

The people behind
the magic.



JOIN OUR TEAM



Assistant Head of Modern Foreign Languages (MFL) Department (French Specialism)

Salary: Teacher Scales plus TLR2A £3,526

Contract: Permanent, Full time or 0.8FTE considered

Closing Date: Friday 17 October 2025 at 9am

Interview: to be confirmed

Start Date: 1 January 2026

We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, we would encourage you to submit your application as early as possible.



Together
Learning Trust

THE SCHOOL



Everyone matters and every dream counts

We are proud of the high-quality education we offer at Ryburn Valley High School. We are a school of character, ensuring our students have opportunities to shine. We want them to be the best that they can be, taking risks and continually striving to develop and improve as young professionals. As Ofsted stated following our last inspection: "Pupils know the ethos of the school is based on 'everyone matters and every dream counts.' Leaders have fostered the values of kindness, honesty, respect and endeavour, which is brought to life by the everyday interactions of pupils and staff."

Ryburn is a school which has exceptionally high standards. Ryburn students work hard, get involved with the school community and "strive to excel". We want our students to leave school with bundles of new skills and knowledge, and of course great exam results. However, we also want them to develop and grow as young people, to leave our school with the attitudes and confidence to go out into the world and make a positive impact.

We live by the values of Kindness, Honesty, Respect and Endeavour. These values are on show in our lessons, in all our conversations and in the way both staff and students work as a team: Team Ryburn.

Ryburn Valley High School is a fantastic place to work and learn and we are always aiming to develop even further. The quality of every interaction we have with students and staff establishes a culture where everyone can 'strive to excel' and achieve great things.

We are looking for an extraordinary individual to join our school and really make a difference in the lives of our young people.

Donna Watkins, HEAD OF SCHOOL



Ryburn Valley High School provides a strong, vibrant and welcoming community. Pupils swell with pride when they talk about their school. They told inspectors about the opportunities they get to develop their confidence and resilience.

- OFSTED REPORT 2022

EXPLORE MORE



www.rvhs.co.uk



[ryburnvalleyhighschool](https://www.facebook.com/ryburnvalleyhighschool)



[@RVHS_school](https://www.instagram.com/RVHS_school)



When schools collaborate, incredible things happen.

Together Learning Trust is a thriving group local family of schools. We have three secondary schools, two school sixth forms, five primary schools and a special school, inspiring 5800 young people. We are driven by a shared commitment to providing magical learning experiences for all our children and a belief that all of them can achieve great things.

Exceptional achievement stems from developing world class teaching and learning. Creativity is the core of our values. Our staff are amazing, in both the relationships they forge and the incredible range of opportunities they make possible. We get great results, but we give and expect so much more. We are shaping a generation of future global citizens with the character they need to succeed; with the integrity and commitment to excellence that will enable them to thrive.

Together Learning Trust schools are wonderful places to work. We value and support our team across all our schools, and recognise the ideas, experience and expertise of our staff. Being part of the Trust opens up new opportunities for staff development. The Trust schools work closely together to identify and then implement the best school improvement strategies across its schools. Our aim is to grow great people and talent.

We cherish our staff, support their wellbeing and enable them to flourish. Being part of Together Learning Trust feels special due to the unique nature of the schools and the opportunities it brings for staff, students and communities to collaborate. For everyone involved in our Trust our mission is simple. To **Grow, Excel, and Learn Together.**

What could we do, together?

DAVID LORD, CHIEF EXECUTIVE OFFICER



"Working with such creative, professional and dynamic staff from other schools in the trust has helped make my job much more enjoyable and manageable, whilst reducing workload."

- DAMIAN BALL

Assistant Headteacher, The Brooksbank School

EXPLORE MORE



www.togetherlearningtrust.co.uk

Together
Learning Trust

THE JOB

Assistant Head of MFL

Are you an inspiring, dedicated and forward-thinking teacher with a passion for Languages, in particular French? Do you have the vision, drive, and expertise to assist in leading a dynamic, high-achieving department promoting a love of Languages, ensuring our students can thrive in a global society. Are you committed to raising achievement through engaging and inclusive teaching for all students in a safe, vibrant, and happy school? If this sounds like you, we'd love to hear from you.

What will you get in return?

This is a fantastic opportunity to assist in leading a creative and friendly team under the direction and with the support of the Department Head and Head of School at Ryburn Valley High School.

What the role involves in a nutshell:

- Work collaboratively with the Head of Modern Foreign Languages (MFL) to provide a vision for developing MFL across the curriculum.
- Play a key role in supporting the Head of Department to ensure outstanding outcomes for students in all areas of teaching and learning, curriculum provision, standard of attainment and behaviour and safety within the curriculum area.
- To deliver high quality curriculum provision through effective teaching and learning of MFL
- Plan work in accordance with the curriculum area programmes of study to ensure progress and the personalised learning needs of every student.
- Set appropriate and demanding expectations for students' learning, motivation, and presentation of work.
- Communicate clear purpose and vision for developing MFL across the curriculum to colleagues within your department and within the school.

What you'll get in return?

You'll be joining a school and Trust which is all about putting staff first – with numerous wellbeing initiatives and social events to enjoy each term!

