



# **GREENBANK HIGH SCHOOL**

## **RECRUITMENT PACK**

**DIRECTOR OF LEARNING -  
LANGUAGES**

Southport  
Learning  
Trust



Inspire Care Achieve

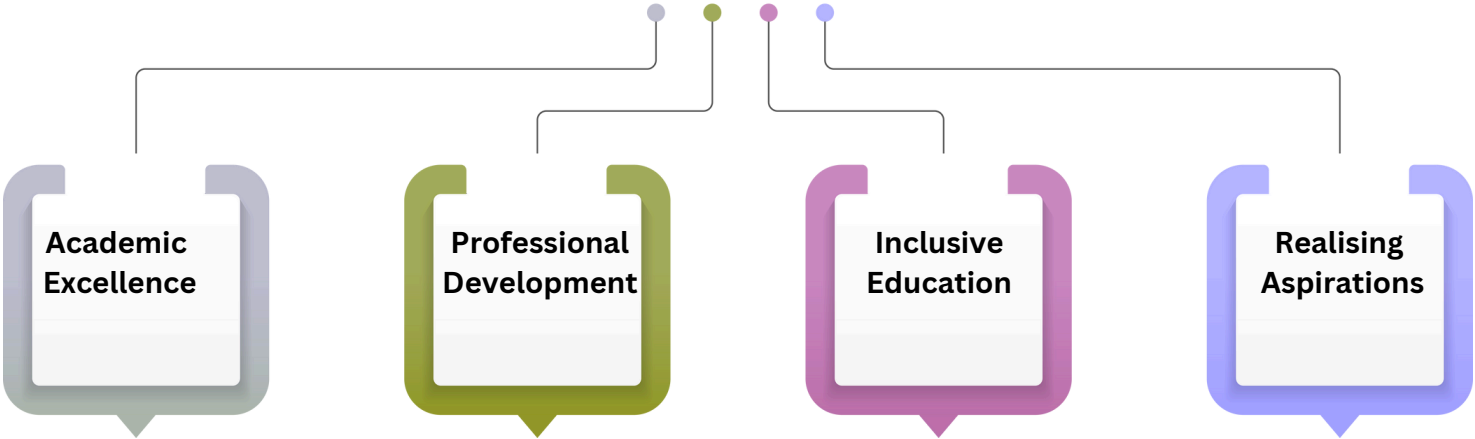
# WHY JOIN SOUTHPORT LEARNING TRUST?

Southport Learning Trust is an inspirational multi academy trust that stands at the forefront of educational excellence and community engagement. Southport Learning Trust is one of the largest employers in Southport and surrounding areas thanks to our collaboration of schools which include *Birkdale High, Greenbank High, Meols Cop High, Range High School, Stanley High, Maghull High, Kew Woods Primary and Bedford Primary School.*



Each of our schools are unique beacons of aspiration in their communities, our connectivity as a Trust makes us even stronger.

The trust is the heartbeat of the local community and its network spans over 6,700 pupils and over 800 employees. Southport Learning Trust is built on its four pillars which enables students to have access to the highest quality of education.



Focus directly on school improvement. We are aware of the exceptional practitioners we have in the schools across the Trust. Utilising an Implementation plan focus we will liberate colleagues to prioritise collaboration as a catalyst to sustainable improvement.

**‘Professional Improvement is school improvement’.** Creating cultures across our family of schools in which professional development is central, will ensure that we are investing in the area that research tells us has the biggest impact on student progress.

Our family of schools are all committed to inclusive education that is ambitious for all. We are driven to remove all barriers for our children and ensure they have equity in access to all areas of our curriculums and wider school life.

Committed to not only raising the aspirations of our students but importantly ensuring those aspirations are realised. Working in true partnership with our communities we will ensure our students are visionary thinkers, ambitious innovators and pioneers of the future.



**EMPOWERING OUR COMMUNITIES TO POSITIVELY IMPACT THE WORLD**



# WHY SOUTHPORT?

**Beautiful coastline:** Sandy beaches and long promenade provide plenty of opportunities for relaxation and outdoor activities.

**Affordable Property:** Compared to larger nearby cities, Southport offers more affordable property prices.

**Victorian Architecture:** The town boasts a wealth of historic buildings, giving it a unique charm and character.

**Green Spaces:** Southport is home to a number of beautiful parks and gardens, including the Botanic Gardens and Victoria Park.

