



WILMSLOW
HIGH SCHOOL



TEACHER OF MFL
French with Spanish

APPLICATION PACK

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Headteacher's Welcome

Thank you for your interest in our Teacher of MFL vacancy.

At Wilmslow High School, we believe in the value of a 'whole' education, placing equal importance on strong pastoral care, academic progress and a broad range of opportunities beyond our Formal Curriculum for every student. We are committed to the pursuit of excellence for every student, every day. We are immensely proud of our school, where success is built on a strong partnership between our students, dedicated staff, and supportive community. We have high expectations for behaviour and conduct; through the 'Wilmslow Way' we seek to develop 'Young People of Character' who routinely demonstrate the character values of PRIDE: Professionalism, Respect, Integrity, Determination and Empathy.

We are a forward-thinking, outward-facing school and have forged excellent links with other schools and learning communities. We expect our teachers to be highly skilled and tenacious and determined to achieve the very best for every student. We are committed to supporting our staff through an evidence-informed, research-driven professional learning programme, ensuring that both our staff and students continue to grow and develop.

If you believe that you can make a difference for every student, every day, we would welcome your application.

Kind regards,

Christina Kane
Headteacher



Job Overview

Role:	Teacher of MFL (French with Spanish)
Salary:	£31,650 to £49,084
Range:	Main Pay Range or Upper Pay Range
Start Date:	1 September 2025
Contract Type:	Full Time
Contract Term:	Permanent
Suitable for ECT:	Yes
Closing Date:	Monday 3 rd March at 12:00pm



TEACHER OF MFL

French with Spanish

About this role

Interview date: Friday 7th March 2025

We are seeking to appoint either an experienced teacher or an early career teacher (ECT) of French and Spanish, with Qualified Teacher Status (QTS).

The candidate will believe that all children can achieve success in languages when challenged in a supportive, high expectation learning environment.

The successful candidate will:

- Have the ability to teach French to A level and Spanish to at least KS3
- Demonstrate a high degree of subject competency and personal organisation with a continuing personal interest in, and commitment to modern foreign languages
- Have a knowledge of or willingness to engage with Extensive Processing Instruction and the work of Gianfranco Conti & Steve Smith as a key strategy in teaching languages
- Have the flair and ambition to motivate students of all abilities and develop the profile of modern foreign languages within the school and wider community
- Show a willingness to embrace new technology and techniques for promoting modern foreign languages, engaging students and encouraging an international perspective
- Relish working as part of a large, supportive team committed to excellence
- Have the resolve and tenacity to make a real difference to the performance of students

If you would like to join a forward-thinking, research-driven school and have the skills and tenacity to really make a difference for young people, we would welcome your application.

We are committed to safeguarding and promoting the welfare of children and expect all staff to respect this commitment. A consideration of the person's suitability to work alongside children is part of the selection process.

About this role

If invited for an interview, you will be:

- asked to complete a self-declaration form answering questions in relation to any criminal record or other information that would make them unsuitable to work with children.
- subject to an online search. This is to help identify any incidents or issues that have happened, and are publicly available online, which we may wish to explore at interview.

If successful, you will be subject to:

- an enhanced disclosure from the Disclosure and Barring Service.
- pre-employment checks which will include References, Health, Right to Work in UK, DBS and a Declaration that neither they nor anyone who lives in the same household is a disqualified person under the Childcare (Disqualification) Regulations 2009.

Current or previous employers will be contacted, and information requested will include:

- disciplinary offences relating to children, including any for which the penalty is 'time expired'.
- whether the applicant has been the subject of any child protection concerns.



Job Description **Teacher of MFL**

To whom responsible: Curriculum Team Leader – MFL Main

responsibilities

1. To set high standards that enable students to learn and remember their curriculum

- Have high expectations that all students can achieve meaningful success in the classroom
- Set high expectations for standards of work and homework for all students
- Set high expectations of oracy and literacy for all students
- Encourage all students to build safe and effective learning habits and routines
- Be accountable for all students' attainment, progress and outcomes

2. To know students well

- Know the capabilities and prior learning of all students including any knowledge gaps or barriers to learning
- Plan teaching to build on existing knowledge and capabilities, and to close gaps and remove barriers
- Encourage and support all students in setting ambitious goals for learning
- Demonstrate knowledge and understanding of how students learn and effective teaching strategies to support this

3. To have good subject and curriculum knowledge

- Have secure knowledge of the curriculum and how the Curriculum Journey is best sequenced to support students in learning and remembering knowledge
- Understand common misconceptions within the curriculum and how these are effectively identified and addressed
- Demonstrate commitment to developing subject expertise
- Promote high standards of literacy, articulacy and correct use of English
- Contribute to the ongoing development of powerful Curriculum Journeys

