

TEACHER OF MFL**To start: September 2018****Salary: MPS or UPS (100%)****1. THE COLLEGE**

Comberton Village College was opened in 1960. As a Cambridgeshire Village College, it was designed to be a centre for the life of its community and to provide quality education for pupils aged between 11 and 16. This remains the case today.

In 1974, the school became fully comprehensive and, in April 1993, it became grant-maintained. It changed to a Foundation School and more recently became a Foundation School with a Trust: the Comberton Educational Trust. In February 2011 the school became an Academy overseen by The Cam Academy Trust. The pupil roll is around 1,800 while over 2,000 adults use the college for a wide range of continuing education and leisure activities. A £7 million building programme was completed in 2003 that significantly enhanced a whole range of the school's facilities, including major new leisure facilities. A further £4 million building project provided further specialist teaching and learning facilities across a range of subject areas and has been in use since September 2009.

A new Sixth Form opened in September 2011 following the completion of a £9.5 million building project. It offers a strong suite of academic courses, across the subject areas in conjunction with The AQA Baccalaureate, as well as applied courses. This exciting development has enabled students from Comberton to complete their sixth-form studies with us as well as providing opportunities for students from other local schools. There are already more than 360 students in the Sixth Form and this is set to expand further.

2. THE CAM ACADEMY TRUST

In 2011, The Comberton Academy Trust (CAT) was formed. It enabled Comberton Village College to convert to Academy status in 2011. Following this, the Trust has taken on further Academies and was renamed The Cam Academy Trust in 2016:

- Melbourn Village College, an 11-16 Academy in Cambridgeshire. This Academy joined the Trust in September 2013.
- Cambourne Village College, an 11-16 Academy in Cambridgeshire, close to Comberton Village College. This was opened as a new Free School by the Trust in September 2013, initially with an intake of Year 7 students only. It serves the new and developing community of Cambourne which was formerly in the catchment area of Comberton Village College.
- Gamlingay First School (now a full primary school) and St Peter's, Huntingdon, both joined in September 2016.
- Hartford Infants and Hartford Juniors joined in January 2017.
- Jeavons Wood Primary School, Cambourne, joined in July 2017.

There is the possibility that the Trust could develop further, with other schools currently holding discussions about joining. We are seeking to ensure that all Academies in the Trust work in effective partnership with each other and that there are opportunities for staff to share ideas and resources. For some staff, there will be opportunities to work in more than one Academy.

3. DESIGNATIONS

Comberton Village College has worked significantly with other schools and in outreach projects from 2001 onwards. This dates various of the designations the school received between 2001 and 2007:

- Specialisms in Sport, Languages and Applied Learning
- Training School and Leading Edge Status

Associated with this, 15 teaching staff were designated as Advanced Skills Teachers and have worked in different ways with other schools.

In July 2011, Comberton Village College was designated as one of the first wave of Teaching Schools in the country. It now works with a number of other schools, including other designated Teaching Schools, as part of the Cambridge Teaching Schools Network to provide:

- Initial Teacher Training. We are significantly involved with ITT, including through partnership with the Faculty of Education, Cambridge and through our own SCITT.
- Continuing Professional Development. We provide a number of activities relating to CPD. Many staff in the CAT Academies are able to benefit from these.
- School-to-school support. Staff are involved with supporting achievement in other schools. This includes those designated as Specialist Leaders of Education.
- Research. Many staff are involved in research, including studying for higher level qualifications.

4. STANDARDS

Comberton Village College has received a full Ofsted inspection on three occasions since 2000: in 2004, 2007 and 2013. On each occasion, the overall effectiveness grade has been 'outstanding'. In the latest inspection in 2013, every aspect of the school's provision was judged to be 'outstanding'. This included the first judgement on Sixth Form provision, where both teaching and achievement were both clearly deemed already to be 'outstanding'. The short summary was:

"Comberton Village College is a highly successful school which enables its pupils to achieve not only academic excellence but also to become mature, confident, thoughtful and rounded individuals with clear goals for their future lives."

Pupil achievement is consistently high. Typically at KS4, 80% of pupils have achieved at least 5+ A*-C grades, including English and Maths, at GCSE or equivalent with 40% of grades at A*/A. In 2017 79% of pupils achieved grade 4+ in English and Maths. Value added measures indicate excellent progress for all types of students; the progress8 figure for 2017 was +0.58. Achievement has been excellent from the outset in the Sixth Form with the significant majority of all grades achieved by students being A*-B. University admissions are very strong including students gaining places on competitive courses at the most selective universities, including Oxbridge.

5. BROAD EDUCATION

The school's formal day runs from 8.30am- 2.50pm with six timetabled lessons of 50 minutes. Pupils see their tutors daily and have a weekly assembly.

However, we believe that true education is broad and should develop character and individual interest. Given this, there is also a very full and wide-ranging extra-curricular programme that runs each day from 3.00pm. There are also many school trips and visits, both national and international. We have significant school partnerships that involve exchanges in Europe, Peru, South Africa, Japan, China and Mozambique.

We consider the following as very important:

- Our major Duke of Edinburgh programme. Most pupils do the Bronze award with many continuing to Silver. Some now also progress to the Gold award in our Sixth Form.
- We have held the Arts Mark Gold Award for a number of years, a symbol of our commitment to excellence and breadth in Arts education and provision.
- We have been accredited as a British Council International School since 2002, a sign of our commitment to the international dimension of education.

