

# TEACHER OF LANGUAGES Application Pack



Jan 2024

Dear Applicant

**Re: Teacher of Languages  
Part time, Permanent - Teachers' Main / Upper Pay Range  
September 2024**

I have pleasure in providing an application pack in respect of the above vacancy at The Weald School, which includes an application form, information about the school and the Languages Department and a Person Specification for the post advertised. Further information may be obtained from our website [www.theweald.org.uk](http://www.theweald.org.uk), including a link to our last Ofsted report.

Please include a letter of support with your application form, in which you should:

- outline the experiences you have had to date that have prepared you for this post, using the person specification to guide you
- describe the skills and strengths which you will bring to the school, with particular reference to improving teaching and learning in the Languages Department.

The closing date for this post is **10am on Monday 19 February 2024**. We advise you to submit your application as soon as possible as we may conduct some interviews before the closing date.

Please note that due to limited resources we will only contact applicants who have been shortlisted for interview, so if you do not hear from us within two weeks after the closing date, you should assume that your application has been unsuccessful on this occasion.

We very much look forward to receiving your application form, which should be emailed to [jobs@theweald.org.uk](mailto:jobs@theweald.org.uk). Should you have any queries relating to this post please do not hesitate to telephone me on 01403 787200, or email the [jobs@theweald.org.uk](mailto:jobs@theweald.org.uk) email address.

Yours sincerely



Sarah Edwards  
Headteacher

## Languages Department

### Introduction

The Languages department comprises an experienced and enthusiastic team of eight teachers who pride themselves on the high level of support they offer to their pupils, as well as to each other. We have high expectations of all students and create a working climate in our classrooms where fulfilling potential is the norm. At the centre of our work is a focus on high quality, effective teaching and learning, which promotes student self-efficacy. We are committed to providing and encouraging high levels of challenge, feedback, pupil independence and engagement in all our lessons. The school was judged to be an “Outstanding” school following the last Ofsted inspection in October 2013.

### Curriculum

Pupils study French upon entry to The Weald in Year 7. Most pupils also study either German or Spanish as a second foreign language. At KS3 we have adopted the MARS EARS method of teaching, focussing on the use of sentence builder knowledge organiser to promote self efficacy in students. Most students at Key Stage 4 continue learning a language and this leads to a full GCSE qualification, in our 3 year KS4 curriculum. We have just moved over to the Edexcel exam board with the first examination in 2026. In the Sixth Form, French, German and Spanish are all offered as Advanced level courses (AQA). All three languages are well established in our Key Stage 5 curriculum.

### Staffing and Accommodation and Extra-Curricular

The department consists of eight teachers and regular student teacher placements. All staff teach across the age & ability range. The facilities are very good with all lessons timetabled in the Languages suite. Each teaching room is equipped with its own interactive whiteboard, computer with two screens and audio facilities. The department has sole access to a class set of chromebooks and this is regularly used by all languages staff. The department prides itself on the opportunities available to students to enhance their language skills. We offer a range of European residential trips to enrich our curriculum.

## Examination Results

GCSE Yr11 French:		
9-4	2023	88%
9-4	2022	76%
9-4	2021	83%
9-4	2020	75%
9-4	2019	79%

A level French	A-C	A-E
2023	NA	NA
2022	100%	100%
2021	71%	100%
2020	100%	100%
2019	40%	100%

GCSE Yr11 German:		
9-4	2023	80%
9-4	2022	84%
9-4	2021	92%
9-4	2020	95%
9-4	2019	88%

A level German	A-C	A-E
2023	NA	NA
2022	100%	100%
2021	100%	100%
2020	100%	100%
2019	NA	NA

GCSE Yr11 Spanish:		
9-4	2023	76%
9-4	2022	82%
9-4	2021	75%
9-4	2020	82%
9-4	2019	66%

A level Spanish	A-C	A-E
2023	100%	100%
2022	N/A	N/A
2021	100%	100%
2020	83%	100%
2019	100%	100%

Further information about The Weald School may be obtained from our website, [www.theweald.org.uk](http://www.theweald.org.uk)

## Teacher of Languages

Part time, Permanent - Teachers' Main / Upper Pay Range  
September 2024

We are seeking to appoint a well-qualified, talented and committed teacher of Languages to join the department from September 2024 on a part time, permanent basis. The successful candidate will ideally be able to teach Spanish to KS5 and French to KS4.

We are seeking to appoint an enthusiastic and hard-working teacher who meets the criteria below.

- A well-qualified teacher of Languages who can inspire and engage young people (QTS is essential)
- The ability to teach Spanish up to KS5 is desirable
- The ability to French to KS4 is desirable
- A commitment to high standards of achievement with a proven track record of excellent results
- The ability to motivate students and an innovative approach to classroom practice
- A collaborative approach to teamwork, including willingness to contribute to departmental schemes of work and the spreading of good practice
- Excellent organisational and IT skills
- A passion for excellence and for the subject
- Excellent interpersonal skills
- Willingness to be a form tutor, including the delivery of PSHE

If you relish the opportunity of working with highly motivated pupils in a supportive and stimulating professional environment, then The Weald School would very much welcome your application.

