



The Gryphon School

TEACHER OF MODERN FOREIGN LANGUAGES SEPTEMBER 2019



The Gryphon School
Bristol Road
Sherborne
Dorset
DT9 4EQ



The Gryphon School

RECRUITMENT INFORMATION PACK

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February 2019

Dear Applicant,

Thank you for expressing an interest in the post of Teacher of Modern Foreign Languages with a specialism in Spanish at The Gryphon School. Accompanying this letter is information about the School and the Department which we hope will provide you with everything you need to know to apply for the post. The School website gives further details about us, as does the accompanying document, 'Additional Information for Applicants'.

This is a permanent, full-time post, commencing September 2019. Our new recruit will join a team of professional, experienced and able specialists, dedicated to continuing to provide the high level of teaching to which our students have become accustomed.

We are seeking to appoint an ambitious, creative and inspiring teacher or NQT with energy, enthusiasm and a love of Modern Foreign Languages.

The successful candidate will have:

- a strong subject knowledge and passion for all aspects of the modern foreign languages, culture and learning;
- the ability to embrace and contribute to the vision and direction of the team;
- the ability to play a full role in maintaining and enhancing the current high standards in the Department;
- the ability to support, challenge and inspire our students, encouraging them to achieve the best they can through the promotion of outstanding teaching and learning;
- excellent communication skills and the ability to celebrate and promote high quality teaching and learning;
- the ability to be a team player who will go the extra mile to support students and who will enjoy the challenges of this role.

The Gryphon is a wonderful place to work and has a special atmosphere and feel. It became an academy in August 2012 to sustain the quality of our outstanding provision and is a founder member of the Sherborne Area Schools' Trust (SAST) a multi-academy trust established in June 2017. Since September 2017 we have been designated as a teaching school and are very excited about the opportunities that this new status will bring. In a recent national publication, The Real Schools Guide, The Gryphon was rated as one of only two schools in Dorset as 5 star; based on attainment, teaching, attendance and outcomes. The Good Schools Guide concludes that we are a 'Super much sought-after school at the very centre of its community taking on the Sherborne independents. Truly a model of comprehensive education at its best – a place for all comers, which children and parents set their heart on, so it bulges at the seams'.

We are an outward looking school with excellent community links as well as strong relationships with other good and outstanding schools across the South West and nationally.

We are a comprehensive school serving a diverse community. Our high quality support staff make a real difference to our students. Teaching is often outstanding, and consistently at least good across all subjects and key stages. Teachers are provided with the resources to make lessons stimulating and practical and have excellent subject knowledge. They make sure students are very clear about what is demanded of them and how to improve. The School's very positive entry in the Good School Guide describes pastoral care and discipline as 'exceptional'. Students are reflective, behave with great courtesy, and are heavily involved in working with staff to improve the school and the welfare of others.

Our 2018 GCSE results were, once again, excellent against a national backdrop of tougher exams and significantly lower pass rates in many subjects. The percentage of exams awarded level 7 or above (equivalent to an A or

above in previous years) has risen to over 25% against a national average of 21%, and the proportion of grades at level 4 and above is now 79% against a national average of 69.2%.

Additionally our A level results were excellent with 32% A*-A, smashing the national average of 26.4%. The top A* grades also outperformed the national average with The Gryphon achieving 9.4% compared to 8% nationally. 53 students received at least one A* or A, with 4 students receiving 4A*, 6 more receiving all A's, 6 achieving at least 2 A*, and another 7 receiving all A* or A's.

In November 2016 our inspection as a Church School (SIAMS) judged us to be Outstanding. Our most recent Ofsted visit, in November 2017, was very positive and confirmed our status as a "good school" and we enclose a copy of their letter to me outlining our many strengths. Our focus for this year, which reflects our Church School status, is that we should be a "10:10" school; where students and staff experience life in all of its fullness. So for us education is more than just exam results – we place great value on the personal development of each student. We aim for them to leave school as well-rounded young people with a strong sense of what is socially, morally and culturally acceptable, and to feel that they have a contribution to make to the wider community. Digital learning is important at The Gryphon School including the use of mobile technology; we want our young people to use technology responsibly and to enhance their learning.

In summary, we are a true team with a great sense of pride in what we collectively achieve and we embrace the challenge for achievement to be even higher. Our special culture and ethos focuses on enabling students to be the best that they can, both personally and academically, supported by the tremendous work and care of all our staff. We continue to strive to be outstanding in all aspects of school life.

