Recruitment Pack

SUBJECT LEADER for FRENCH – Full time





The MFL Department at Lampton is highly successful. Take up of modern foreign languages at GCSE is very good – with over 60% of students opting to study a modern foreign language. Students in Year 7 are taught German or French and Spanish. There are AS and A2 classes in all 3 languages. In addition, many students at Lampton speak ‘heritage’ languages at home. Therefore, many students opt for extra classes to enable them to take GCSEs in these and to develop their reading / writing proficiency. Languages have a high profile at Lampton.

The department is very outward facing and makes a valuable contribution to the training of new teachers. It supports PGCE trainees as well as hosting School Direct placements. All members of the department support trainee teachers. The department also takes a high number of School Experience Programme participants; these are people thinking of teaching as a career. It also hosts short placements for teachers from across the world.

Lampton School is a mixed, multi-ethnic 11-18 school that gained Academy status through the fast track ‘outstanding’ route in September 2010. We were awarded Teaching School status in July 2011. We have IIP Status. Lampton School was judged as "outstanding" in all categories by Ofsted in May 2008 and again in May 2013. It was also featured in the Ofsted report ‘Twelve outstanding secondary schools – Excelling against the odds’. We have a large, successful and expanding sixth form and have a new sixth form block.

Lampton School actively encourages and supports the safeguarding and protection of all its pupils. This post is subject to an enhanced DBS disclosure.

Completed applications to be sent to Dee Cresswell or emailed to: [dcresswell@lampton.org.uk](mailto:dcresswell@lampton.org.uk)

Please note that CVs will not be accepted.

**Closing date for applications:** 23rd June 2017

**Interviews**: W.C. 26th June 2017

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|  | **ESSENTIAL** | **DESIRABLE** | **EVIDENCE FROM** |
| **Qualifications and Training** | * QTS * Degree in French or a related subject * Good use of ICT for both administrative reasons and to support learning * Excellent understanding of data to evaluate performance and highlight interventions needed | * Further qualifications in French * Masters or other evidence of extended, demanding and relevant CPD | * Application form |
| **Experience** | * Ability to teach French very effectively throughout the age and ability range to KS5. * Proven experience of leadership and management within a team leading to results * Ability to lead the development of knowledge and pedagogy of others. | * Experience of teaching in a multi-ethnic, urban school * Experience of the world of work in an area related to their teaching | * Application form * Interview |
| **Leadership Experience** | * Ability to develop a shared vision with others and to champion it effectively * Experience of leading or contributing to departmental evaluation and improvement plans | * Has led a team and can demonstrate impact on effectiveness * Contribution towards teacher education beyond mentoring a single trainee * Experience of leading performance management for other staff | * Application form * Interview |
| **Health, Attendance and Reliability** | * Good attendance and reliability * Professional dress * Good timekeeping |  | * Application form * Interview |
| **Quality of Relationships** | * An ability to lead and work collaboratively with members of a team, * Outstanding teacher pupil relationships * Ability to display fairness and respect for pupils and colleagues * Outstanding classroom management |  | * Interview * Lesson Observation |

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| **Curriculum Work** | * A natural enthusiasm for the teaching of French * Experience of developing the contribution of French to a broad and balanced education, including that outside the classroom * An understanding of how pupils learn and progress in their knowledge and, language skills. * The ability to deliver lessons, which provide access, engagement and challenge for all students * Professional commitment to pupil progress | * Effective and imaginative use of ICT | * Application form * Interview |
| **General Attributes** | * Able to understand and be honest about own strengths and areas for development * A can-do and optimistic attitude * Ability to meet deadlines and manage workload * Flexibility and humility * Knowledge and understanding of safeguarding practices * Belief in the capacity of all teachers and students to change |  | * Application form * Interview |

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Lampton School

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