**Proximity to major cities:** easy access to nearby cities such as Liverpool and Manchester, making it convenient for work or more urban entertainment.

**Health & Wellbeing:** The coastal environment is often associated with a better quality of life, including fresher air, lower stress levels, and opportunities for outdoor fitness activities. The beach, parks, and overall tranquil setting contribute to a healthier lifestyle.

**Community:** The town has a strong sense of community, with various events and festivals throughout the year, such as the Southport Flower Show and Air Show. It's a family-friendly place with good schools and activities for children.



**EMPOWERING OUR COMMUNITIES TO POSITIVELY  
IMPACT THE WORLD**



# EMPLOYEE BENEFITS INCLUDE:

## Continuous Professional Development and Learning:

At Southport Learning Trust, continuous professional development (CPD) and learning are integral to enhancing a culture of growth and excellence. We will support your career aspirations and support you to thrive in your role.

## Generous Pension:

Employees benefit from a generous pension scheme, with Southport Learning Trust offering a competitive contribution, ensuring that staff are well-supported in planning for their retirement. We are part of the Teachers' Pension Scheme for teaching staff and Merseyside Pension Fund for support staff.

## Cycle to work scheme:

At Southport Learning Trust, the Cycle to Work Scheme offers employees a fantastic opportunity to promote healthier lifestyles while saving money. Through the scheme, staff can purchase a bike and cycling equipment tax-free, making it more affordable to commute to work sustainably.

## Collaborative Working:

Collaborative working is at the heart of its culture, offering employees the opportunity to thrive in a supportive, team-oriented environment. By working together across schools and departments, staff can share expertise, best practices, and innovative ideas, enhancing both personal and professional development.

