



High Expectations
and Aspirations

Candidate Information



Subject Leader of French
(TLR Allowance of £2,720 per annum)

Introduction from the Headteacher

I am delighted that you are interested in this key post of Subject Leader of French Light Hall School.

Light Hall School is a very special place, our students are friendly, enthusiastic and eager to learn. Our staff are caring, supportive and completely committed to ensuring that every child achieves their very best.

This is an excellent opportunity to gain experience leading and teaching French, and also teaching Spanish within an enthusiastic, experienced and very successful team in a happy, harmonious school. You will have the commitment and passion to find the true potential in every one of our students. We have a team of dedicated and hardworking teachers and an experienced leadership team, to support you.

The enclosed information should give you a flavour of Light Hall. Do please come and visit us if you would like to know more.

To arrange a visit to the school, please contact Anna Williams, Personnel Assistant on 0121 746 5060 or email s207awilliams@lighthall.solihull.sch.uk

To apply please write a letter of application (2 sides of A4 - maximum), which explains how you can fulfil the person specification and what you will bring to the role, together with completing all questions on the application form. Please remember to include contact details of two referees, one of whom should be your current/most recent Headteacher.

Closing date: 9.00am Monday 20th May 2019

Interview date: week beginning 20th May 2019

We look forward to hearing from you.

Yours sincerely



Annette Kimblin
Headteacher



Light Hall School is committed to safeguarding the welfare of all children and young people and expects all its staff to share this commitment.

An enhanced DBS check is required for all successful applicants

Our Ethos & Values

Light Hall School is a very special place, our students are friendly, enthusiastic and eager to learn. They are at the heart of all we do. Our staff are caring, supportive and completely committed to ensuring that every child achieves their very best with us, no matter what their starting point.

Our aim is that every student leaves us, not only having achieved their full potential academically, but with a lifelong love of learning, a sound moral compass and high aspirations and expectations of themselves.

Care and respect for others and our environment are the given norm at Light Hall and there is an expectation that everyone will participate actively and positively in the life of our learning community. The numerous opportunities and experiences we offer, aim to equip every student with the skills, knowledge and confidence they need to become valued and successful members of society.

The leaves of the Light Hall tree in our emblem stand for each of our core values. They are: excellence in all we do, love of learning, sound moral compass, care and respect, Active participation and high aspirations and expectations.



Excellence, High Aspirations and Expectations

We strive for excellence in all that we do at Light Hall. Our motto, "The best from everyone, all of the time" informs the way we work and play. We believe that every student, with the right mind-set and a willingness to work hard and learn from their mistakes, can and will achieve great things. Our dedicated teachers motivate students to aim high and encourage every student to exceed their own expectations.

Love of Learning

Learning is our core purpose. At Light Hall School we structure learning to excite our students' curiosity and to inspire them to become successful, lifelong, independent learners. Our teachers are enthusiastic and extremely passionate about their subjects, spending considerable time planning interesting lessons, so that their love of their subject is passed on to the students.

Sound Moral Compass, Care and Respect

Our students at Light Hall are our greatest asset and it is a privilege to work with them. We expect very high standards of behaviour, and courtesy, both in and out of the classroom and we encourage our students to be aware of the needs of everyone in the immediate and wider community.

Active Participation

We are an inclusive school which offers the very best opportunities for all our students. Our dedicated team of teachers and support staff pride themselves on offering a safe, caring and happy environment in which students can learn and develop and are confident that we are preparing them well for the future. Our pastoral support team is extensive and has as its mission to ensure that every student feels valued and that their achievements, both academic and personal, are recognised.

At Light Hall we recognise that students thrive when offered additional experiences outside of school. Education goes beyond the reaches of the classroom and we believe that young people can learn a great deal by taking part in educational visits and activities away from school and home



Our
School



Introduction to Light Hall School

We are a co-educational comprehensive of 1200 students aged 11-16, located to the west of Solihull Town centre in the district of Shirley. We draw students from Solihull and Birmingham. Our intake has a broad mix of both attainment and socio-economic backgrounds.

We have an excellent staff team. Each individual, be they teacher or support staff, is committed and hard working. Our students are enthusiastic and friendly. They are respectful, polite and very well mannered. Relationships between students and staff are highly positive.

In our annual surveys, both parents and students rate the school highly.

The school has doubled in size since it was first built and enjoys an excellent setting. It has good sporting facilities and has developed a community ethos within the area that it serves.



The Life of the School



Academic and Extra Curricular Life

Our broad and balanced curriculum is delivered through a two year Key Stage three and a three year Key Stage four, to ensure that students have time to develop the depth of their knowledge and skills in their GCSE subjects. The majority of students follow the Ebacc route. All students study Life and Morality (Religious Education) to GCSE level. Those who do not follow the Ebacc route continue to study either geography or history to GCSE level but do not take a modern foreign language. We offer several technical qualifications as well as GCSEs.

