

# Teacher of MFL



## A Welcome from Jackie Sharman, Principal



Weydon has been graded as Outstanding by Ofsted since 2009. This is, in part, due to its continued and consistent academic success rate. We are ranked in the top 11-16 comprehensive schools in the country according to The Sunday Times Parent Power. In 2019 88% of students gained 5 or more GCSEs at grades 9-4, 75% at grade 9-5 including English and Maths. 45% of students achieved a grade 9-7 including English and Maths.

The school became an Academy in April 2011 and is also a National Support School, earning Leading Edge status. We are a SSAT Schools Network Consultant School. Together with St John the Baptist School in Woking and Salesian School in Chertsey we became a Maths Hub in September 2014. We achieved World Class status in December 2016 and became a Multi Academy Trust, called WMAT, in September 2017. We also host a SCITT working with in excess of 40 teacher trainees each year. All these additions bring exciting opportunities for staff and students.

Our students' achievements are impressive: 96% go onto further education with many going on to Oxbridge. Over the last decade the school has seen rapid improvements including the construction of a theatre, 3G sports pitches, a new Humanities /English block known as The Globe and each faculty area suited in its own facility. We are one of the most oversubscribed schools in Surrey and enjoy an excellent reputation in the community. You will find the level of respect shown between staff and students is a joy. The Weydon staff team is vibrant, hard-working, innovative and up for a challenge. The school enjoys a strong level of staff retention. Teaching and associate staff work well together as a team. Our associate staff members are often leading lights in suggesting and bringing about school improvements. The staff form a close-knit group who enjoy each other's professional and social company, as well as acting as 'critical friends'.

Furthermore, the parents and Governors add further strength to the school. School trips, holidays and visits are plentiful. Staff have an active social scene and the staffroom (The Hub) is well used, reflecting the excellent team atmosphere. As a school we expect the highest standards in teaching and learning. We will require you to take part in extra-curricular activities and to go that "extra mile" for the students. If successful in your application to join Weydon, we will ensure you have every opportunity to develop your skills. It's great fun and there is a real buzz about the place.

Weydon has its own enhanced pay scales and performance management benefits including healthcare package and gym membership. We are ambitious to improve further and so I hope that you consider yourself to be the person to help us continue to improve our performance. This is a wonderful career opportunity to work in a school where kindness and goodwill go hand in hand to make it special.

I look forward to meeting you.

A handwritten signature in black ink that reads "J Sharman".

Jackie Sharman  
Principal

## A Welcome from Valeria Donia and Morgane Laurens Joint Head of Faculty, Modern Foreign Languages



Dear Prospective Applicant,

It is a great pleasure and privilege to be the Co-Heads of the Languages Faculty at Weydon School.

Our dynamic and energetic team is committed to promoting enjoyment, engagement and rigour in lessons, and to instilling a genuine passion for language learning in all of our students.

We aim to create the very best linguists, by equipping students with the knowledge and skills to thrive and succeed in language learning, by inspiring them with quality first teaching and by broadening their awareness of other countries and communities.

As a Faculty we are very clear from the outset that we teach grammatical structures, syntax and vocabulary, using the correct terminology and making explicit links to English. Our Schemes of Learning, which revisit and build on existing knowledge, are carefully planned to maximise students' progression through the curriculum. There is a friendly and supportive working atmosphere within the Faculty and it is a wonderful environment for nurturing and developing colleagues. At present, there are three full-time teachers, four part-time teachers, one SCITT trainee and three languages assistants.

In KS3 we currently offer French and Spanish; in KS4 we offer French, Spanish, German and we have also introduced Italian. Additionally, we aim to encourage and promote all foreign languages by facilitating the examinations of a small number of students with additional home languages such as Greek, Turkish, Portuguese or Polish.

We run revision sessions and a number of clubs at lunchtime or after school and every year we organise the successful Languages Day to celebrate the variety of languages spoken by our students at Weydon. In Year 10 students of Spanish have the opportunity to go on a residential trip to Seville. Other trips organised by the Faculty in the past include: Paris, Madrid, Rome, Florence and a French exchange to Tarbes in the South of France.

You are welcome to contact us if you would like to visit us or ask any questions. Please email us [VDonia@weydonschool.surrey.sch.uk](mailto:VDonia@weydonschool.surrey.sch.uk), [MLaurens@weydonschool.surrey.sch.uk](mailto:MLaurens@weydonschool.surrey.sch.uk)) and we can arrange a suitable time. We look forward to meeting you

Kind Regards,



Valeria Donia and Morgane Laurens

## Teacher of MFL

**Start date** September 2023  
**Contract** Permanent,  
**Salary** Attractive - WMAT Teachers Pay Scale  
£29,344 - £44,919 per annum

We are seeking to appoint an outstanding, innovative and inspirational teacher with the passion and enthusiasm to fulfil a key role in the school as a Modern Foreign Languages.