We are looking for someone with high expectations, a love of their subject, the ability to inspire and also laugh whilst enjoying the challenges of this role. You need to be a team player with the inner determination to develop continually, picking up the best ideas from around the world in education. In return, you will join a Department that is full of activity, rewarding and friendly. We have a great record for supporting and developing all of our staff through our own training and links with NCSL providers.

You are very welcome to visit us in advance of an application or to contact us to find out more.

Very best wishes,

N J Edwards

Nicki Edwards
Headteacher



THE APPLICATION PROCESS

We look forward to receiving your application by **9am on Tuesday 19 March 2019**.

Interview date: **Wednesday 27 March 2019**.

You are asked to provide the following:

- A completed Gryphon application form
- A letter of application of no more than 2 sides of A4 detailing your experience and expertise

Completed applications should be returned either by post, marked 'Confidential' to Rachel Dean, P.A. to Headteacher, The Gryphon School, Bristol Road, Sherborne, Dorset DT9 4EQ or by email to her at: Gryphon.HR@gryphon.dorset.sch.uk

Should you wish to arrange a visit to view the School, please do not hesitate to contact Rachel who will also be happy to arrange this.

The Gryphon School, part of the Sherborne Area Schools Trust, has an absolute commitment to safeguarding and promoting the welfare of children. The School follows the national and Dorset policies and procedures for child protection and security and the interview will include questions about safeguarding children. Current and/or previous employers will be contacted through references as part of the verification process pre-appointment checks if the applicant is short listed. The successful applicant will be required to undertake an enhanced disclosure check with the Disclosure and Barring Service.

The Gryphon School, part of the Sherborne Area Schools Trust, is committed to equal opportunities and positively encourages applications from all sections of the community.





The Gryphon School

February 2019

TEACHER OF MODERN FOREIGN LANGUAGES

Languages at The Gryphon School

We believe that learning at least one foreign language is a key part of our students' overall development and that all students can be successful when learning a new language. It broadens their understanding and curiosity of the wider world and enhances the opportunities available to them.

Who are we?

The Modern Languages Department is a lively, friendly and supportive department with a wide range of experiences. We are committed to ensuring that our students receive the highest quality of teaching, experiences and achievements that they can both in and out of the classroom but also supporting each other and sharing ideas and resources as a matter of course. We have experienced NQT and ITT mentors and work collaboratively to ensure that we all benefit from the range of teaching styles and experience.

The current team includes:

Miss Amy Whiting	Head of Modern Foreign Languages
Mrs Claire Barclay-Triniman	Second in Department
Miss Emilie Couturier	Teacher
Ms Emma Hensman	Teacher
Ms Anabel Sans-Busby	Teacher
Miss Carla Patiño Peña	Teacher
Mrs Lenka Maynard	Teacher



We offer, where possible, individual speaking practise to our A Level students. We have found this to be an extremely effective way of helping our students to improve their confidence in the speaking aspect of the courses.

What do we teach?

As a Department, we aim to make language learning an enjoyable experience where all pupils feel confident using the foreign language and see it as relevant to their lives. We are genuinely committed to using **target language** wherever appropriate and possible. We are constantly looking at strategies **for teaching and learning**, for example including Kagan strategies in lessons and looking at Gregorc's learning style research and are committed to sharing ideas and resources as well as not being afraid to try new things in the classroom (e.g. using playdough, toys and games) so that our students are motivated and achieve to the highest level and our own practice continues to improve. We want our students to be confident communicators able to interact without fear, to develop high levels of resilience especially when faced with authentic materials and translation activities and to be able to analyse and manipulate language. Our **Schemes of Work** are constantly



updated to ensure that this is achieved. We also aim to develop our students' cultural awareness throughout the year and see this as a fundamental part of our lessons be it through the teaching of festivals, film studies or using literature from year 7. We also frequently use 'Group Talk' with our classes to develop their ability to speak spontaneously and prepare them for further study. Our current language provision includes French, German and Spanish with most students studying French and Spanish in **Year 7**. At the end of Year 7 students choose whether they would like to study French only, Spanish only, French and Spanish or Spanish and German in Year 8 and 9. In **KS4**, students choose whether to continue their study of one or two languages to GCSE.

French and Spanish are taught to A Level here at The Gryphon with German being offered in partnership with the Sherborne School. Students achieve very good results with many progressing to higher education courses, (including Oxbridge) involving languages.



We teach the AQA specification at both GCSE and A Level.

Latin is currently offered on an extra-curricular basis to our students as a 2-year GCSE course when they are in either Years 9 and 10 or 10 and 11. This is taught by a member of staff from Sherborne School. Some students currently go on to study Latin at A level with Sherborne School. We run a variety of lunchtime clubs including German Club, Greek Club, Film Club as well as offering regular GCSE and A Level revision sessions.

