



SUBJECT INFORMATION PACK

TEACHER OF MODERN FOREIGN LANGUAGES

Team MFL: broadening horizons

Our Team

'*Whatever it takes*' is the motto of our MFL team, who have regenerated the subject over the last couple of years, making it exciting and engaging for students across all year groups.

The popularity and current success of the subject is down to the collaborative approach that the team take: we openly share best practice and have created a vibrancy and energy in the learning centre that other teams want to replicate!

The Post

We are seeking a new member of the team who will share our passion to secure outstanding outcomes for our students.

Our ideal team member will be brimming with ideas about how to make learning purposeful, fun and active for our students.

Our Student Outcomes

During a period of significant positive change and rapid improvement, the team has closed the gap between our outcomes and the national averages. Despite previous national uncertainty in relation to the new specification GCSE exams, last year saw our students make greater progress than the national average, 80% of our cohort achieved a Grade 5 or above, with a quarter of all grades being 7-9. We are now one of the best performing departments in the College.

But there is still work to do and we are determined to do it!

Our Curriculum

We have implemented an exciting curriculum and a culture of praise in the department in order to promote high engagement. Lessons have a growing focus on the development of listening and speaking skills, in line with current research, and we use a high level of Target Language in our day-to-day teaching. We are finding that this has had a positive impact on our students' confidence in these areas and, as a result, their enjoyment of the subject has increased and uptake for GCSE has doubled in the last few years!

The team regularly share resources and we share planning across different year groups. As a result, there is now a comprehensive resource bank in our shared area.

French is currently taught in mixed ability groups in Year 7, with setting in Year 8. A refined grouping system is in place for Years 9, 10 and 11 for GCSE study. We are delighted that we have introduced A Level French (AQA) this academic year.

There are well-resourced modules of work and assessments, which form the basis of all teaching at all Key Stages. We use online textbooks such as Studio and Kerboodle to supplement resources produced in-house, as well as subscribing to Vocab Express and Exampro to provide our students with targeted vocabulary and examination practice.

Outside of lessons, the team have worked hard to provide further opportunities for learning, including our hugely successful entries in the Vocab Express Global Challenges, as well as running other in-house competitions and organising events such as outdoor cinema and student-led language taster sessions to celebrate European Day of Languages. There is also a tremendously popular French ski trip every two years.

These, along with embedded AfL techniques deployed throughout the curriculum, have seen a real consistency in delivery and high expectations across the department.

At GCSE, the department offers AQA French but are looking for options to expand in the future and so the ability to offer an additional language would be desirable.

Our Facilities

We are housed together on one floor and the department is fantastically well-resourced.

All rooms have interactive whiteboards and projectors and all staff have their own laptop.

We have our own staffroom and staff work room.

We have a computer suite in two classrooms and additional computers in the work room.

Job Description—Teacher of Modern Foreign Languages

Role: Teacher of Modern Foreign Languages

Line Manager: Progress Leader: Modern Foreign Languages

Direct Reports: None

Scale: TMS

General Responsibilities

- To teach Modern Foreign Languages and carry out the specific responsibilities of the role as contained in the School Teachers' Pay and Conditions document.
- To be a form tutor and to carry out the specific responsibilities of the role.

Specific Responsibilities

Classroom Teacher

To fulfil and maintain the Teaching Standards by:

- Understanding and being fully committed to the duties and responsibilities in relation to child protection and safeguarding young people;
- Demonstrating consistently high standards of personal and professional conduct;
- Setting high expectations which inspire, motivate and challenge students;
- Demonstrating good subject and curriculum knowledge;
- Planning and teaching well-structured lessons to a range of age groups and abilities, ensuring that all students make outstanding progress;
- Managing behaviour effectively to ensure a good and safe learning environment in which students can learn effectively;
- Making accurate and productive use of assessment to track the progress of each individual student in timetabled groups and intervene to narrow the gap where progress starts to fall behind;
- Fulfilling wider professional responsibilities by contributing to department and whole college improvement;
- Communicating and consulting effectively with relevant stakeholders;
- Attending meetings as set out in the College's meeting cycle.

Form Tutor

- To lead a tutor group and be responsible for the delivery of tutor time activities in accordance with the published schedule and as directed by the House Achievement Leader;

Job Description continued

- To encourage tutees to comply with the College's Values statement;
- To encourage the student voice and develop a Form and House ethos that is in harmony with College values;
- To monitor student progress, following the College's tracking processes, mentoring tutees and intervening when progress is not as expected;
- To encourage high levels of attendance;
- To provide relevant information, advice and guidance to tutees.

Other

- To undertake any other reasonable duties as directed by the Principal.

Person Specification—Teacher of Modern Foreign Languages

SELECTION CRITERIA (no priority order)			
Qualifications	Essential	Desirable	Method of Assessment
Qualified Teacher Status (gained or pending) / Degree relevant to the subject	X		Application form/Verified at interview
High standard of literacy	X		Application form
Commitment to Safeguarding	Essential	Desirable	Method of Assessment
Motivation to work with children and young people	X		Application form/Interview
Commitment to, and belief in, the equal value of all students	X		Application form/Interview
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	X		Application form/Reference/Interview
Ability to raise the self-esteem and expectations of children and young people	X		Application form/Interview
Emotional resilience in working with challenging behaviours and attitudes to the use of authority and maintaining discipline	X		Application form/Interview
Teaching and Learning	Essential	Desirable	Method of Assessment
Proven track record of outstanding French teaching	X		Application form/Interview
Prior experience of teaching French across KS3 and 4	X		Application form/Interview
Prior experience of teaching French across KS5		X	Application form/Interview
Ability to teach an additional Modern Foreign Language		X	Application form/Interview
Knowledge and understanding of the curriculum requirements in Modern Foreign Languages	X		Application form/Interview
Awareness of current developments in Modern Foreign Languages	X		Application form/Interview
Proven track record of outstanding student outcomes	X		Application form/Interview
Proven track record of strong and effective behaviour management strategies	X		Application form/Interview
Excellent ICT skills	X		Interview
Interpersonal Skills	Essential	Desirable	Method of Assessment
Ability to communicate effectively and relate well to all stakeholders	X		Application form/Reference/Interview
Willingness to contribute to extra-curricular activities		X	Application form/Interview
Ability to work as part of a team	X		Application form/Interview
Personal Qualities / Skills	Essential	Desirable	Method of Assessment
Creativity, energy and enthusiasm	X		Interview
Evidence of working effectively under pressure	X		Interview
Good sense of humour	X		Application form/Interview