



# THE STONEHENGE SCHOOL



## HEAD OF MODERN FOREIGN LANGUAGES Application pack

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## WELCOME FROM THE HEADTEACHER

At the Stonehenge School we believe that there is no limit to any student's potential. We aspire to develop a positive learning community in which effort, participation and achievement are valued.

Striving for excellence, we aim to create an outstanding school where students are happy, healthy and given opportunities to exceed their expectations. Enriched by history and culture, Stonehenge is a school for the future.

The school is increasingly popular and to cater for a growing roll we have recently moved into our £6.5 million new build, allowing our full number on roll to eventually grow to 1120 pupils. Work has also just been completed for the second phase in our redevelopment, which has brought us an additional new building to replace older facilities in the school, and improve our sporting facilities. Applications for entry into Year 7 have been over-subscribed in each of the last three years and we are expecting an even larger increase this year.

The school community is important to us, meaning that we have strong relationships with our students, and a collegiate supportive atmosphere within staff.



### PERSONALISED PROVISION

The Stonehenge school provides students with the opportunity to study a wide spread of subjects throughout Key Stage 3 and 4, providing full access to the National Curriculum with coverage of the full Ebacc at Key Stage 3, including 3 languages and a full range of arts subjects.

At Key Stage 3, key skills and knowledge are assessed using our 'I can' system, allowing teachers and students to keep track of their learning and progress. Students are given the flexibility and ownership to design their own option choices towards the end of Year 8, meaning that students study the curriculum that they choose, whatever their ability, allowing them to fully realise their future aspirations. At Key Stage 4 students are offered

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*Striving for excellence, exceeding expectation.*



the full Ebacc, and the importance of taking a humanities and a language is discussed with parents as part of the options process. A variety of vocational courses are also offered to allow for development towards particular careers, or the pursuit of individual interests.

## PREPARING FOR THE FUTURE

Qualifications are highly important, and our examination results reflect our commitment to this. However, school is also about preparing students for their future career and roles in the larger community. Students are offered many opportunities to develop team working and leadership skills. The prefect team in Year 11 is led by the Head Boy, Head Girl and their deputies. Students can initiate projects and share decision making through an active School council.

Careers guidance is provided throughout all years. A large number of students enjoy taking part in activities throughout the school year, including drama productions and musical concerts. We have excellent sporting facilities on site and at Amesbury Sports Centre, and run many sports teams and offer a number of extra-curricular sporting clubs, including rugby, basketball, netball, hockey, football and cricket. Trips and visits are run regularly; Year 9 can visit Pencelli Activity Centre in Wales and current trips planned include food trips to Normandy, outdoor pursuits in the Alps, and Geography trips to Iceland. There are regular Geography field trips, annual whole school cultural capital trips and the Languages department arrange annual visits to France or Germany.

The latest Ofsted inspection took place in September 2022 and concluded that... “The Stonehenge School continues to be a good school” and that “pupils like coming to school”. They explored the “clear vision (that we have) for the school’s next steps” and the “broad curriculum that (is) in place for every pupil”.

A recent evaluation by the Local Authority reported that ‘there is a positive and respectful school culture where the staff know and care for the students’ and the ‘leaders have a clear consistent vision which is realised through strong, shared and owned values and practice’, and praised the emphasis that we place on developing our staff.

I look forward to welcoming applications from you,

Carole Dean



## The MFL Department

At Stonehenge we recognise the importance of MFL, not just in terms of its place within the school curriculum but also as an important means to unlock future pathways. We pride ourselves as being one of the few secondary schools in the area to offer all three modern foreign languages (French, German, and Spanish) and our links to the military community mean that we benefit from having students who have often already experienced foreign languages outside of the classroom. Alongside the Head of Department, the curriculum is delivered by two further full time specialist teaching staff, as well as a German native speaker member of SLT.

