to tell us how well you meet the criteria listed below as these are the key skills, experience, technical expertise and qualifications needed to be successful in the role. We will then use all the information you provide in your application to help us decide whether you are shortlisted for interview. Any interview questions or additional assessments such as tests or presentations may also be broadly based on these criteria:

* Qualified teacher status. Essential
* Experience of teaching bilingual children. Essential
* Specialist qualification in teaching bilingual learners OR Willingness to undertake a Bilingualism in Education postgraduate qualification within a year if one is not held (EDS will offer support with this). Essential
* Strong knowledge of EAL theory, teaching and learning strategies Essential
* Strong communication skills – to advise school leaders and teachers, deliver training, lead and actively participate in meetings, listen to others and reflect. Essential
* Ability to develop, deliver and review an EAL school action plan around based on identified school priorities and needs. Essential
* Ability to conduct English and first language assessments, provide practical and realistic recommendations. Desirable
* Ability to plan and deliver a programme of work for EAL learners and evaluate its impact. Essential
* Ability to carry out continuous assessment of a learner’s language development. Desirable
* Ability to develop resources to help EAL learners access the curriculum. Essential
* Ability to plan and deliver engaging training sessions which deepen participants’ knowledge, raises awareness, and strengthens skills. Essential
* Strong interpersonal skills for building relationships with practitioners in schools, team members and colleagues in other agencies. Essential
* Strong writing skills for assessments, reports. Essential
* Strong presentation skills for training. Essential
* Strong ICT skills for delivering training, making resources, creating forms, keeping records and communicating with colleagues, schools, parents, agencies. Essential
* Ability to use initiative and work independently. Essential
* Ability to work in a team. Essential
* Full driving license and own vehicle. Essential.

To work to the Council’s values and behaviours by:

* Keeping the people of **Stockport** at the heart of what we do
* Succeeding as a **team**, collaborating with colleagues and partners
* Driving things forward with **ambition**, creativity and confidence.

Showing value and **respect** to our colleagues, partners and customers.