



## Appointment of

# Subject Leader German

Part-time, approx 0.9 FTE permanent (full-time may be available for the right candidate)

GDST salary rates (above national scale rates)

Regional Grade ML2 FPP £42,870 – £46,053 actual salary (full-time equivalent £47,634 - £51,171)

For January 2024



***“Thank you for your interest in our wonderful school, where we are as ambitious for ourselves as we are for our students. I am confident that you too would find it a stimulating and rewarding place to develop your practice and to move forward in your career.”***

**Dr May Lee, Head**

Northampton High School is a leading independent girls' day school and one of the oldest girls' schools in the country, with a tradition of pioneering in girls' education going back to its foundation in 1878. We are an all-through school of about 500 pupils (ages 2-18) with a nursery, junior and senior schools, and a sixth form of about 100 students. Our school is situated in Hardingstone, just outside the town of Northampton, in a leafy site with extensive playing fields and spacious buildings that were purpose built when the school moved from the town centre in 1992. The transport links are excellent, with easy access from the M1 and Northampton rail station a short taxi ride away. The school is a popular choice in the local vicinity and girls also join us from areas further afield, such as Milton Keynes, Warwickshire and Bedfordshire.

Northampton High is an academically selective school, although our intake is broad across the range of students considered to be above average nationally. Our pupils are determined, sharp-witted, animated and curious. Public examination results are consistently excellent and students go on to study a wide range of subjects at prestigious universities, including Oxbridge, and a range of institutions for the Arts. We are confident that these outcomes come about because of our uncompromising emphasis on the highest quality in everything we do and our ethos of continual improvement for all, students and teachers alike. This is seen in our commitment to developing a 360-degree understanding of each pupil, sustained by particularly warm and supportive pastoral care that weaves its way through all aspects of school life.

What makes Northampton High stand out from other schools is the quality of its students and the family atmosphere created by the staff. Here I have been able to enjoy teaching surrounded by colleagues who are supportive and highly knowledgeable. [Romain: joined in 2021.](#)



### **The Girls' Day School Trust**

GDST schools are experts in girls-only education and are members of a unique network which adds value to each school, student and member of staff. Networking opportunities with other teachers across the Trust enable staff to share best practice and develop initiatives that benefit all our schools and students. In addition to supporting the work of individual schools in supplying excellent induction and development opportunities for staff, the GDST network provides access to an extensive training programme. This includes opportunities including a middle leaders' development course and a programme for those aspiring to senior leadership, as well as grants for individual courses of study.

# Subject Leader German

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## The Post

**Part-time (0.9) or full-time, permanent, from January 2024**

The vacancy provides the opportunity for a well-qualified, inspirational teacher of Modern Languages to teach German to A Level. Languages taught from KS3 to A Level are French (from KS1), German, Latin and Spanish, with Classical Civilisation available at KS5. The ability to teach any of these subjects in addition to German would be beneficial, particularly one or both of French/Spanish to at least GCSE. The role includes the responsibility for leading the academic and extracurricular activities of the subject area and would involve close liaison with the Head of the Languages faculty.

## The Person

All members of staff are expected to promote

The **GDST Vision**: to be pioneers in, and shapers of, the future of girls' education.

The **GDST Purpose**: to help every girl fulfil her potential, and her dreams.

And the **GDST Values**: We always put Girls First. We are Fearless. We are Forward thinking. We are a Family of schools.

## Person Specification

We are looking for a well-qualified graduate with a passion for teaching and excellent subject knowledge of Modern Languages. The successful candidate will have a strong understanding of the curriculum and a commitment to continuing professional development, as well as being efficient and organised. She/he will be an excellent communicator who can enthuse and inspire both pupils and colleagues and will have exciting ideas about MFL teaching and the ways in which German can be further developed and encouraged across the whole school and within the GDST. The successful candidate will help develop engaging schemes of work, support the programme of trips and visits, assist with university preparation and be committed to supporting the vibrant extracurricular life of the school.

## The Faculty

Northampton High has a faculty system in the senior school, made up of Mathematics, English, Science, Languages, Humanities, Creative Arts and Sport. Our lessons are challenging and thought-provoking with a strong emphasis on creativity and collaboration. Within a supportive environment, we encourage all students to achieve their full potential and we aim to instil a genuine love of language learning. Being part of a larger team enables opportunities to share best practice, develop teaching and learning strategies, and allows for working collaboratively.

## Teaching and learning innovation

Teachers at Northampton High are committed to evidence-engaged teaching and learning practices. Our lessons are challenging and thought-provoking with a strong emphasis on creativity and collaboration. We have a School Consultant Teacher who supports teachers in developing effective pedagogy. A commitment to learning without limits and growth mindset approaches to assessment are seen as key to the development of enthusiastic learners. Within the school, senior academic leaders collaborate to share these ideas, and training and development opportunities abound at a GDST level. There is a Trust Consultant Teacher for Educational Research who also works closely with colleagues in school and in the wider Trust. All pupils from Year 4 to 13 have their own digital devices and we work with the Google Classroom platform. As part of the schools 'Digacy' programme, students and teachers are encouraged to use technology creatively to enhance and transform learning.

# Languages Faculty profile

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## **Years 1-6 (Junior School)**

French is taught from year 1 through to year 6 in the Junior School, following an engaging programme which explores French through song, mime, games, fairy tales and short stories in the earlier years with an increasing emphasis on project work which mirrors class topics, exploring for example the solar system and famous artists in French, in preparation for transition to senior school. Curiosity and enthusiasm for language learning develop in the early years with some French songs and mime in nursery and reception classes. Latin taster sessions are also offered to older girls in junior school.