4. To plan effective lesson sequences

- Use lesson time effectively to support students learning and remembering the curriculum
- Use homework and out-of-class activities effectively to support students building fluency
- Use formative assessment to inform planning of effective lesson sequences
- Make pedagogical choices that help students to learn and remember the curriculum
- Reflect individually, and as part of a wider team, on effective approaches to lesson sequencing

Job Description **Teacher of MFL**

5. To use adaptive teaching

- Demonstrate knowledge and understanding of effective adaptive and scaffolding strategies
- Plan for, and use, adaptive and scaffolded strategies in the classroom to support all students in learning and remembering the curriculum
- Have a secure understanding of additional or special educational needs which may inhibit students' ability to learn and remember the curriculum
- Be aware of any students who may require additional support in the classroom and ensure that you know their capabilities, prior learning, knowledge gaps and barriers to learning well
- Adapt and scaffold teaching to building on existing knowledge and capabilities, and to close gaps and remove barriers
- Demonstrate knowledge and understanding of effective adaptive and scaffolding strategies

6. To assess how well students are learning and remembering the curriculum

- Know and understand how to assess the curriculum accurately
- Use formative and summative assessment to track progress and identify learning gaps
- Use data and formative information to monitor how effectively students are building fluency in learning and remembering the curriculum
- Give students feedback that moves learning on, enabling them to build fluency in learning and remembering the curriculum more effectively

7. To create a successful learning climate and to manage behaviour effectively

- Have ambitious expectations that all students can achieve meaningful success in the classroom
- Maintain a safe environment for students at all times
- Use clear rules and routines for behaviour in and beyond the classroom in accordance with the school's behaviour policy
- Build strong relationships with students rooted in mutual respect and positive attitudes
- Provide routine opportunities for students to achieve and celebrate meaningful success

Job Description **Teacher of MFL**

8. To fulfil wider professional responsibilities

- Make a positive contribution to the wider life and ethos of the school
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- Deploy support staff effectively
- Demonstrate commitment to improving teaching through professional learning and responding to feedback from colleagues
- Communicate effectively with parents / carers with regard to students' learning and wellbeing

Responsibilities

You are required to carry out the duties of a schoolteacher and to meet the Teachers' Standards as set out in the current School Teachers' Pay and Conditions Document (STPCD).

With particular reference to the role of Form Tutor and of Classroom Teacher, you are expected to meet the expectations outlined in the Staff Handbook.

Safety and safeguarding

To take all reasonable steps to ensure the Health and Safety of students and staff within the teaching base environment.

To promote and safeguard the welfare of students in accordance with the school's child protection policy.

Wilmslow High School is committed to safeguarding and protecting the children and young people that we work with, as such, all posts are subject to a safer recruitment process, including the disclosure of criminal records and vetting checks. The post holder will be required to complete an enhanced Disclosure Barring Service (DBS) Check with appropriate barred list checks, or the equivalent, and must be eligible to work in the UK. We ensure that we have a range of policies and procedures in place which promote safeguarding and safer working practice across the school, this is in line with statutory guidance Keeping Children Safe in Education and The Education Act, we expect all staff and volunteers to share this commitment.

Local Authority Flexibility Policy

Notwithstanding the detail in this job description to undertake, in accordance with the Policy, such work as may be determined by the Head teacher from time to time, up to or on a level consistent with the Principal Duties of the job.

'No Smoking' Policy

The school is an entirely 'no smoking' and 'no vaping' environment.

Review

This job description will be subject to review annually at the end of the academic year or earlier if necessary.

In addition, it may be amended at any time after consultation with you.

Person Specification

Qualifications and Training	Essential	Desirable
Have a suitable degree	X	
Have qualified teacher status	X	
Knowledge and Skills		
Have excellent subject and curriculum knowledge at KS3 and KS4	X	
Have excellent subject and curriculum knowledge at KS5		X
Be able to use and learn traditional teaching methods, but not be afraid to try new methods	X	
Experience		
Teaching MFL to a range of ages and abilities	X	
Personal qualities		
Have a high degree of subject competency and a continuing personal organisation with a personal interest in, and commitment to MFL	X	
Have an innovative and progressive approach to curriculum development, working practice and teaching	X	
Have the flair and ambition to motivate students of all abilities and develop the profile of MFL within the school and wider community	X	
Have affective and appropriate student management with high expectations evident in all lessons	X	
Demonstrates a sense of responsibility to achieve success	X	
Prioritises and plans effectively to meet deadlines and ensure success	X	
Demonstrates logical, practical and/ or creative approaches to tasks	X	
Able to work and achieve under pressure	X	
Builds and manages relationships with others	X	
Communicates effectively using a range of techniques	X	
Must have an ability and suitability to safeguard and promote the welfare of children	X	
A commitment to raising standards across the whole age and ability range	X	
Have rigorous professionalism in everything, accepting nothing but the best in a culture of excellence	X	
Demonstrate commitment to developing professional learning	X	





WILMSLOW HIGH SCHOOL

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