



St George's

Application Pack MFL Teacher





St George's School Harpenden

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About St George's

St George's is a thriving, busy and heavily over-subscribed 11-18 all ability, co-educational school with 1370 pupils including 400 in the academic Sixth Form and approximately 118 boarders. There are over 98 well qualified and committed full-time and part-time teachers; the full complement of adults employed by the Governors is over 250.

The school is rated outstanding by Ofsted; and for the last six years we have continued to have success at both GCSE and A level. 92% of students in Year 11 have achieved 5 or more GCSE passes at grades 4 - 9. At A Level 96% of students achieve at least 3 A Levels and 100% at least 2 A Levels. Our Progress 8 measure is 0.83 and places us as ninth out of all non-selective schools in the country. We are proud of what our young people achieve both in and outside of the classroom.

We believe that our staff are the best asset that our school has. We appreciate the skills, knowledge and understanding that staff have of the craft of teaching, and other areas of expertise. We are always encouraging staff to **continue to develop** their own skill base and experience, as well as provide opportunities for the sharing of that knowledge with others. We consider ourselves to be a supportive and friendly environment.

As St George's is a **Christian Foundation School**, we ask our staff to support us in this endeavour, even if it is not their personal belief or faith. We consider that it is our duty to provide pupils with good role models, and to that end we request that staff have high personal standards in dress, manners and behaviour. Our **Chapel** is central to the life of our school, and as part of our teaching community you attend Chapel once a week with your House and tutees. Many of our staff choose to take an active part in chapel life, and we are grateful that many are willing to share their own experiences of faith and life with students. Part of our expectations of pupils, is for them to attend Sunday Chapel three times per term. Staff are very welcome to attend Sunday Chapel, but it is not part of our formal expectations for most staff.



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About St George's continued...

We encourage all staff to contribute to our **extra-curricular programme**. Our pupils are fun to be with, are grateful for the effort that staff put into extra-curricular delivery, and are supportive of it. Our strong behaviour ethos means that they are excellent companions of trips and are keen to learn from these educational and cultural activities. We are a busy school, with a great many things happening.



St George's is a **State Boarding School**, one of only 38 in the country. We currently host 118 boarders in our community from places as far afield as Hertfordshire, Spain and Nigeria. We ask all of our staff to take an interest in our Boarding community and to be involved whenever and where ever that is possible.

This year we have been recognised as The Sunday Times Comprehensive School of the Year 2019. The accolade recognises not only our outstanding examination results but also our excellent pastoral care and our work on behalf of various charities within our community.

At St George's we often refer to ourselves as the "**St George's family**" or the "**St George's Community**". We consider that our "school" includes our parental body, and the many external agencies that we work with. We are grateful that we enjoy considerable support from our parents who provide valuable assistance. They raise much needed funds through the Cecil Grant Trust Fund, and provide entertainment and fun, as well as financial assistance through our active and engaging PSA. We also have a number of parental volunteers, who support the school in helping to run the school shop, provide assistance to the Chartered Librarian, coach sports and support our Science Technicians. In addition to this the school has an active Alumni Association.

I look forward to welcoming you to our school community.

Helen Barton MA
Headmistress





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St George's School Vision "Aim Higher"

*"A school does not exist to send out men and women solely to play a part in life whereby they achieve a **competence** and **honourable** life of useful work, but it exists to send out for posterity and for their own generation, men and women who by their **character** shall leave the society in which they live, **the better for their presence** and hence the world much nearer the Kingdom."* Dr Watts

For over 100 years the vision for our school has not changed. We firmly believe that the principles and vision on which our school was founded are as fit for purpose today, as they have always been.

We seek to encourage **all** within our community to "Aim Higher"; through Personal development and leadership; Academic achievement; the exploring and expression of our Christian Faith and through "service beyond self".

This Vision is reflected in our **Governors Aims** that state that as a School we strive to:

- Providing a first class education which helps all of them to achieve their full potential.
- Encouraging respect for moral and spiritual values which reflect the Christian Foundation of the school.
- Helping all of them to grow into mature, self-disciplined citizens and caring members of society prepared for the challenges they will face.
- Having an environment which provides for equality of opportunity and promotes good relations between individuals within the school and in the wider community on the basis of mutual respect.





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About the Role

We require a well-qualified and enthusiastic Teacher of Modern Foreign Languages with excellent classroom skills and a desire to teach across the age and ability range. We are looking for an enthusiast who can contribute to our successful Modern Foreign Languages Department. French and German are the two languages currently offered to all pupils from Y7 through to Sixth Form as part of our core curriculum. Examination results are excellent at GCSE and in the Sixth Form.

The successful candidate should be sympathetic to the needs of all children and be equally at home with weaker students as the brightest. Candidates with knowledge and experience of teaching German and/or Spanish as well as French would be welcomed.

This post will suit ambitious NQT's or current members of the profession who want to join a school offering very high academic standards and a large amount of A Level teaching within a supportive, traditional and disciplined environment.

As a non-denominational Christian Foundation, St George's expects high personal standards from its staff and all staff are expected to contribute to the extra-curricular life of the school and to support our Christian Foundation and chapel, minded that these values drive the wonderful atmosphere of our school community.

