

Achieving success by  
**working together**



## Garth Hill College

Bull Lane, Bracknell, Berkshire, RG42 2AD  
Tel: 01344 421122, Fax: 01344 457340  
Email: [reception@garthhillcollege.com](mailto:reception@garthhillcollege.com)  
[www.garthhillcollege.com](http://www.garthhillcollege.com)

**Principal:**  
Mr K G Grainger MA

**Vice Principal:**  
Mrs G Powell BA Hons

**Assistant Principals:**  
Mr C Anderson BSc Hons  
Mrs J Hart BA Hons  
Mr N Huskinson M.Ed  
Mrs A Keen MSc Hons  
Mrs H Manning MA  
Mrs C Morris BSc Hons  
Mrs E Renny BA Hons  
Mr E Turner MSc Hons

March 2023

Dear Prospective Applicant

**LEAD PRACTITIONER IN MFL  
PART-TIME or FULL-TIME  
SALARY WITHIN THE RANGE LPPS 1 – 10 (£45,749 - £56,859) or temporary allowance for an  
Aspiring LP appointment  
REQUIRED FROM SEPTEMBER 2023**

We are looking for a talented, dynamic and highly effective teacher to appoint to the position of Lead Practitioner in Modern Languages. You will be a strong educator with a big heart who shares our commitment to excellence and achieving the very best for our pupils. We welcome applications from candidates looking for a part-time or full-time position, and also from candidates who may be aspiring Lead Practitioners committed to working towards preparing an application in the future.

The successful candidate will be an excellent practitioner with a proven track record of success. The successfully appointed person will work as part of a team of teaching and learning professionals in the College community to develop the practice of others. S/he will be able to lead a range of high-quality professional development activities, including coaching and mentoring, peer/paired observation, planning and reflection.

Our MFL Department is a strong, close-knit team. The team have worked hard to improve provision and encourage more students to take up a modern language at key stage 4. From September 2023, we will revert to a three-year key stage 3 so all students will continue to study a modern language until the end of year 9. In addition, we are planning to adjust our curriculum model, as well as the information, advice and guidance that students receive, to significantly increase take up at key stage 4. The appointment of a Lead Practitioner will help further the successes in this important subject area and ensure that MFL is an attractive option to many more students.

As a member of the College's Teaching and Learning Team, the appointed person will work with others, both as a coach and mentor, to develop provision in the classroom, lead CPD activities and share best practice. As a member of the department s/he will be instrumental in helping to continue the development of creative and innovative lesson content, the use of technology, and cross-curricular inter-disciplinary learning (eg. linking with food technology, music, drama, history etc.). Leading the department and the school in celebrating languages and raising awareness of the importance of language learning will also be key features of the role.

Garth Hill is a 'good' school (OFSTED May 2019). Our last OFSTED report was very positive and all areas were rated 'good' by the inspection team. The inspectors commented on the determination and passion of staff to continue to develop the College. We are excited and confident about the future as we continue our journey to excellence.



GARTH HILL COLLEGE

Our CPD programme for staff is very strong. An outstanding team of teaching and learning professionals, including Lead Practitioners and Teaching and Learning Coaches, lead whole college and bespoke teacher development programmes. This important area of our work also provides more opportunities for career development for teachers keen to develop and progress in the profession.

Furthermore, behaviour and inclusion support for pupils is exceptional. There is a very clear and well-established behaviour management system with 'send out'. The Behaviour Support Team helps staff and pupils to help resolve any issues that occur and work to ensure that pupils behave impeccably (one of our 'Seven Habits' for pupils). Centralised detentions help to reduce teacher workload.

I am fortunate to work with an extremely dedicated team of staff. We are passionate about our pupils' learning, and the Garth Hill community. We seek the very best for our pupils' education and their achievement and we are committed to providing excellent service and care to all of our pupils and their families. We also work in a great learning environment (our school building opened in September 2010) with superb facilities. A new Sixth Form Centre and specialist SEND unit provision (Rise@GHC) opened in 2015.

Finally, we believe that anyone can achieve, and beyond expectation, with relentless dedication, commitment and purposeful hard work. If you possess the qualities listed, have the necessary skills and experience, believe that working with young people is a privilege and are ambitious for the future of Garth Hill College, we welcome your application.

### Applications

Please find enclosed an application form, job description and person specification. Should you have any queries or like to arrange a visit please contact Mrs Sarah Barnes at the College on 01344 421122 or email on [s-barnes@garthhillcollege.com](mailto:s-barnes@garthhillcollege.com).

Your application form should be accompanied by a supporting letter (maximum 1 side of A4, minimum font size 11) which addresses the following:

1. Your rationale for wanting to be a Lead Practitioner
2. Your preparation for the role in the last two years, including how you have used your CPD to improve your own teaching and that of others.
3. How you can help to lead improvements in the MFL department and increase the take up and popularity of modern languages.

### The Interview Process

Candidates invited for interview will be expected to present a portfolio of evidence including recent appraisals and lesson observations, examples of planning and evidence of learners' progress and achievement (including examination results/centre grades in recent years), as well as any other work in your school that you would like to highlight to the panel. The portfolio will help to demonstrate your suitability for the Lead Practitioner role. Further details on this will be released to shortlisted candidates. As part of the process, you will also be expected to teach a class of pupils and attend a panel interview. The interview process will include consideration of your suitability to work with children and the interview panel will ask questions on safeguarding children/young people.

**CLOSING DATE FOR RECEIPT OF APPLICATIONS IS 09H00 ON THURSDAY 23<sup>RD</sup> MARCH 2023.**

***Please Note: Applications may be dealt with on receipt which may cause this position to close earlier than stated.***

### Safeguarding Children

Please note that Garth Hill College is committed to safeguarding children. In line with our Safeguarding Policy, we adopt safe recruitment procedures and always check the suitability of applicants to work with children/young people through the appropriate authorities. Only applications submitted on the College's application form will be considered and the successful applicant will be required to undertake a full check and disclosure by the Disclosure and Barring Service. It is our normal procedure to request references on shortlisted candidates prior to interview.

Support and Professional Development

A range of support and professional development opportunities are available at Garth Hill College.

- Highly effective behaviour and inclusion system with 'send out' and support
- Centralised detentions to reduce teacher workload
- Superb CPD including from our outstanding 'Teaching and Learning Team'
- OFSTED 'good' (May 2019)
- Friendly and supportive working environment
- An active Staff Association
- A comprehensive Induction programme for ECTs and new staff
- Allocation of a professional mentor (ECTs)

Yours faithfully

A handwritten signature in black ink, appearing to be 'KC' with a long horizontal stroke extending to the right.

Keith Grainger  
Principal