Our resources

In French, we use **Studio** with KS3. In German, **Stimmt** is used for KS3. In KS3 Spanish we use **Viva** and for GCSE, all three languages use the AQA coursebook. Whilst textbooks are a useful resource, we do not place a huge importance on their use at KS3 preferring to draw our resources from authentic texts especially in light of the recent curriculum changes. We make use of many electronic resources to complement and support our teaching, including subscriptions to on-line resources such as Linguascope. For A Level, we use the AQA coursebook.

The Department runs a programme of Language Study visits including a German Christmas Markets trip, a Year 8 French trip to Normandy and we organise a trip to Madrid for Year 9. Some of our A-level students have done their work experience with our partner schools in Granville and Bad Kötzting. Sherborne is fortunate to have links with a town in every member state of the European Union via the Douzelage organisation. We also have links with Sherborne School and Sherborne Girls, enabling our GCSE and A level students to attend foreign language lectures and plays. Students of all ages are actively encouraged to participate in language and cultural competitions including the Juvenes Translatores translation competition, our (very delicious) Great European Bake Off and Christmas Card competitions.



The Gryphon School has excellent facilities that have been enhanced over the years. The Department currently has seven specialist rooms with a **Faculty Room**, which we use for storing resources, working in non-contact time, using the computer and sharing chocolates and biscuits with a cup of coffee! Each **language classroom** has an interactive whiteboard, whiteboards and a computer. There are also **IT rooms** or

iPads that can be booked for whole class ICT activities. We use MP3 players for the Sixth Form listening exercises and all teaching staff have been issued with an iPad in conjunction with the School's iLearn initiative, enabling students to log on and access a range of learning resources interactively.

Additional Information

We believe we are a caring and highly regarded department with firm structures in place. There is a great deal of mutual support and a lot of laughter to punctuate the hard work. We have an excellent record of mentoring students and NQTs and of induction of new members to the team.

The School is fully networked, with computers in all rooms. There is high band Wi-Fi across the whole school, and students are encouraged to bring their own devices (BYOD).

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The Gryphon School, part of the Sherborne Area Schools Trust, is committed to equal opportunities and positively encourages applications from all sections of the community.

If you would like to discuss this post please do not hesitate to contact Amy Whiting, Head of Department at the school on 01935 813122.



The Gryphon School Person Specification

Teacher of Modern Foreign Languages

Inter-personal attributes

- Able to build relationships quickly, with humility and empathy, whilst showing respect to others - students, parents and colleagues - to get the best out of them
- Positive, optimistic, caring, kind and approachable
- Willing to be immersed in the life of a busy and successful school

Communication and Interaction

- Communicate clearly and accurately both orally and in writing
- Able to listen and respond appropriately
- Flexible to adapt your style in different situations
- Strong and confident ICT skills for teaching and management
- Contribute as a great team player

Planning and Organising

- Manage daily responsibilities and priorities
- Work efficiently and effectively to meet deadlines and deliver successfully
- Design, produce and share high quality learning schemes and resources

Knowledge

- Good honours degree and/or relevant high level expertise
- A real interest in educational issues, approaches and alternatives from around the world
- Strongly support the ethos and culture of the school

Leadership Skills

- Proactive and confident, yet humble and considered
- You can inspire and motivate others
- Make informed decisions on a daily basis
- Ensure high professional standards including student progress of all groups of students

Problem Solving

- Enjoy facing new challenges
- Find, propose and lead solutions
- Use resources, intellect, creativity and innovation to be successful

Resilience

- Hungry for a challenge
- Have patience and endless energy to persevere through the challenging moments
- Tenacious and versatile
- Maintain a positive mindset

Self-evaluation

- You are aware of strengths and weaknesses
- Strong desire to learn from others so that you can be even better
- Able to share and support others

We are interested in all these attributes for colleagues joining the Gryphon family but appreciate that some will be areas that you have a desire to develop and grow with our support once you are here. A sense of realism and humour are really important.



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The Gryphon School – Support for Staff – What we provide.....

High Quality Professional Development

- INSET Programme with national speakers e.g. Sir John Jones, Simon Mayo
- Time is provided for learning and development in everyone's staffing allocation
- Middle leader training programme
- New staff induction programme
- 2nd year teacher programme
- Opportunities for sharing of best practice and expertise
- Encouragement of individual action research through appraisal
- Opportunities to mentor student teachers on ITT, Schools Direct, volunteers and other routes

Support for Teaching

- Investment in resources, facilities and the environment
- Outstanding ICT infrastructure including Wi-Fi, resources
- Strong departmental support structure
- Free iPad for all teachers
- Timetabling ensures specialist teach in their subject areas and there are rarely any split classes
- Designated support for reprographics, trip management, student behavioural support, SEND needs etc
- Dedicated team of school cover supervisors

Links with other schools

The Gryphon is outward looking and a lead members of various school development groups. This facilitates visits, exchanges, subject sharing, leadership support and enhanced student opportunities.

