

St. Crispin's
Excellence for all



St. Crispin's School

Recruitment Pack



Languages Teacher



Languages Teacher

St Crispin's School

Headteacher:

Andy Hinchliff

NOR 1467, 11-18

Mixed Comprehensive, London Road, Wokingham, Berkshire RG40 1SS

Tel: 0118 978 1144

www.crispins.co.uk

Full-time for September 2024. Flexible hours considered

Fixed Term

The Circle Trust Main Pay Scale to Upper Pay Scale. Range: MPS1 £30,000 to UPS5 £46,525

Suitable for Early Career Teachers

Are you an enthusiastic, innovative French or Spanish teacher looking for a role within a highly successful and well-respected department?

As a dedicated and ambitious Languages teacher you will appreciate the work ethic of our Languages department to encourage language learners of all abilities to experience the excitement of learning not only a new language, but also the vibrancy of other cultures. The ideal candidate will be able to teach French or Spanish and be able to offer a second language at KS3.

Staff wellbeing is a key focus at St Crispin's; we want you to enjoy coming to work and to feel valued in all that you contribute. The Languages department are a warm, welcoming and experienced team of teachers and your enthusiasm will be rewarded with many opportunities to build your experience and maximise your potential.

St Crispin's is a founding school of The Circle Trust, created to serve the local area and borne out of a desire that all children and young people have an excellent, well-rounded education where the best teaching and facilities and the most up-to-date resources are made available to them.

Visits to the school are warmly welcomed!

We welcome applications from experienced teachers and ECTs with full support given throughout the ECT induction period.

To apply: Via our school [website](http://www.crispins.co.uk) or contact Sarah Hales, PA to Headteacher on 0118 978 1144 or haless@crispins.co.uk

Closing date: Applications will be considered upon receipt but no later than **9am, Friday 15th March**

Please note, we will be reviewing applications on a daily basis and reserve the right to close the advert early, should we receive sufficient applications.

Interviews: Week commencing Monday 18th March

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointments are subject to enhanced CRB clearance and satisfactory employment

St. Crispin's School is an academy and part of The Circle Trust, a charitable company limited by guarantee registered in England and Wales, company number 11031096, registered at The Circle Trust, London Road, Wokingham, Berkshire, RG40 1SS. Tel: 0118 338 1961 www.thecircletrust.co.uk



Job Description

Salary: The Circle Trust Main Pay Scale to Upper Pay Scale. Range: MPS1 £30,000 to UPS5 £46,525

Aim and main purpose of the job:

Knowledge

- Demonstrate subject competence and to keep up-to-date his/her knowledge of the National Curriculum for 11-16 year olds in relation to their subject; and where relevant to the post, other examination courses at KS4 and Post 16.
- To attend continuous professional development activities when required to update his/her knowledge of the National Curriculum, syllabus changes and national initiatives which impinge directly on teaching, pastoral or other responsibilities.
- To keep informed about the key priorities identified in the School Improvement Plan, associated department development plans and his/her responsibilities agreed upon within it.

Planning, Teaching and Classroom Management

- To teach across a range of abilities and ages commensurate with his/her experience and skills and as agreed in consultation with the Headteacher and Head of Department.
- To plan lessons in accordance with the agreed departmental scheme of work and in line with the departmental teaching and learning policy.
- To plan lessons carefully with specific learning objectives and with special regard to prior attainment data, gender and race, fluency in English, DSEN (including IEPs).
- Use a variety of teaching approaches that identify, build upon and develop pupil learning styles, and the ability to learn independently.
- To set clear targets for pupil improvement and monitor progress towards these.
- To work effectively with Learning Support Assistants to plan lessons and individual support for pupils with specific learning difficulties.
- To set appropriate homework in line with school and departmental policies.
- Establish and maintain good standards of pupil behaviour in the classroom by implementing consistently and fairly the School Behaviour Policy.

Monitoring, Assessment, Recording and Reporting

- To assess how well learning objectives have been achieved and use this assessment to improve aspects of teaching.
- To develop the expertise to be able to recognise the level at which a pupil is achieving, and make accurate and valid assessments using school and departmental policies and procedures.

Job Description

- To mark work on a regular basis in line with school and departmental policies and guidelines.
- To make careful records of attendance and pupil progress following carefully the departmental guidelines; mark books and pupil work should be available for scrutiny as required from time to time.
- To liaise effectively with pupils' parents/carers through informative oral and written reports on pupils' progress and achievements according to the school's assessment and reporting schedule.
- To discuss with parents/carers appropriate next steps in learning for their child, and encourage them to support their child's learning.