In addition to this you will benefit from:

- Automatic enrolment to the Teacher Pension fund
- A Supportive and forward-thinking Leadership Team
- Staff development through appraisal and CPD
- Working as part of a creative and supportive team who want the best for all of our students
- Free Parking
- Cycle to Work Scheme
- Eye Care
- Annual Flu Vaccines
- Home & Technology Scheme
- Rewards and discounts
- GP Online and Prescription Service
- Your Care Wellbeing package

If our school sounds like a place in which you could really make a difference, then we'd love to hear from you.

JOB DESCRIPTION

Assistant Head of MFL

Responsible to:	Head of Modern Foreign Languages
Scale/Salary	TLR 2A
Main Purpose of the role	<p>In the role of Assistant Head of Department for Modern Foreign Languages you will:</p> <ul style="list-style-type: none"> • Work collaboratively with the Head of Modern Foreign Languages to provide a vision for developing Modern Foreign Languages across the curriculum. • Play a key role in supporting the Head of Department to ensure outstanding outcomes for students in all areas of teaching and learning, curriculum provision, standard of attainment and behaviour and safety within the curriculum area. • Communicate clear purpose and vision for developing Modern Foreign Languages across the curriculum to colleagues within your department and within the school. • Provide clear, cohesive leadership and direction in the department by motivating teachers and those supporting in the classroom to develop innovative strategies to enhance the quality of learning, teaching and achievement. • Promote the achievement of high standards through effective teaching and learning within Modern Foreign Languages areas including preparation, evaluation and action planning. • Ensure the implementation of the intervention model, following every data collection cycle across the department. • Receive and act on feedback to continually build on the strengths and improve personal performance within the school systems. • Model the vision and values of the school. • Demonstrate outstanding teaching and learning through your own practice and through the leadership of others. • Carry out the professional duties of a teacher as circumstances may require and in accordance with school and Trust policies.
Main Duties & deliverables	<p>The Head of Modern Foreign Languages will identify key area(s) of responsibility and delegation within the department, substantive to the TLR of the post. This may include, for example, a key stage, specific subject area, specific key teaching group or teaching and learning focus – the area(s) of responsibility will be subject to annual review based on the needs of the department.</p> <p>To support the Head of Modern Foreign Languages you will:</p> <ul style="list-style-type: none"> • Lead the development of Modern Foreign Languages both in the classroom and across the school as delegated by the Head of Modern Foreign Languages. • Teach students as well as carrying out associated pastoral and administrative duties in accordance with the aims and objectives of the school. • Support the Head of Modern Foreign Languages to ensure teachers in your department consistently deliver good or better lessons and maintain positive learning environments. • Work with the Head of Modern Foreign Languages to plan schemes of learning and lessons for Modern Foreign Languages at the relevant key stages (3 and 4, and 5) which are engaging and relevant to students' needs and interests. • Support in the tracking and monitoring of student progress across your department.

- Support and promote the professional development of teachers, providing training, mentoring and coaching where appropriate.
- Maintain the highest standards of professionalism and consistently apply school systems.
- Carry out any other additional duties as may be required from time to time by the Head of Modern Foreign Languages.

You will support the Head of Modern Foreign Languages to develop and enhance Leadership and Management in Modern Foreign Languages by:

- Supporting the Head of Modern Foreign Languages in developing and reviewing syllabuses, resources, schemes of learning, marking policies, assessment and teaching and learning strategies in the department.
- Actively monitoring student progress and ensuring appropriate intervention is put in place.
- Undertaking Performance Management Review(s) and to act as reviewer for a group of staff within the designated department.
- Working with the Head of Modern Foreign Languages in maintaining departmental tracking data with evidence of intervention and impact.
- Championing best practice, demonstrating teaching skills and leadership qualities necessary to command respect, and encourage commitment to raising standards.
- Supporting the Head of Modern Foreign Languages in ensuring the behaviour management system is implemented in the department so that effective learning can take place.

You will support the Head of Modern Foreign Languages to develop and enhance Teaching and Learning in Modern Foreign Languages by:

- Being accountable for key areas of the development and delivery of the department's curriculum (as delegated by the Head of Modern Foreign Languages).
- Working with the Head of Modern Foreign Languages in devising, implementing and monitoring schemes of learning to ensure they focus on consistent and effective learning and teaching to produce progression for all, including appropriate differentiation.
- Supporting the Head of Modern Foreign Languages in monitoring the quality of learning and teaching across the department through the use of observation, work scrutiny, student data and student voice.
- Taking account of and reviewing school contextual factors (including SEND) and prior attainment when planning and teaching lessons.
- Reflecting on the success of teaching strategies, individual lessons and programmes of study in meeting the needs of students.
- Taking part in coaching and mentoring programmes to support colleagues and develop their own practice.
- Striving for outstanding lessons across the department.
- Working with the Head of Modern Foreign Languages in providing good quality assessment using formative and summative methods in conjunction with the school's assessment policy.

