



NICHOLAS CHAMBERLAINE SCHOOL

Teacher of French and Spanish
Suitable for experienced teacher or ECT
September 2023



Contents

An Introduction to Nicholas Chamberlaine School	3
The benefits of working at Nicholas Chamberlaine School	4
Person Specification	5
The GST Family	6
How to Apply	7



An introduction to Nicholas Chamberlaine School



Thank you for your interest in becoming part of our school community.

Nicholas Chamberlaine School is a secondary school with 1300 students on roll, including VI Form. We have been serving the community for over 60 years and are proud of the impact we are making on the lives of our young people.

In September 2013, we were delighted to join the Griffin Schools Trust and are now part of a family of schools with a distinctive identity. Our closest partner schools are Race Leys Junior School and Park Lane Primary School, and we benefit from working together as a strong and supportive collegiate.

Our vision is paramount to our success. Nicholas Chamberlaine is committed to providing an excellent and inspiring educational experience for all our students. In doing so we:

- raises aspirations, expectations and achievement for all students
- ensures students acquire the knowledge, skills and qualifications relevant to adult life and employment
- encourage students to think for themselves, to develop enquiring minds and become disciplined learners
- guide students to understand the world in which they live and their own responsibilities as members of our community and society
- broadens our students' horizons through a range of academic, creative, sporting and musical activities within and beyond the classroom.

We are passionate about educating young people through a well-rounded approach built on rich co-curricular programmes and high-quality pastoral care as well as an inspiring curriculum, expertly taught.

A Ramsay
Executive Head

www.nicholaschamberlaine-gst.org

The Benefits

The Griffin Schools Trust is committed to building staff teams of interesting people, who are motivated to advance their own knowledge and skills, as well as their students' achievement.

The Griffin Schools Trust provides regular pedagogical CPD and delivers its own leadership programmes from NQTS, aspiring to Executive Heads. We also offer a funded research-based Master's programme.

. . . . Wellbeing. . . .

- We never use all of 1265
- We have 3 data drops per year for most subjects.
- We employ exam markers to support mock exam marking in some subjects.
- We do not roll over the timetable in the summer term, instead we give staff time to work on core priorities and provide staff with essential CPD.
- We have disaggregated 2 teacher training days so that staff can take part in the Effective Formative Assessment programme twilight sessions.
- Curriculum planning is centralised within departments, allowing teachers to focus on adapting from base lessons, rather than having to create from scratch.
- We offer excellent professional development opportunities including NPQs and Trust funded Masters programmes, providing time in school to support.
- We encourage and support teachers to become exam markers.
- Departments are given at least 3 meeting per half term to share practice and subject knowledge.
- We minimise emails by having one Staff Communication per week and one MLT communication per week.
- All detentions are centralised to allow teachers more time to prep.
- We support staff to balance the needs of family life with part time and flexible contracts and paid/unpaid time off.
- All colleagues have free access to a modern gym on site.
- All colleagues can take advantage of the bike to work scheme.



About the Department

The MFL department is currently comprised of 5 members of staff and is housed in a dedicated suite of rooms. We are a highly achieving department with GCSE results in the top quintile of progress nationally.

The leadership structure comprises of a Subject Leader, with TLR3 roles available for projects linked to the school or department development plan.

French is the main language taught and Spanish has just been introduced in year 7. In time Spanish will also be offered at KS4. The department is fully resourced with appropriate texts and ICT to support learning. We use the Dynamo course book at KS3 for French and the Viva course book for year 7 Spanish. At KS4 we use the Studio course book for French with a bank of other resources. Teachers have access to all the Pearson active learn resources with students able to access the digital book and other material to develop their learning.

The MFL department fully supports the Wide Horizons agenda providing various extra – curricular activities designed to give students opportunities to broaden their experience of the world and the richness of education beyond the classroom. The department has a long history of organising residential visits to Northern France for students of all key stages.

Want to know more? Please ask. Visits to the school are very welcome.



The Teacher of French and Spanish will possess the required qualifications and will demonstrate the following experience, skills, knowledge and professional attributes.

Education and Qualifications		Essential or Desirable	Assessed through
A good first degree or equivalent.		E	A
Qualified Teacher Status.		E	A
Evidence of continuing professional development.		E	A
Experience			
A track record of successful impact in raising outcomes either as a departmental leader or in giving support and challenge to a department/school		E	A/R
Demonstrable experience of leading and managing staff including building a successful team, delegating effectively and managing and implementing change.		D	A/R/I
In depth and up to date understanding of the French and Spanish curriculum in a secondary context		E	A/R/I
Evidence of leading departmental CPD		E	A/I
Ability to provide clear evaluation and strategies for improvement for leadership teams, departments and teachers		D	A/I
Understanding of transformational change strategies		D	A/I
Good understanding and knowledge of current and new examination and testing specifications/development		E	A/I/O
Experience and knowledge of both primary and secondary phases		D	I
Evidence of being an excellent classroom practitioner and motivating students		E	O/R
Experience of coaching to improve practice		D	I
An understanding of how to use assessment to inform planning for good teaching and learning.		E	O/I/T
Personal Attributes			
Humble by: <ul style="list-style-type: none"> • Able accepts praise and praises the team, apologising immediately when necessary; • uses good manners, humour appropriately and allows others to speak and be heard; • shows a willingness to model what the team has agreed. 		E	I
Intuitive by: <ul style="list-style-type: none"> • actively listens and maintains good eye contact; • pays attention and remembers the detail; • chooses the time and method of communication to suit the circumstances to build positive relationships. 		E	I
Passionate by: <ul style="list-style-type: none"> • being solution focused and uses positive language; • volunteering to contribute to the team beyond their immediate role; • publically displaying and living the school values; • having a sense of responsibility for the team and their objectives; • being curious, proactive, ambitious and optimistic. 		E	I
A = application	D = desirable	E = essential	
I = interview	T = task	O = observation	
R = reference			