Other Professional Responsibilities

- To undertake the role of form tutor, if required to do so, and follow the guidance given by the Head of Year in relation to carrying out this role.
- To undertake supervisory duties before school, at break or after school as required.
- To attend department, year and other school meetings as required.
- To contribute to the work of the department.
- To support colleagues in maintaining the school's behaviour policy.
- To maintain appropriate standards of professional appearance and conduct.
- To raise issues of concern with his/her line manager or with the appropriate member of SLT.
- To maintain the Professional Standards for teachers.
- To follow the school performance management system.
- The post holder is responsible for ensuring that the school safeguarding/child protection policy is adhered to and concerns are raised in accordance with this policy.
- To carry out tasks as reasonably required by the Headteacher.

Details of Line Management:

Teachers are line managed by Heads of Department (and Heads of Year in respect to their work as a tutor.)

Notes:

Whilst every effort has been made to explain the accountabilities of this post, each individual task undertaken may not be identified.

This job description is current, but following consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job, which are commensurate with the salary and job title.

Languages Department

Introduction and welcome by Head of Department

The Languages Department at St Crispin's is highly successful and well-respected within the school. We believe that it is more important than ever, in the globalised world in which we live today, that young people are able to speak more than one language. We encourage language learners of all abilities to experience the excitement of learning to embrace not only a new language, but more importantly other cultures. Our intent is underscored by the wisdom encapsulated in the following quotes *"If you talk to a man in a language he understands, that goes to his head. If you talk to him in his language, it goes to his heart"* by Nelson Mandela and *"With languages, you can move from one social situation to another. With languages, you are at home anywhere"* from Edmund De Waal. In order for this to happen, we follow the EPI (Extensive Processing Instruction), a methodology by Dr Gianfranco Conti whereby learners are able to store more information in their long-term memory and learn in chunks creating autonomy and fluency of the language.

Our belief as a team

As a team we hold a strong belief of welcome and kindness fostering an environment where staff supports each other unconditionally. We are dedicated to extending a helping hand whenever needed embodying empathy, innovation and collaboration as core principles of our collective ethos. In the Languages department, we prioritise the wellbeing of our staff by centralising resources, aiming to reduce workload and enhance productivity for all team members.

Curriculum Overview

Pupils in Year 7, 8 and 9 have either six French lessons or six Spanish lessons per fortnight, depending on which half of the year group they are in. Year 7 pupils are taught in their tutor groups for the first term after which they are set according to ability. In Year 7, 8 and 9 those pupils in the top set on each side of the year group have three lessons of French or Spanish as well as three lessons of German, while all other students continue with six lessons of French or Spanish. At GCSE, we follow the AQA specification and students have five French/Spanish/German lessons per fortnight. At A Level, we follow the AQA specification with students receiving six hours per fortnight. After school, speaking sessions are offered to KS4 and KS5 and we have German clubs running weekly.

Exam Performance

We are very proud of our strong results across French, German and Spanish at KS4 in addition to French, Spanish and German at KS5.

Resources and Rooming

The department is comprised of five full-time and three part-time members of staff, all of whom have the ability to teach at least two languages. We have five classrooms for KS3 and KS4 classes and also a dedicated Sixth Form teaching room within the languages block. Each language room is equipped with an interactive screen and a sound system.

Other Information

Firstly we have 3 cultural events occurring during the year: Year 7 French breakfast, Year 8 Cheese tasting, Year 9 Cake tasting. Year 9 and 10 students have the exciting opportunity to participate in a well-established German Exchange. Students studying A Level German are also able to participate in the Exchange trip. Furthermore we are planning to introduce trips to Paris and Valencia for our A Level French and Spanish students.

Secondly we proudly celebrate International Day of Languages annually as a school and its success is a source of great pride for us.

Anaïs Wo Kai Song Head of Languages

About Us

St Crispin's is a mixed comprehensive secondary school. We offer students of all abilities and interests the opportunity to be the best they can be. Ofsted describe us as a good school with outstanding leadership and exemplary student behaviour.

We believe in promoting excellence, while providing an atmosphere in which our students can learn, enjoy, grow and show support to others. We have a strong focus on the basics: excellent learning and teaching, a safe disciplined environment and an ethos, which promotes the highest aspirations. Good qualifications are the key to a young person's future success and for this reason, they are our main priority. Nevertheless, developing young people to become well rounded, articulate, confident and happy is of equal importance.

We have a team of committed staff that provides support, challenge and expertise, enabling every student to achieve.

On 1st February 2018, St Crispin's converted to an academy and became part of www.thecircletrust.co.uk.

Our trust was created to serve the local area and be geographically committed to surrounding counties. It was borne out of a desire that all children and young people have an excellent well-rounded education and flourish in first-rate schools where the best teaching, the best facilities and the most up-to-date resources are made available to them.



Policy Statement

To view our Recruitment Privacy Policy please see link [here](#).

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