In addition to striving for excellence in academic study, our provision aims to prepare our students for life beyond Light Hall. Our curriculum, which incorporates PSHE and SMSC, makes a strong contribution to our students' personal development and welfare. This is enhanced by a weekly programme of extracurricular activities, which includes after school sports, drama and musical activities, as well as a variety of subject enrichment clubs. The house system also provides many opportunities for students to participate in a variety of different activities and charity events. Careers and work related learning are promoted in every year group and are very strong.

Our students' attainment is consistently above the national average

	School (%)	LA Average (%)	National (%)
<i>Achieving Grade 5 or Above Eng & Maths</i>	51	45	39
<i>Achieving Grade 4 or above Eng & Maths</i>	72	65	63
<i>Achieving Ebacc at Grade 5 or above</i>	32	24	20

Pastoral Care

Light Hall School is a very friendly and welcoming place for both students and staff. Students feel cared for and relationships between students, and between staff and students, are overwhelmingly positive. The pastoral system is centred on the form tutor, the head of year and the non-teaching pastoral manager. Almost every member of staff is involved in the pastoral system in some way. The house system contributes to this too, providing links between students of different ages and healthy competition in a wide range of activities. A small sample of these include the visual arts, "Dragon's Den" enterprise cup, cake bakes, "Light Hall's Got Talent", dance, basketball, cricket, rounders, netball and football.



School Life

Facilities

We are fortunate to have a high quality learning environment at Light Hall with the latest technologies to enhance the curriculum.

Our modern classroom facilities help to provide greater variety in teaching methods and therefore make learning more effective.

Opportunities to nurture independent learning skills are provided through our virtual learning environment.

Our vibrant and welcoming library supports learning throughout the school. It is well stocked, has good ICT facilities and provides high quality services to everyone.

Our purpose built drama studio, music rooms and state of the art recording studio support our extensive extra-curricular programme. In addition to this we have excellent sporting facilities, including tennis courts, sports hall, fitness room and an astro-turf.



Working at Light Hall

Our staff team are friendly and welcoming. Here at Light Hall School we pride ourselves on providing a full range of CPD opportunities to support all staff to continually deliver the best in all they do. Our Teaching & Learning CPD takes many forms such as department meetings where staff have regular time to meet with each other, plan and share resources, personalised coaching and research groups.



In order to support our middle leaders to keep abreast of developments in their subject areas and share good practice, we have a rolling CPD programme where middle leaders regularly meet with their counterparts in neighbouring schools.

We also have a full induction programme for our NQTs and have continuous opportunities for those wanting to develop their leadership potential.

Staff Benefits

- Free on-site staff gym
- Subsidised healthcare cash plan
- Cyclescheme (tax exempt loans for purchase of bicycles up to £1000)
- Pension
- Enhanced maternity scheme
- Occupational Health including a confidential counselling service
- Life insurance through the pension scheme

The Role: Subject Leader of French

The Vacancy

The post is an excellent opportunity to gain experience leading and teaching French, together with teaching Spanish to GCSE level within an enthusiastic and friendly department. Prior knowledge and experience of the GCSE course currently taught in the department is not required, but the ability to develop new skills that allow for the continued teaching of the modern foreign languages curriculum is essential. A willingness to participate in the wider life of the school is also desirable.

Modern languages are a popular option choice at GCSE for our students, who are hardworking and enthusiastic.



MFL Faculty

As a Subject Leader of French, you will be joining an experienced group of qualified and highly successful practitioners, who very much work as a team.

Our Modern Foreign Languages teaching is housed in Franklin building. All staff have their own room, complete with interactive whiteboard and access to ipads to support lesson delivery. You will work within a professional team which consists of a Head of Faculty, Subject Leaders of Spanish and German and one other teacher.

Light Hall School is committed to safeguarding the welfare of all children and young people and expects all its staff to share this commitment.

Job Description

Job Title: Subject Leader of Teacher of French

Responsible to: Head of Faculty (MFL)

Responsible for: Teaching French & Spanish

Job Purpose: To deliver outstanding teaching and learning in French and Spanish and therefore help students achieve excellent results. To teach an engaging and challenging curriculum that inspires children to learn French and Spanish.

Light Hall School Purpose

Light Hall School is committed to providing an excellent education for every student in its care. Mutual respect, high expectations and a relentless focus on progress are the expected norm. Professional development and support will be offered to all, to ensure that staff have the necessary skills and knowledge to meet the Teachers Standards.