GRIFFIN SCHOOLS TRUST



Bramford
West Midlands
Joined June 2013

Lammas
East London
Joined December 2018



Chivenor
West Midlands
Joined February 2014

Riverley
East London
Joined November 2013



Chivenor
West Midlands
Joined December 2012

Willow Brook
East London
Joined April 2015



Nicholas Chamberlaine
North Warwickshire
Joined September 2013

Kingfisher
Medway
Joined September 2013



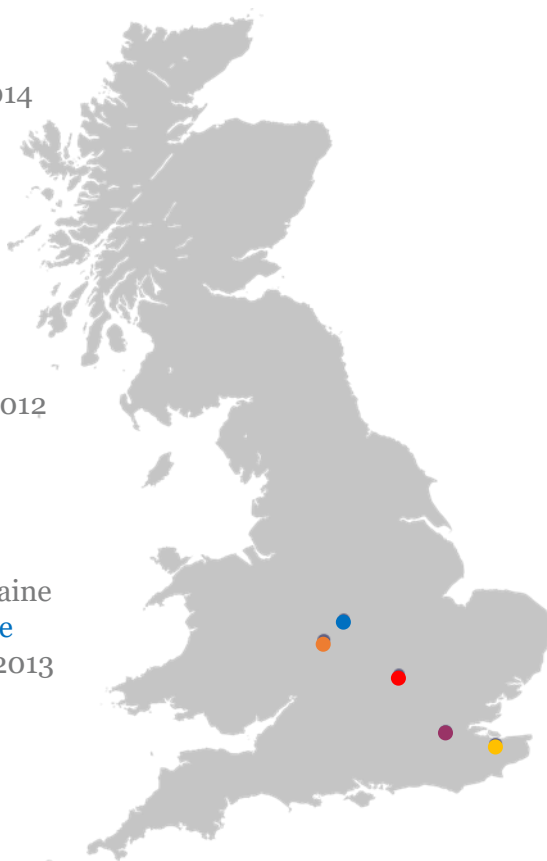
Park Lane
North Warwickshire
Joined November 2013

Saxon Way
Medway
Joined September 2013



Race Leys
North Warwickshire
Joined September 2012

Lordswood
Medway
Joined November 2013



How to Apply



In these exceptional times we will do our best to show you the heart of Nicholas Chamberlaine School so that you can get a sense of how well matched you may be to our professional community as a school and indeed as a Trust. Please look at our website (www.nicholaschamberlaine-gst.org) and explore the Trust website as fully as you can (www.griffinschoolstrust.org). You will see evidence of the shared life of the schools in the Trust in events such as the Science Symposium, the Arts Festival, the Sports Festival and Founders Day.

The Trust really is a family of schools which work closely together within and across phases and geographical hubs. So in joining Nicholas Chamberlaine, you do have good relationships with local authority schools and projects but you also have strong working relationships with your peers in one secondary school in East London as well as day to day involvement with our two GST neighbour primaries, Race Leys and Park Lane, both examples of what a Griffin Great School looks and feels like. It is that journey to Griffin Great that informs our development planning.

Ofsted validates our progress within a defined national framework: it emphatically does not set our agenda.

Please read the Griffin Great descriptors very carefully because that is the culture and performance you will be helping us to build should you join us. Your research into Nicholas Chamberlaine School will help you to travel.

Having researched sufficiently to decide to apply, please tell us in no more than two sides of A4 in 11 point font (1) why you want to join Nicholas Chamberlaine School as a Teacher of French and Spanish and what you see as our challenges (2) why your personal track record matches or exceeds our requirements.

Please include a full CV with the names and direct contact details of two referees (one being your most recent employer) and the completed Safer Recruitment Form. We will contact your referees before shortlisting and may also have a phone call with you.

Completed applications should be addressed to Alison Ramsay and sent to recruitment@nicholaschamberlaine.co.uk.

The deadline for application is Monday 1 May 2023 by 4.00 pm, although interviews may take place immediately on receipt of successful applications.

If you would like a confidential exploratory call once you have done initial research into Nicholas Chamberlaine School and the Griffin Schools Trust, please email recruitment@nicholaschamberlaine.co.uk to make an appointment.