- Jubilee Group – eight schools across the SW from Devon to Wiltshire and Gloucestershire
- South West Academies Group – nine academy schools across Devon, Somerset and BANES
- North Dorset – five secondary schools, a Special school and a PRU
- Sherborne Schools Partnership of nine feeder primary schools with whom we have excellent cross-phase academic collaboration Y6-8 curriculum and transition.
- Since 2014-15 we have been part of the national PiXL group
- Member of the Jurassic Coast Teaching School Alliance

Health and well-being

- Our own specialist HR Manager and team
- Membership of Carefirst providing free welfare counselling, free Occupational Health consultations
- Free Mindfulness sessions, aimed at improving mental wellbeing by enhancing good feelings about life and oneself
- Support from the School Chaplain

Supporting families

- The Little Gryphons Nursery on site
- Supportive to colleagues for time off during periods of family illness/crisis
- Supportive of requests where possible to attend graduations, family weddings, special family events, house moves

Practicalities – little extra touches

- Generous allocation and pattern of INSET Days to support staff learning and development and wellbeing
- Quality free seated lunch provided on INSET Days
- Generous business travel allowance
- Free on-site parking

Strong Staff Community

- Very active, vibrant, Staff Social Committee who arrange an array of social events and activities across the year
- Large main staff room – and we hold weekly whole staff briefings
- Successful and very competitive staff sports teams playing other schools
- Staff voice events
- Amazing involvement in charity events, national days, productions, teams, public speaking, Duke of Edinburgh etc



TEACHER OF MODERN FOREIGN LANGUAGES

Start Date: September 2019

Closing Date: 9am on Tuesday 19 March 2019

Interviews: Wednesday 27 March 2019

Salary: Teachers' Pay Scales

Contract: Permanent, full-time post

Contact Details: School Office on 01935 813122, website on www.gryphon.dorset.sch.uk or e-mail Gryphon.HR@gryphon.dorset.sch.uk

We are seeking to appoint an ambitious, creative and inspiring teacher or NQT with energy, enthusiasm and a love of Modern Foreign Languages with a specialism in Spanish.

The successful candidate will

- Have a passion for foreign languages and learning
- Have excellent communication skills and the ability to celebrate and promote high quality teaching and learning
- Have the ability to embrace and contribute to the vision of the Department and school
- Be able to build relationships quickly, with humility and empathy
- Be positive, optimistic, caring, kind and approachable
- Have a real interest in educational issue, approaches and alternatives from around the world
- Be proactive and confident, yet humble and considered
- Use resources, intellect, creativity and innovation to be successful
- Have the ability to support, challenge and inspire our students, encouraging them to achieve the best they can through the promotion of outstanding teaching and learning
- Have the ability to be a team player who will go the extra mile to support students and who will enjoy the opportunities of this role

The Gryphon is a heavily oversubscribed 11-18 school, which is successful in gaining high results for its students at both GCSE and A-level. The large Sixth Form of 450 students is exceptional. Its students have an excellent record of success in gaining university entrance, including to Oxbridge and the Russell Group, and in the most challenging courses. We are a very proud school which attracts students from around North and West Dorset as well as South Somerset.

The Gryphon is a wonderful place to work and has a special atmosphere and feel. It became an academy in August 2012 to sustain the quality of our outstanding provision. You will find Sherborne to be a centre for educational excellence as a beautiful rural country town that has easy road and rail links to London, Bath, Bristol, Exeter and the glorious Dorset coast. We are an outward looking school with excellent community links as well as strong relationships with other good and outstanding schools across the South West and England.

Teaching is often outstanding. Teachers make lessons stimulating and practical. They have excellent subject knowledge. The Good School Guide described pastoral care and discipline as 'exceptional'. Students are reflective, behave with great courtesy, and are heavily involved in working with staff to improve the school and the welfare of others. We are a comprehensive school serving a diverse community. The high quality support staff make a real difference.

Our special culture and ethos focuses on high achievement both personally and academically which comes from the tremendous work of all our staff and the great achievements of our students. The A Level average points score per entry is the highest of all Dorset state schools and one of the highest in the country; it was also the highest for academic A levels as well as vocational A levels.