This post would suit somebody looking for their first teaching role, or someone with more experience, who would like to work in a thriving curriculum area. The key is that you are enthusiastic and capable of contributing to a highly effective and supportive teaching team.

In KS3 we currently offer French and Spanish; in KS4 we offer French, Spanish, German and we have also introduced Italian and are looking for teachers who can offer teaching within these subjects.



Weydon School is a large, ambitious and outstanding school in an unspoilt area of Surrey within easy reach of London. We are the Lead School for the Weydon Multi Academy Trust, comprising of ourselves, Woolmer Hill School, Park School, The Ridgeway School, The Abbey School, Rodborough and Farnham Heath End School. The close proximity of these schools allows lots of opportunities for staff collaboration.

The Times frequently puts Weydon School in the top 10 across the UK for 11-16 schools, and achievements in the curriculum area are exceptional. It has been said that we have grammar school outcomes and independent sector facilities; our ongoing and recent successes clearly demonstrate this. Colleagues and the leadership team are highly supportive. Students are respectful and responsive, and are proud to uphold the strong values of the school. If you join us, you will benefit from our extensive CPD programme organised in conjunction with our teaching school.

In addition to the attractive Weydon Pay Scale, we also offer free use of our gym facilities, free extra-curricular sporting activities for staff such as Zumba, circuits, yoga and volleyball, international school trips, enhanced Medical Package, excellent in-house CPD, free refreshments and snacks at break times and even drum lessons.



**All appointments are subject to safer recruitment procedures and an enhanced DBS check.**



**'Believe Belong Care'** is at the heart of everything we do at Weydon and is as true for our staff as it is our students. We have high standards and our staff team are vibrant, hard-working, innovative and up for a challenge. We believe in lifelong learning and encourage staff development throughout the school and within the trust. We are proud to have a staff body of almost 200, including newly created apprenticeships in digital marketing and IT, and Weydon School is a main recruiter in the local area. Our aim is to continue to develop our existing staff, maintain our excellent staff retention record and ensure everyone has opportunity to develop their skills. We are ambitious to continually improve and innovate and we hope that you consider yourself to be the person to help us build our performance even further.

We are always looking for exciting new staff benefits and currently offer retail discounts, a healthcare package as well as generous performance management benefits. Our student's achievements are very impressive and we are highly oversubscribed. As an added benefit we offer all staff who have 2 or more years' service, or those that meet a skills shortage, a priority place for their children's admission into the school.



For more information on Weydon School and what we can offer you, including virtual tours, interviews with Jackie Sharman, our Principal, our Student Leadership team, as well as an informative video for prospective applicants from Matthew Venton, Deputy Principal and Miranda Francis, HR Officer please visit [www.weydonschool.surrey.sch.uk](http://www.weydonschool.surrey.sch.uk).



Please also keep up to date with us on Facebook, LinkedIn, and Instagram or follow us on Twitter. Our LinkedIn alumni now boasts over 400 of our ex-students and we love hearing about their journey beyond Weydon.

If you would like to discuss the post or have a tour of the school before making an application, you would be very welcome. Please call Miranda Francis, our HR Officer for an informal chat on 01252 725052 or email [recruitment@weydonschool.surrey.sch.uk](mailto:recruitment@weydonschool.surrey.sch.uk)

#### **How to Apply:**

Please return your completed application form, together with a supporting statement, to [recruitment@weydonschool.surrey.sch.uk](mailto:recruitment@weydonschool.surrey.sch.uk).

We reserve the right to close early and call for interview immediately, therefore early applications are actively encouraged.



All appointments are subject to safer recruitment procedures and an enhanced DBS check.