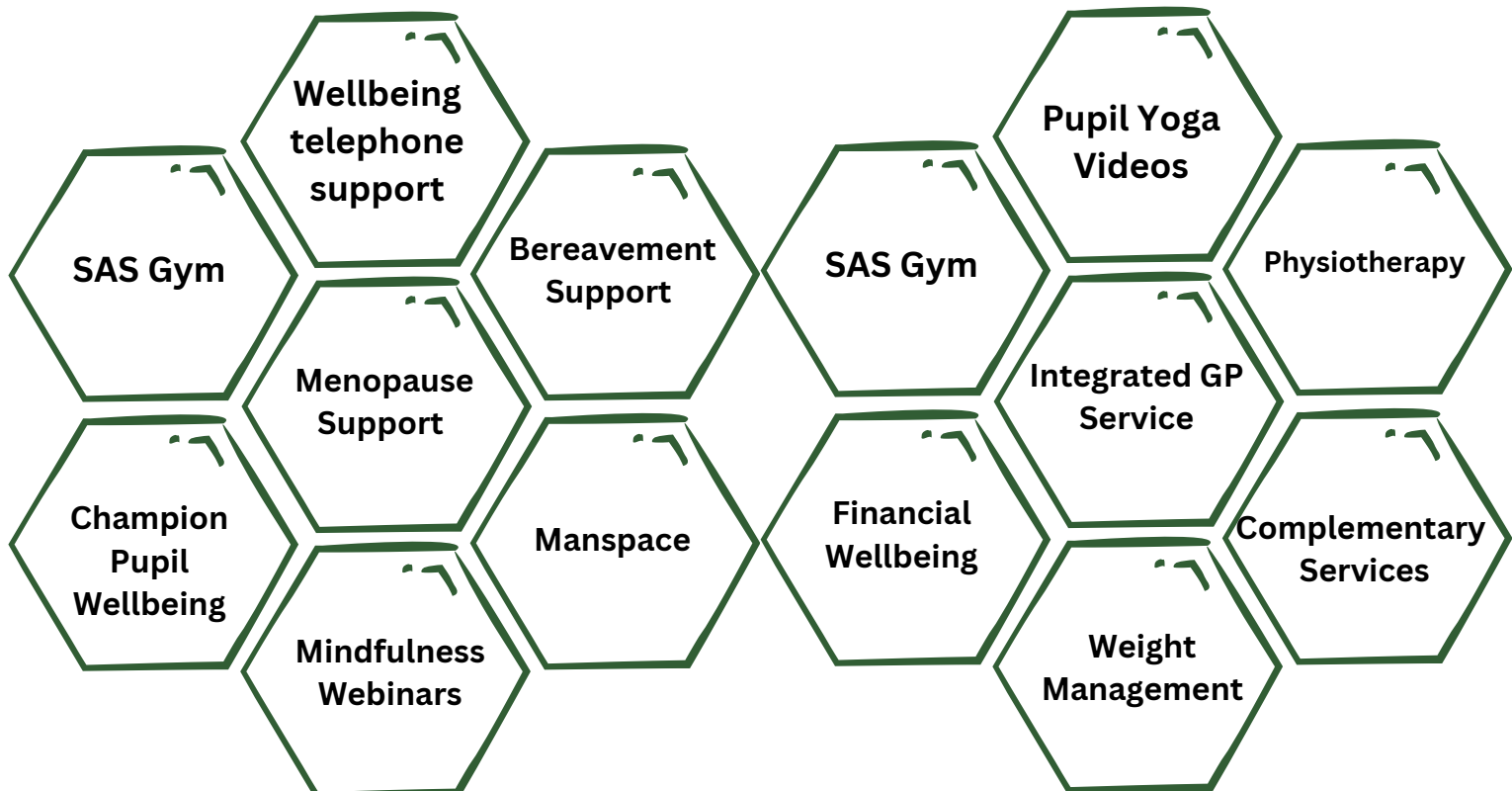


## School Wellbeing

## LEARN MORE



As a trust, we buy in an employee assistance programme 'School Wellbeing' (SAS). This programme gives all employees access to an array of wellbeing support, which includes



# WELCOME

It is with great pleasure that I introduce you to Greenbank High School, a high achieving, all girls school.

Would you like to join a well-established and successful team in a consistently high performing, oversubscribed, 11-16 school that focuses on each child as an individual whilst fostering a sense of belonging to a rich and diverse community? Greenbank High School is committed to supporting every child to develop to their full academic potential whilst experiencing a wide and exciting range of opportunities to equip them with the skill set for a successful future as rounded, mature and confident members of modern British society.

As a school and a member of Southport Learning Trust we are determined to *inspire* our students through learning both inside and outside the classroom, **care** for individual pastoral needs and **achieve** the highest academic standards.

As a school and a member of Southport Learning Trust we are determined to inspire our students through learning both inside and outside the classroom, care for individual pastoral needs and achieve the highest academic standards.

We are seeking to appoint a well-qualified, enthusiastic, highly motivated and committed Director of Languages. The Languages department is highly successful, with over 80% of students entered for the EBacc suite of qualifications. The faculty is well-resourced and strives to make the subject interesting and relevant for all our students who study many different languages, primarily Spanish French and Latin. The faculty currently consists of both full and part-time experienced specialist teaching staff

I am very proud of the school, its pupils, staff and governors. We are a dynamic learning community built on traditional values. Education at Greenbank provides much more than exam excellence. It aims to develop and nurture all students to take their place as caring and confident young women in the outside world.

We have a strong safeguarding culture and will expect you to share this commitment.

We look forward to receiving your application.

**Davina Aspinall**  
**Headteacher**



# INSPIRE - CARE - ACHIEVE



# APPLICATIONS

**CONTRACT:** FULL TIME - PERMANENT

**CLOSING DATE:** 12PM ON FRIDAY 16<sup>TH</sup> MAY 2025

**INTERVIEW DATE:** W/C MONDAY 19<sup>TH</sup> MAY 2025

**SALARY:** MAIN SCALE & TLR 1B

**START DATE:** 1<sup>ST</sup> SEPTEMBER 2025

**PLEASE SEND APPLICATIONS TO [RECRUITMENT@GREENBANKHIGH.CO.UK](mailto:RECRUITMENT@GREENBANKHIGH.CO.UK)**

***CVs will not be considered***

Applicants are welcome to visit the school before submitting their application. If you would like to do this please contact Jenny Matthews, HR Officer, via [recruitment@greenbankhigh.co.uk](mailto:recruitment@greenbankhigh.co.uk) 01704 567591 ext 124.

**Southport Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All successful applicants will be requested to undertake an Enhanced Disclosure and Barring Service check. At least one member of our recruitment team for this post is Safer Recruitment trained and we adhere to Southport Learning Trust's Recruitment and Selection Policy for Employees and Volunteers.**

We are proud to have an organisational culture where employees with varying perspectives, skills, life experiences and backgrounds – the best and brightest minds – can work together to achieve excellence and realise individual and organisational potential.