Specific Responsibilities

The Subject Leader will, under the direction of the Head of Faculty:

- Be responsible for ensuring the effective co-ordination of all aspects of French teaching;
- Effectively lead the learning and teaching of French;
- Contribute to the monitoring of standards of learning and teaching;
- Ensure provision of high quality, challenging French schemes of learning for students in the Key Stages 3 and 4 which ensure student progress;
- Drive for continuous improvement of French results;
- Develop and enhance the teaching practice of others;
- Plan for, develop and lead the effective use of French resources within the MFL curriculum area;
- Be responsible for the management and organisation of exam entries, homework, controlled assessments, data input for student progress, internal French examinations, moderation and teacher assessment of French;
- Arrange cover work for French as appropriate;
- Be responsible for alternative curriculum provision;
- Ensure that homework is set in line with the Light Hall's policy;
- Implement and manage intervention activities for students;
- Promote and lead extra-curricular activities in French to enhance the provision for all students;
- Organise and promote enterprise days each academic year

THE MANAGEMENT OF STAFF:

The Subject Leader will:

- Be responsible for the line management and performance management of French teachers;
- Contribute to good leadership and management practice by ensuring positive staff participation, effective communication and procedures;

- To provide professional advice and support and the identification of training needs.

CLASS TEACHER RESPONSIBILITIES:

- To undertake such duties as the Headteacher may determine as reasonably falling within the role; undertake whole school duties as may be reasonably determined by the Head Teacher;
- To carry out the duties of a teacher as set out in the current Teachers' Standards Document (September 2012);
- To develop students' Literacy and Numeracy skills within French;
- To differentiate learning tasks to ensure all learners within a group make progress in every lesson, liaising with Learning Support Assistants and effectively deploying additional class support in the classroom;
- To regularly assess students' work, give appropriate feedback (formative and summative) and use student data to plan differentiated tasks in lessons and homework;
- To ensure every student knows where they are in their learning and understands the steps required to achieve the next stage in their progress and attainment;
- To be an exemplary role model in terms of dress, punctuality and attendance;
- To attend and participate in parent and open evenings as required;
- To uphold the school's Behaviour and Discipline Policy and Uniform Code;
- To participate in staff training, INSET and professional development opportunities;
- To be a form tutor;
- To ensure that the learning environment is attractive, tidy, safe and conducive to student learning;
- To adhere to Light Hall's policies regarding Health and Safety, ICT usage and educational visits/trips;
- To provide cover for staff in line with the 'Rarely Cover Agreement'.

Teachers on the Upper Pay Scale will be expected to make a particular contribution to building team commitment in line with the statutory requirement to meet threshold standards. In particular, teachers at UPS 3 will:

- Provide a role model for professional practice in the school;
- Make a distinctive contribution compared with other less experienced teachers;
- Contribute effectively to the wider team.

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Person Specification

The following person specification indicates those areas of skills and personal characteristics, qualifications, training and experience that are either desirable or essential in the candidates being interviewed.

Qualifications	Essential	Desirable	Method of Assessment
Qualified Teacher Status (secondary age range)	✓		• Application form
Evidence of further study beyond degree	✓		
Degree in French and appropriate qualification in Spanish	✓		
Experience			
Teaching French and Spanish at KS3 and KS4	✓		• Application form • Letter • Interview
Ability to undertake KS4 GCSE course delivery and assessment	✓		
Assessment at KS4	✓		
Experience of raising attainment in a classroom environment	✓		
Experience of leading key developments	✓		
Performance Management experience	✓		
Evidence of improving the teaching and learning through schemes of work and extra-curricular activities		✓	
Professional Development			
Evidence of recent relevant professional development	✓		• Application form • Letter • Interview
Performance management experience		✓	
Skills and abilities			
Demonstrate high expectations which inspire, enthuse, motivate, and challenge students to achieve their best:	✓		• Letter • Interview • Interview tasks • References
Excellent classroom teacher	✓		
• Excellent behaviour management skills	✓		
Ability to tailor lessons to student needs	✓		
Ability to use assessment data to generate appropriate and effective intervention work	✓		
Demonstrate a strategic and creative approach to problem solving	✓		
Ability to build and maintain effective relationships through excellent interpersonal skills	✓		
Demonstrate excellent communication skills (verbally and written)	✓		
Ability to develop effective teamwork	✓		
Demonstrate inclusive approach to education	✓		
Ability to work under pressure, maintaining a high sense of perspective	✓		
Ability to manage own time effectively	✓		
Commitment to regular and on-going professional development	✓		
Personal Qualities			
Professional, enterprising	✓		• Interview • References
Outgoing, approachable, inclusive	✓		
Positive, adaptable	✓		
Energetic and enthusiastic	✓		
Self motivated, self confident, reliable	✓		
Generosity of spirit, sense of humour	✓		
Committed to improving outcomes for all students	✓		
Team player	✓		

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The best from everyone, all of the time.

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