You will support the Head of Modern Foreign Languages to develop and enhance Assessment and Monitoring in Modern Foreign Languages by:

- Working with the Head of Modern Foreign Languages to ensure accurate assessments are made for all students and that standardisation is undertaken

	<p>across the department.</p> <ul style="list-style-type: none"> Supporting the Head of Modern Foreign Languages in ensuring that the intervention model is implemented across the department.
General	<ul style="list-style-type: none"> You will be aware of and comply with policies and procedures relating to child protection, inclusion, health, safety and security, confidentiality, and data protection, reporting all concerns to an appropriate person without delay. You will participate in training and other learning activities and performance development as required. You will ensure you carry out your role in a way that demands high standards whilst supporting inclusion and welcoming diverse thinking. You will ensure strict confidentiality in all areas of work. You will work and process personal and sensitive information in accordance with the Data Protection Act 2018 and the UK General Data Protection Regulations (UK GDPR). You will ensure work is conducted in a way that protects the safety and security of information (e.g., strong passwords, reporting breaches, securing paper records, securely disposing of records). You will understand and comply with the statutory guidance regarding safeguarding of children, always ensuring the safeguarding and promotion of children's welfare, reporting any concerns to the Designated Safeguarding Officer at once. You will always comply with the Trust's policies and procedures. You will undertake other reasonable duties (with competence and experience) as requested, in accordance with the changing needs of the organisation.
Expected Behaviours	<ul style="list-style-type: none"> Support the ethos, vision, principles and values of the school. Treat colleagues, students and all members of the community with respect and consideration. Treat all students fairly, consistently and without prejudice. Set a good example to students in terms of appropriate dress, standards of punctuality and attendance. Support the ethos of the school by upholding the code of conduct, uniform rules, etc. Ensure you abide by the teaching standards within your assigned curriculum area, highlighting outstanding practice in the classroom and acting as a role model to all staff. Take responsibility for own professional development and participate in arrangements adopted by the school for the assessment of his/her performance and that of other teachers. Reflect on our own practice as well as the practices of the school with the aim of improving all that we do and achieving excellence. Read and adhere to School policies and implement School improvement plans. Participate in the development and management of the school by attending various team and staff meetings. Undertake duties as prescribed within the school's policies. Undertake professional duties reasonably assigned to them by the Headteacher. Be proactive and take responsibility for matters relating to health and safety. To play a full part in the life of the school community, to support its distinctive values and ethos and to encourage and ensure staff and students follow this example.
Other specific duties	<p>Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task may not be identified. Employees will be expected to comply</p>

with any reasonable request from the Chief Executive Officer and Headteacher to undertake work of a similar level that is not specified in this job description.

This job description is current at the date shown. It will be reviewed at least annually and, in consultation with you, it may be changed by the Chief Executive Officer or Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.

We are committed to safeguarding children, young people and vulnerable adults. All staff and volunteers are expected to behave in a way that supports this commitment and are subject to an enhanced DBS check. Please be aware that **it is an offence to apply for the role** if you are barred from engaging in regulated activity relevant to children.





Assistant Head of MFL

To be assessed through application, reference and interview.

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications		
Good degree in an appropriate discipline related to Modern Foreign Languages	✓	
Teaching qualification together with Qualified Teacher Status (QTS)	✓	
Knowledge, Skills and Experience		
Strong and secure subject knowledge in French up to GCSE and/or A Level	✓	
Evidence of good student examination results	✓	
Recent and relevant teaching experience	✓	
Experience of assessment at key stage 3, 4 and 5	✓	
Awareness of the strategies available for improving the learning and achievement of all students	✓	
Good understanding of curriculum developments in Modern Foreign Languages	✓	
Excellent classroom practitioner that can model best practice	✓	
Able to use a range of teaching and learning strategies	✓	
Understands how assessment for learning can improve student performance	✓	
Understands principles of quality learning, teaching and assessment including School review and self-evaluation	✓	
Able to apply effective practice and research evidence to improve outcomes	✓	
Confident in the use of standard ICT packages and how these can be used to enhance student learning	✓	
Able to use student level data to raise standards	✓	
Able to work independently and collaboratively as a member of a team	✓	
Strong enthusiasm for your subject area	✓	
Creative in problem solving together with willingness to take on and try new approaches and ideas	✓	
Ability to relate to students in a pleasant and sympathetic manner and to recognise potential safeguarding issues	✓	
Able to communicate both orally and in writing to students and their parents/carers	✓	
Able to communicate high expectations to all students	✓	
Willingness to share good practice across the department and beyond	✓	

HOW TO APPLY

Say yes to new adventures.

Could we be a good fit for each other? If you'd like a chat about the role, or have any questions, then we'd be delighted to hear from you. Please contact Mark Thorley our School Business & Compliance Manager via m.thorley@ryburn.TLT.school

If you're ready to apply, please complete our online application fully by clicking [here](#) before the deadline.

SAFER RECRUITMENT

We are committed to safeguarding children, young people and vulnerable adults. All staff and volunteers are expected to behave in a way that supports this commitment and are subject to an enhanced DBS check. Please be aware that it is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children. If you are shortlisted for interview, we will undertake an online public search in line with guidance from the Department for Education and Keeping Children Safe in Education 2025.