*The school is committed to safeguarding children and young people.
All postholders are subject to a satisfactory full enhanced, with list checks,
Disclosure and Barring Service disclosure (DBS).*





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Job Description: Subject Teacher (MFL) Full Time

Reports to: Director of Learning

Pay Spine: Points 1-9

Job Purpose

- To carry out the duties of a school teacher as set out in the current Pay & Conditions Document.
- To maintain and build upon the standards achieved in the award of QTS (Secondary) as set out by the Secretary of State.

Teaching and Learning

- To manage pupil learning through effective teaching in accordance with the department's schemes of work and policies.
- To ensure continuity, progression and cohesion in all teaching.
- To use a variety of methods and approaches (including differentiation) to match curricular objectives and the range of pupil needs, and to ensure equal opportunity for all pupils.
- To set homework regularly, (in accordance with the school's homework policy), to consolidate and extend learning and to encourage pupils to take responsibility for their own learning.
- To work with SEN staff and support staff (including prior discussion and join planning) in order to benefit from their specialist knowledge and to maximise their effectiveness within lessons.
- To work effectively as a member of the department team to improve the quality of teaching and learning.





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Job Description (continued)

- To set high expectations for all pupils, to deepen their knowledge and understanding and to maximise their achievement.
- To ensure positive management of behaviour in an environment of mutual respect, which allows pupils to feel safe and secure, and which promotes their self-esteem.

Monitoring, Assessment, Recording, Reporting and Accountability

- To be immediately responsible for the processes of identification, assessment, recording and reporting for the pupils in their charge.
- To contribute towards the implementation of IEP's as detailed in the current Code of Practice, particularly the planning and recording of appropriate actions and outcomes related to set targets.
- To assess pupils' work systematically and use the results to inform future planning, teaching and curricular development.
- To be familiar with statutory assessment and reporting procedures and to prepare and present informative, helpful and accurate reports to parents.
- Keep an accurate register of pupils for each lesson. Unexplained absences or patterns of absence should be reported immediately in accordance with the school policy.

Subject Knowledge and Understanding

- To have a thorough and up-to-date knowledge and understanding of the National Curriculum programmes of study, standards and specifications for examination courses.
- To keep up-to-date with research and developments in pedagogy and the subject area.

Professional Standards and Development

- To be a role model to pupils through personal presentation and professional conduct.
- To arrive in class, on or before the start of the lesson, and to begin and end lessons on time.
- In accordance with National Guidelines, to cover for absent colleagues as is reasonable, fair and equitable.



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- To be familiar with the school and department handbooks and support all the school's policies, particularly duty requirements.
- To establish effective working relationships with professional colleagues and associate staff.
- To strive for personal and professional development through active involvement in the school's appraisal system and performance management procedures.
- To maintain a working knowledge and understanding of teachers' professional duties as set out in the current School Teachers' Pay & Conditions document, and teachers' legal liabilities and responsibilities relating to all current legislation, including the role of the education service in protecting children.
- To liaise effectively with parents/carers and with other agencies with responsibility for pupils' education and welfare.
- To undertake any reasonable task as directed by the Director of Learning.
- To be aware of the role of the Governing Body of the school and to support it in performing its duties.
- To follow school procedures in relation to first aid.
- To be familiar with and implement the relevant requirements of the current SEN Code of Practice.
- To consider the needs of all pupils within lessons (and to implement specialist advice), especially those who:
 - have SEN;
 - are gifted and talented;
 - are not yet fluent in English and/or
 - are from minority groups.
- To meet all the standards for Professional Practice, outcomes, relationships, development and conduct.
- Every subject teacher will be expected to have pastoral responsibilities, part of which is to attend Chapel with their tutor group.

Staff are encouraged to contribute to the wide variety of activities which take place within the school. Many of these activities are entirely voluntary but they do enrich the life of the school, assist the personal and professional development of staff and give students more opportunities to develop. Your contribution to these activities will be much appreciated.



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Important Information and How to Apply

- Pay Range: 1 –9 (£24,859—£40,520)
- Contract Type: Permanent Full time
- Start Date: 1st September 2019
- Closing Date: Monday 20th May 2019 0900
- Interview Date: Thursday 23rd May 2019

Completing the application form Using the schools application form provided (CVs are not accepted) please complete all aspects of the form fully. Include your full work history with no unexplained gaps since leaving school education.

Personal Statement When writing your responses ensure to evidence additional aspects such as training, qualifications together with your background and experience within the personal statement.

Covering letter You may also wish to include a covering letter of no more than two sides of A4 paper and at a font size of no less than Arial size 11.

References Please make sure your referees are aware of your application and that they are able to provide a swift turn round. Preferred referees are your last two employers and you should provide their official organisation email address for us to contact. One referee is likely to be your last Headteacher.

Please complete an application form and send to:

recruitment@stgeorges.herts.sch.uk

St Georges school is committed to safeguarding and promoting the welfare of children and expects all staff and visitors to share this commitment. This post will require a Full Enhanced , with list checks, Disclosure and Barring Service check (DBS)