## **Years 7-8**

French continues throughout years 7 and 8. German and Spanish are also introduced in these years, on a rotation basis. The main textbooks used are: *Allez*, *Echo Express* and *¡Viva!* although these are supplemented by numerous other resources, including many online and additional teacher resources to fit the needs of individuals in each teaching group. Latin and Classical Civilisation lessons are also part of the core curriculum, following the Cambridge Latin Course.

## **Year 9**

Students now opt to choose three subjects in Languages from French, German, Spanish, Latin and the new course of Global Outlook that looks at a range of areas from Classical Civilisation to intercultural understanding. GCSE courses start in the summer term of Year 9. Provision is made in all languages for students who join mid-way through KS3, including OCR entry level courses in Latin.

## **Years 10 and 11 - GCSE**

A MFL is part of the GCSE core curriculum at Northampton High School. AQA GCSE is offered to students of all modern foreign languages. Latin GCSE follows the Eduqas specification.

## **Years 12 and 13 - A Level**

AQA AS and A Level qualifications are offered in French, German and Spanish. Lessons are conducted predominantly in the target language and are challenging, fun and culturally enriching. Students at this stage in their studies are encouraged to complete some time abroad, e.g. by participating in a work experience programme. Both Latin and Classical Civilisation are offered at A Level (OCR), as well as a Classics Elective and GCSE Greek.

## **Trips and Cocurricular**

The faculty offers a rich programme of residential and day trips, together with many extracurricular opportunities. There is an annual trip to Normandy for the whole year group in the spring term of Year 8. This has a cross-curricular flavour and has been running successfully for over 20 years. Residential experiences in KS4 and 5 usually include biennial trips to Berlin organised together with the History department, French and Spanish/Art homestay visits (most recently to Montpellier and Granada). The faculty has a well-established German exchange with the Dr-Johanna-Decker-Schulen in Amberg, Bavaria, as well as numerous joint class projects and a pen friend scheme.

Classics trips have included study visits to Pompeii and Rome as well as day trips to destinations such as Bath. The faculty encourages pupils to enter competitions within and beyond the GDST at all key stages, including translation and essay-writing competitions as well as the UKLO. The faculty offers students the opportunity to become accredited Language Leaders who help to run the many lunchtime clubs and mentor younger students.



## International School

The faculty prides itself on its contribution to the school's International Dimension. Before the pandemic, Erasmus ambassadors were fortunate enough to take part in student mobilities to cities such as Riga and Budapest and have benefitted hugely from these experiences. The MFL department has been involved in numerous eTwinning projects, many of which are also cross-curricular and received international acclaim for its project "Don't judge a person by their face". The school has achieved international school status and recently received a British Council eTwinning award. Although Brexit has had an impact on UK schools' participation in Erasmus projects, we remain guests on an eTwinning collaboration and we are committed to signing up to the equivalent Turing programme when available.

## Facilities and Equipment

The faculty is situated on a corridor of 5 full-sized classrooms, 2 sixth form seminar rooms and a Classics library/study room. We have two offices and space and opportunities on the corridor to display student work. Every classroom has a Clevertouch screen and all subjects are extremely well resourced.



# How to apply

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## Terms and conditions of the post

The GDST offers attractive salaries and pay progression, when compared with the education sector generally, and has its own pay and grading structure, and system of career progression. Leadership and teaching excellence are recognised and rewarded in our schools – please see the link below to access salary details.

<https://www.gdst.net/careers/rewards-and-benefits>

### Benefits include:

- Competitive terms and conditions of employment, and competitive salaries and pay progression
- Membership of the GDST flexible pension scheme (18% employer contribution and flexibility to generate a pay top-up of up to 10% of pensionable salary in lieu of pension)
- 36-week school year (including INSET days) across 3 terms, with a 2-week half term in the autumn
- Normal teaching hours between 8:20am and 3:35pm (depending on timetable for part-time staff)
- Access to extensive professional development opportunities and training grants for qualifications
- Free life assurance benefit
- Employee assistance programme via Health Assured, offering free 24-hour counselling, wellbeing support and advice services
- A discount of up to 50% on fees for children at GDST schools
- Free lunches for all staff during term time (equivalent to at least £740 per year)
- Interest-free loans for training, computer purchase and travel season ticket loans
- A Cycle to Work scheme
- Good transport links and free parking

## Application and Interview Process

Applications should be submitted by **Wednesday 14 June 2023 at midday** at the latest; however, applications may be considered in advance of the deadline. Interviews will be held **week commencing 19 June 2023**.

Candidates should complete the GDST application form online with comprehensive details of qualifications and experience (including any periods of time out of employment, giving reasons for these), including the names, addresses, telephone numbers and email addresses of two recent professional referees. Applicants should also include a covering letter addressed to the Headmistress, outlining their motivation for applying for the post. Applications which are not completed online via the GDST recruitment website will not be considered.

The selection process and interview questions will relate to the details given in this job profile, and in the separate job description and person specification. There may be a practical task as part of the recruitment process; this will be associated with the role and any required preparation will be communicated in advance of the interview. You will be asked to explain any discrepancies or anomalies in the information you have provided either on the application form or in your covering letter, as well as any issues arising from references, which we will take up in advance of your interview. Reasonable UK travel expenses will be reimbursed on request.

The GDST is committed to diversity, inclusion and real change: a family where every individual is valued, respected and included.

Northampton High School and the GDST (Registered Charity No. 306983) are committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including online searches, and checks with past employers and the Disclosure and Barring Service. Further information about the school, our safeguarding policy and the application form can be found on our website at:

[www.northamptonhigh.co.uk](http://www.northamptonhigh.co.uk)