6. AIMS AND VALUES

At the heart of what we do are fundamental aims and values relating to education. The Cam Academy Trust has five core principles that must be central to all Academies in the Trust. These have been at the heart of Comberton Village College for many years:

- The Excellence Principle. Education must be of highest of standards and lead to high achievement.
- The Comprehensive Principle. Excellent education must be for all pupils of all types and abilities.
- The Community Principle. Education should be rooted in and serve its local community.
- The Partnership Principle. We should always look to work in effective partnership with others for mutual benefit.
- The International Principle. There must be a clear international dimension to education.

Within these over-arching principles, we seek to ensure that all of our pupils reach their full, positive potential and become:

- **CAPABLE** in the skills relevant to their future lives and in having the knowledge which will increase their understanding, appreciation and interest in the world in which they live.
- **CARING** of others and considerate of the mutual dependence human beings have on each other.
- **CONFIDENT** of their worth because they have developed their strengths, understood their weaknesses and learnt that they can achieve success.

7. THE DEPARTMENT

The Modern Languages Department is a dynamic, innovative and forward-looking one in which staff are dedicated to achieving excellent standards of pupil attainment and to fostering a high level of enthusiasm and motivation for learning languages. Results at GCSE are excellent and in the 2004 Ofsted inspection (the last time subject specific inspection was carried out) the department was given the highest rating of excellent for its overall provision, and subsequent whole school Ofsted inspections have confirmed this.

We work hard to enhance the profile of modern languages for all pupils in the school. Part of our on-going development work is the liaison with our partner primary schools to introduce Spanish at KS2. Since September 2006 Spanish has been the first foreign language taught at KS3. French and German are joint second languages studied from Year 8 onwards.

We strive to enable language learning to flourish outside the classroom. To this end we have pioneered several key projects that have achieved regional and national status and recognition. These include Spanglovision, the Spelling Bee, Language Leaders, Language on Film and most recently Sing to the Future. Over the past decade we have also expanded and developed the range of international opportunities on offer to students. We have thriving, well-established exchanges with Germany, France, Spain and Peru. Some of our exchanges and trips also have cross-curricular dimensions.

There is a strong emphasis in the department on teamwork. We are committed to the development of new, original and innovative resources, which both challenge and stimulate. All members of the department embrace and share new ideas, which enhance the teaching and learning of pupils across the age and ability range. As a department, we are also highly committed to Initial Teacher Training and welcome ITT students to the department each term. All members of the department are involved in the training and mentoring process. In this way as well as through research activity, we maintain very close links with the University of Cambridge's Department of Education.

The department consists of thirteen languages teachers and three foreign language assistants. The management structure of the department is currently a Director of International Education and Research (who line manages the Head of Department), a Head of Languages who is also Head of KS4/5 French and 2nd in department (and Head of KS3 Spanish). Supporting the languages team are also the Head of KS4/5 Spanish, Head of German (and AST), Head of KS3 French and Language Projects Co-ordinator, as well as other full-time languages teachers. Languages department and outreach / international work are supported invaluablely by a Language College administrator and Languages Administrator.

We have a suite of 8 classrooms, all of which are equipped with ceiling-mounted data projectors. 3 of the rooms have IWB. In addition, we have extensive access to an ICT room equipped 30 new computers and a Sanako language laboratory system.

At the end of February of Year 7, pupils are set according to ability. All pupils currently study Spanish only until the end of Year 7, when the majority begin to learn German or French as well. At the end of Year 9, pupils choose to study Spanish or French/German or two languages, which can be Spanish and German, Spanish and French to the full GCSE award. The vast majority of pupils studies at least one language to GCSE in KS4. In our thriving Sixth Form, we offer A level in Spanish, French and German with consistently excellent results.

8. THE VACANCY

The post of MFL teacher is available from September 2018.

We are looking for an MFL teacher, teaching Spanish and/or French to at least KS4. The ability to also teach German would be an advantage, though not essential. We would welcome applications from newly qualified and/or experienced teachers, including those returning to teaching. We offer a full induction support programme.

We are seeking to appoint teachers who have:

- excellent subject knowledge in Spanish and /or French (with German an advantage)
- the expertise and willingness to teach MFL to KS3 and KS4
- very good teaching skills, including a confident use of ICT
- enthusiasm for languages and the ability to convey this to pupils of all abilities

- the ability to work well in a team and very effective communication skills
- a commitment to contributing to the success of the whole college

The successful candidates will need to meet the requirements of the general teacher job description and person specification on the college website.

We believe the College can offer you a very good professional environment and a lively and friendly place in which to work. If you like what you have read and would like to be part of Comberton Village College, we would welcome your application.

All staff are inducted in child protection processes and have a responsibility to operate within the school's framework in this.

If you would like to join us, please return your completed application form and covering letter to com-personnel@combertonvc.org, or via the post, by midday on Friday 16th March 2018. If you wish to discuss the post further, please contact Mrs Roisin Cox at the College via email rcox@combertonvc.org

Stephen Munday,
Executive Principal

The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An Enhanced Disclosure and Barring Service (DBS) check will be carried out for the successful candidate.