Our languages offer currently is as follows: on entering the Stonehenge School, students select one modern language to focus on. This language will be the focus of their study for two lessons a week over the course of the next two years. Year 9 is our gateway year and it is at this point students can choose their academic path for KS4; for linguists this may mean choosing another language. This structure has been a recent change to our curriculum and reflects our vision of learning the depth and the breadth of a language, as well as offering the opportunity to acquire the building blocks of language learning in order to fully understand the complexities of a language, rather than limiting students to superficial communication. Languages are not compulsory at KS4, however students are advised to choose an ebacc subject. All three languages normally run at KS4 with GCSE Spanish often attracting more than one class. We currently study AQA at GCSE for all three languages.

The Department have worked exceptionally hard this year to develop extracurricular experiences as well as subject related literacy materials. As a team they have sourced a range of disciplinary reading to raise awareness of the cultural elements that underpin language learning, as well as supporting the whole school drive on literacy. This year, the first time since the pandemic, the department ran a successful trip to Barcelona which was well received by students. Currently the department are organising a trip to the Cologne area to take place in the next academic year.

There is a real commitment to the improvement of teaching and learning of modern foreign languages from the leadership team as well as the existing teaching team. Work is already underway to develop the schemes of work at KS3 to meet the upcoming changes at KS4. These now need to be developed further and adequately resourced. Time and resources have already been invested to drive improvement, and further will be made available to facilitate any necessary changes.

The languages department have their own teaching rooms in the new build, and are supported by a suite of languages laptops that they have sole use over.



## Head of MFL

Start Date: September or earlier if possible

Salary: MPS/UPS plus TLR 2b - £5348

Contract: Permanent Contract

Closing Date: 5<sup>th</sup> April 2024 9.00 am

You will be leading a high-performing team of dedicated professionals who are always striving to get the best for their students in a valued and popular curriculum area. You will be supported by a Senior team who have a clear consistent vision for the school and join a team of enthusiastic Middle Leaders who help to drive school improvements.

We are looking for colleagues with:

- a commitment to raising achievement
- the ability to engage and support students
- an enthusiasm and deep knowledge of the subject areas
- A commitment to help all young people and staff to achieve their best is expected of all staff.

Informal visits to the school are welcome; please contact the Head's PA, Debra Harker on 01980 676660 or e-mail [harkerd@stonehenge.wilts.sch.uk](mailto:harkerd@stonehenge.wilts.sch.uk)

Please apply via a two sided letter detailing your educational philosophy, experience to date, and how you would aim to make an excellent department even more successful. Application form and further details are available from the school website and should be returned to Mrs D Harker, The Headteacher's PA, The Stonehenge School, Holders Road, Amesbury, Wiltshire, SP4 7PW.

Email: [harkerd@stonehenge.wilts.sch.uk](mailto:harkerd@stonehenge.wilts.sch.uk)

Website: [www.stonehenge.wilts.sch.uk](http://www.stonehenge.wilts.sch.uk)





## Job Description

The Stonehenge School is a Wiltshire Council mixed comprehensive school for students aged 11-16

Salary Range: MPS 1-6 (U1-3 as appropriate), plus TLR 2b

Responsible to: Headteacher, under the day-to-day management and leadership of the Deputy Headteacher responsible for the line management of the department.

### HEAD OF DEPARTMENT RESPONSIBILITIES:

- Lead teaching and learning across the department ensuring quality first teaching at all times, including implementing standard operating procedures across the department, providing CPD opportunities for all to bring about rapid and sustained improvement.
- Set up assessment, moderation and tracking systems and frequently monitor the progress of students across the department, ensuring all identified groups and sub cohorts are making good progress.
- Monitor and evaluate the performance of groups and individual students and lead the implementation of intervention strategies for students who are at risk of not reaching their potential.
- Be a proactive member of the subject team, contributing to whole school improvement, including the induction, mentoring, professional review and professional development of all members of the team.
- Set high expectations and secure high standards of behaviour, learning and student outcomes across the department.
- Ensure health and safety policies are adhered to and that risk assessments are in place.
- Celebrate individual and group achievements, setting a positive ethos across the department.
- Coordinate, promote and deliver a wide enrichment programme, including, further development of student leadership.
- Be committed to safeguarding, to ensure policy is followed.
- Lead on curriculum and assessment developments for Geography and Business subjects.
- Lead on the enrichment programme within the department.
- Create, implement, monitor and evaluate a department development plan which contributes positively to the achievement of the School Improvement Plan and which actively involves the team in its design and implementation.
- Lead on self-evaluation for the department, including, but not restricted to, the production of a self-evaluation form, cyclical reviews and student voice activities.
- Be responsible for the management of the department budget to ensure facilities and resources are maintained at a high standard.