***We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. The successful candidate will be subject to pre-employment checks including an enhanced Disclosure and Barring Service (DBS) check.***



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community school  
and sixth form

### **The Weald School - Opportunity & Community - Our Ethos and Values Every Day**

We want *every* member of our community to thrive and we believe that signing up to our ethos and values helps us to do this. Here's what it means for staff:

- We believe that you should have opportunities to be stretched, challenged and supported in a welcoming community.
- We know that you have to keep on learning to deliver the best for students.
- We know that students do their best when you believe in them.
- We expect you to be curious about students' barriers to learning and how to help them overcome these.
- We follow evidence-based research in our professional practices.
- We know that students need feedback on their work and that this can take many forms.
- We value your feedback so that together we can continue to make our school better.
- We want you to feel safe enough to take risks and make mistakes.
- We believe that success only comes after hard work.
- We value kindness above all else.

In a recent survey, 90% of staff said that well-being and mental health are priorities for the school.

## Reasons to Work at The Weald

### How do we look after our staff at The Weald?

1. Friendly and happy staff (many stay for their whole careers)
2. Additional non-contact period on top of PPA time
3. Attending personal appointments (e.g. children's nativities)
4. Well-being activities of choice on every INSET day (e.g. paddleboarding, baking)
5. Devolved INSET day for Christmas shopping
6. Senior leader i/c staff well-being, part of well-being working party
7. Flexible working available for all to apply for (approx 20% of staff are part-time - including middle and senior leaders)
8. CPD is mainly department- and self-led, appraisal is enquiry/research based and not data driven
9. Support walk system led by senior staff every lesson to support staff with behaviour
10. Daily behaviour panel to deal with key incidents
11. Low stakes learning walks with feedback
12. No emails out of working hours (i.e. Mon-Fri, 8-6) and very limited whole school emails (twice-weekly staff bulletin instead)
13. Two key assessments per year group per year requiring data input
14. Expectations for staff fall below 1265 hours' directed time for all staff
15. Discounted staff Christmas event
16. Lunch provided for INSET days and unlimited tea and coffee every day to promote team ethos
17. Discounted membership of gym and swimming pool next door
18. Remote parents' evenings with extended time to allow staff to work flexibly
19. Clear evidence-based T&L strategy supported by clear behaviour expectations
20. Supportive and active Staff Voice group, feeding back directly to HT from each department

# About The Weald School

The Weald School is an 11-18 mixed comprehensive with around 1,800 students. This includes a thriving Sixth Form of about 300 students. Our students are at the heart of all that we do. The Weald is a warm, friendly and vibrant school at the centre of the community with a wonderful family feel, where each student is known and cared for. Students are well behaved, have a very positive attitude and enjoy coming to school. There are excellent relationships between staff and students. We believe that all our students have the potential for excellence. We work towards this by having high expectations of students and staff, by continually raising aspirations and by promoting our students' self-belief alongside strong moral values.



The school has done well in recent years and has achieved record results. In the summer of 2023, our Year 13 students achieved results which put us top in West Sussex maintained schools for our A\*-B grades and in the top 5% of all schools and colleges nationally.

Our Year 11 students also attained excellent results: students' performance on the Progress 8 scale, which measures progress from Key Stage 2 to Key Stage 4, has been very positive in recent years with an average of +0.35 grades. This means that students made on average one third of a grade more progress in each GCSE than students in the rest of the UK.

These results follow an upward trend of improving results over time and underpins our ethos of striving for academic success alongside character education.

Our curriculum is broad and balanced and offers many exciting opportunities for all students, both in school and out. Students study Key Stage 4 over three years. This presents real opportunities for creativity and varied approaches to learning through both GCSE and BTEC vocational qualifications. There are tremendous extracurricular opportunities at The Weald through sport, performing arts, Radio Weald, Weald TV, links with partner schools in Europe, Africa and China, the Duke of Edinburgh award, as well as a number of other trips. In short, we believe there is something for everyone at the school.





We believe achievement is not just about qualifications. Personal development is key to what we do. We have a very active School Council and a strong student voice within the school. We also have a close and effective partnership with our parents and carers. We listen to their views and use them to inform the work of the school. Attendance at school events is high, and an effective governing body has a full representation of parents.

I genuinely feel it is an honour and privilege for me to be able to lead and develop further the education of the children at The Weald. Our students are a joy to work with. Visitors describe them as polite, courteous and respectful, making the school is a fantastic place both to study as a student, and to work as a member of staff.

## About the school

The Weald School serves the local community from a pleasant 25-acre site on the edge of Billingshurst. Our size offers us many advantages. We have excellent facilities, allowing us to offer a wide and varied range of academic and vocational courses at all levels. The Weald campus has been steadily improved in recent years.



An £11m expansion programme completed in 2017 funded a new teaching block for maths and art and a 400 seat dining facility. Additional improvements include new science laboratories, media room and TV studio, changing rooms, drama suite, music block and a pastoral provision area. There is also a swimming pool and fitness centre (adjoining the school site and run by DC Leisure / Horsham District Council), and two multi-use games areas.

### The Weald School offers all students:

- A well-planned, broad and balanced curriculum
- A record of excellent examination results
- Well qualified specialist staff combining innovative and traditional methods in the classroom
- A secure, supportive, encouraging and happy environment
- A wide range of extra-curricular and residential activities.

### What our students think about the school:

- *“Lessons are fun and the school has a good atmosphere” - Year 7 student*
- *“The teachers have a good attitude to learning and we are encouraged and can hold our own opinions” - Year 10 student*
- *“We are able to talk to our teachers about issues and they make a real difference in our lives” - Year 9 student*

- *"I love the opportunities we get to work with younger students - it's great fun and really rewarding to support them with different aspects of their work." - Year 12 student*
- *"There is fantastic support for researching progression options for when we move on from the Sixth Form. The Sixth Form staff are always there to help with the UCAS process." - Year 13 student*

Sarah Edwards  
Headteacher

September 2023