<b>Job Profile</b>	<b>Classroom Teacher</b>
<b>Responsible to</b>	Head of Faculty
<b>Main Purpose of Job</b>	<p>You are required to:</p> <p>Carry out the duties of a School Teacher as set out in the current School Teachers' Pay and Conditions Document.</p> <p>Teach specialist subject within the age range 11 - 16 and, if necessary, other subjects commensurate with your expertise.</p> <p>Act as a member of the school's student support and guidance organisation as directed by the Principal.</p> <p>Support the school extra-curricular provision.</p>
<b>Focus of Job</b>	Student Facing
<b>Key Tasks</b>	<p>To undertake the effective management of the following tasks:</p> <p><u>Teaching</u></p> <p>Use FLOW teaching and learning strategies to enable students of all abilities and backgrounds to make optimum progress</p> <p>Secure a good standard of student behaviour in the classroom by establishing high expectations in the context of the school's Behaviour Policy</p> <p>Keep appropriate records of students' current and predicted attainments in classwork, internal tests and NEAs</p> <p>Set challenging targets for students based on all relevant available data</p> <p>Set and mark Home Learning according to school and department policies</p> <p>Write reports as directed on students' progress and attainment</p> <p>Ensure that resources are organised and available to promote a purposeful environment for teaching and learning to take place</p> <p>Ensure that the classroom presents a stimulating environment by displaying students' work and other materials</p> <p>Where applicable, deploy other adults effectively in the classroom, involving them, where appropriate, in the planning and management of students' learning</p> <p>Support students with Special Educational Needs by providing appropriate work and guidance and, where applicable, contribute to the preparation, implementation, monitoring and review of Individual Education Plans</p> <p><u>Professional</u></p> <p>Attend scheduled department and school staff meetings</p> <p>Attend parents' consultation meetings as directed</p> <p>Participate in the school's performance management scheme</p>

	<p>Participate in the In-Service Training programmes organised by the school and Other relevant bodies            Implement school policies            Take responsibility for own professional development, setting objectives for improvements</p> <p><u>Form Tutor</u>            Support the well-being of all members of the tutor group            Attend year group meetings as directed            Maintain an accurate register of student attendance, including lateness, in Accordance with school guidance            Retain absence letters and telephone messages            Maintain white slips in a reasonably secure place            Ensure effective communication to parents and students through distribution of written material and collection of acknowledgements where appropriate</p>
<p><b>Additional Duties and Responsibilities</b></p>	<p>To support and encourage the school's ethos and its objectives, policies and procedures as agreed by the governing body            To uphold the school's policy in respect of child protection matters            First Aid as required            Admin as required            Back up for other roles as required            Ad hoc duties as required</p>
<p><b>Training</b></p>	<p>Training will be provided in school and externally, if deemed necessary to the role</p>
	<p>This Job Profile is intended to provide guidance on the range of duties associated with the role. It may be changed by the Leadership Team to reflect or anticipate changes or to undertake additional duties as required by the Principal.</p>

<b>Person Specification – Classroom Teacher</b>			
<b>Qualifications</b>		<b>Essential or Desirable</b>	<b>Assessed via</b>
1	Degree	E	A/I
2	Qualified teacher status in the UK	E	A/I
<b>Experience</b>		<b>Essential or Desirable</b>	<b>Assessed via</b>
3	Teaching experience (including training practice) within the designated age range.	E	A
4	Exceptional knowledge of current legislation, guidance and developments relating to the subject area.	E	A/I
5	Understanding of child safeguarding issues and successful measures that promote and ensure the safeguarding of children.	E	A/I/R
6	Involvement in and organisation of wider school activities, including extra-curricular activities.	D	A/I/R
<b>Professional Knowledge, Skills and Understanding</b>		<b>Essential or Desirable</b>	<b>Assessed via</b>
7	Ability to create outstanding learning and teaching environment for all students.	D	I
8	Demonstrate Success in raising achievement	D	I/R
9	Knowledge of National Curriculum and interventions for all students to achieve success	D	I
10	Strong behaviour management skills	D	I/R
11	Strong organisational skills, including excellent time management and ability to effectively prioritise, plan, organise and manage work life balance.	E	I/R
12	Confident use of technologies and data to provide analysis, monitor progress, set targets and plan lessons.	D	A/I/R
13	Excellent interpersonal and communication skills to be able to work effectively as part of a team	E	A/I/R
14	Committed to safeguarding and promotion of welfare of children	E	I

15	The ability to ensure equality of access to educational attainment and all aspects of equal opportunities are adhered to	E	I
16	Accountable for pupils attainment, progress and outcomes	E	I
17	Able to demonstrate taking responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject	E	I/A
18	Commitment to promote a love of learning and children's intellectual curiosity	E	I/A
<b>Personal Qualities</b>		<b>Essential or Desirable</b>	<b>Assessed via</b>
19	The ability to develop positive relationships with students, parents, and peers	E	A/I
20	High Expectations of themselves, peers, students	E	A/I/R
21	Resilience and determination to be successful and ambitious for the school and the children	E	A/I/R
22	A commitment to personal CPD and ambitions to continue to learn and improve knowledge, strategies and performance.	E	I