In addition to carrying out the professional duties of a school teacher in accordance with the current DfE's School Teachers' Pay and Conditions document, the post holder shall, in consultation with the Head of Department and Headteacher:

- teach across the age and ability range, in line with the National Curriculum programmes of study, in such a way as to challenge and inspire students of all abilities
- plan, prepare and teach lessons to students assigned to his/her according to the students' educational needs with reference to prior attainment, SEN and English as an additional language as required
- assess, record and report on the development, progress and attainment of students assigned to him/her in line with school and departmental guidelines
- contribute to the planning and implementation of the curriculum in accordance with the National Curriculum, school and departmental guidelines
- liaise with colleagues to ensure a coherent programme of study for the students assigned to him/her
- set high expectations for students' behaviour establishing and maintaining a good standard of discipline through well focused teaching and through positive and productive relationships
- be familiar with, support and reinforce the aims, ethos, policies and procedures of the school and department with students, staff and parents where appropriate
- promote enrichment activities related to the subject

**All teachers take an active role in the school's pastoral care of students.**

**All teachers actively support and contribute, as required, to the school's programme for Initial Teacher Training trainees.**

**The person undertaking this role is expected to carry out such other duties as may reasonably be assigned by the Headteacher, including attending meetings and events in line with the school calendar.**

**The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.**

**This school is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment. All posts are subject to an enhanced CRB check.**



## Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"><li>▪ Degree level qualification</li><li>▪ QTS and experience of teaching KS3 and KS4</li><li>▪ Participation in a range of relevant in-service training</li></ul>	<ul style="list-style-type: none"><li>▪ Post graduate qualifications or research in an educational sphere</li><li>▪ Evidence of leadership training</li></ul>
Experience	<ul style="list-style-type: none"><li>▪ Evidence of Continuous Professional Development</li><li>▪ Experience of using assessment data to support pupil progress and attainment</li><li>▪ Creating and developing a flexible, creative curriculum to support pupils needs</li></ul>	<ul style="list-style-type: none"><li>▪ Leadership experience</li><li>▪ Experience/involvement in planning for departmental improvement with a clear commitment to review, monitor and self-evaluate.</li><li>▪ Experience of raising standards through leading staff development.</li></ul>
Knowledge	<ul style="list-style-type: none"><li>▪ Current up-to-date subject knowledge</li><li>▪ Current knowledge of strategies to raise standards of Teaching and Learning</li><li>▪ Up to date knowledge of curriculum developments in languages, especially in relation to recent changes at KS4</li></ul>	<ul style="list-style-type: none"><li>▪ Understanding of managing a budget</li></ul>
Skills	<ul style="list-style-type: none"><li>▪ A track record of successful classroom teaching and strong student outcomes</li><li>▪ The ability to think strategically and analytically</li><li>▪ Able to manage the implementation of change</li><li>▪ Outstanding oral and written communication and presentation skills</li><li>▪ The ability and motivation to improve own practice and knowledge through self-evaluation and learning from others</li></ul>	<ul style="list-style-type: none"><li>▪ Competent user of a range of ICT software, in particular tracking and assessment data</li><li>▪ Ability to lead and manage in a pressurised environment</li><li>▪ Ability to create an ethos where staff are motivated and supported to develop their own skills and subject knowledge</li></ul>
Personal/ professional qualities	<ul style="list-style-type: none"><li>▪ Commitment to students and their progress</li><li>▪ Personal organisation, presentation and punctuality</li><li>▪ Consistent, firm, fair discipline</li><li>▪ Good relationships with students and colleagues</li></ul>	<ul style="list-style-type: none"><li>▪ A healthy sense of perspective</li><li>▪ A sense of humour</li></ul>