# INSPIRE - CARE - ACHIEVE

# JOB DESCRIPTION

We are committed to promoting the safeguarding and welfare of children and young people and expect staff all staff and volunteers to share this commitment.

## Principal Accountabilities:

- Leadership and management of the Languages Faculty.
- Pupil progress and assessment within the designated subject area/s.
- Enhancing and monitoring standards of teaching and learning.
- Evaluating the quality and effectiveness of the curriculum across.
- Line managing the staff designated.

The responsibilities defined in this job description are undertaken in addition to your responsibilities as a school teacher as defined in the School Teachers Pay and Conditions Document, 2025.

## Main Activities and Responsibilities:

Main duties and responsibilities are indicated here. Other duties at an appropriate level and nature may also be required and will be negotiated. The post-holder must be able to teach Spanish and French to GCSE.

## Leadership of Languages:

The post-holder provides a clear direction for the work and development of the subject areas outlined, promotes high standards, and ensures that:

- A love and thirst for learning in the designated subject areas is fostered.
- The curriculum areas have explicit aims and values, including a commitment to good relationships and equality of opportunity and access to the curriculum for all.
- Priorities are identified which are appropriate to the school and exist within the framework of the School Improvement Plan, taking the necessary action and reviewing and reporting progress towards them.
- Staff use time, colleagues and other resources, especially information and communications technology, effectively to deliver the appropriate curriculum.
- All pupils, including vulnerable groups, achieve high standards.
- There is rigorous monitoring, evaluation and development of teaching and learning and appropriate internal and external assessments of learning are made.
- Educational priorities are supported through careful financial management.
- The learning environment exemplifies and encourages excellence.
- Learning resources are inspirational for the curriculum and the range of pupils. E-learning resources are available and updated through Microsoft 365 and the school website to support pupil outcomes.
- Quality Assurance is integral to the work of the faculty to ensure consistent high performance including regular work scrutiny, lesson visits and work scrutiny.
- The views of relevant stakeholders, including parents and pupils, are sought and used to evaluate and further develop the work of the curriculum area.
- Parents are provided with good quality information about the designated subject areas and activities and their child's engagement in them.
- Learning outside the classroom is planned and delivered to support the curriculum in a real context.
- Effective collaboration is developed with schools in the Trust and any external partners that add value.
- Governors are kept informed of the curriculum of the designated subject areas and the progress of all pupils.
- Disadvantaged and SEND pupils make excellent progress as a result of a coordinated approach to their support.

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# JOB DESCRIPTION

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## Specific Responsibilities:

- Plan, implement and review the curriculum of designated subject areas, addressing changes within the national framework.
- To ensure pupils receive high quality teaching and learning across all designated subject areas.
- Ensure regular communication with subject leaders within the faculty and ensure that records of such meetings are kept, as appropriate.
- Set targets and monitor progress using available information on past attainment.
- Ensure that engagement in assessment is both regular and thorough and that full records are kept within the data management system.
- Develop and train staff as required under the Professional Growth model.
- Where appropriate, supervise ECT/ITT.
- Ensure that the designated curriculum areas are resourced in consultation with subject leaders to achieve the outcomes targeted in the school and school improvement plans.
- Assist other teachers of the subject with discipline problems and ensure that the department's discipline policy is reviewed and implemented.
- Support the extra-curricular life of the school.

## Enhancing the Teaching of Others

- The post-holder will enhance the teaching of others within the area by enabling colleagues to:
- Develop and improve subject knowledge and pedagogy.
- Plan effectively, setting clear objectives that pupils understand.
- Challenge and inspire pupils, leading to high standards of expectation.
- Develop and improve technical competence in teaching basic skills.
- Use methods which enable all pupils to learn effectively.
- Manage pupils well and insist on high standards of behaviour and safety.
- Use homework effectively to reinforce and extend what is learnt in school.
- Assess pupils' work thoroughly and use assessments to help and encourage pupils to overcome difficulties.

## Line Management of Staff

The post-holder will be responsible for line-managing a number of staff, both teaching and support staff, and this responsibility will include areas of both a professional nature and areas concerning conditions of service and employment.

The post-holder will ensure that:

- There is effective performance management for staff in the faculty within the context of school Professional Growth model.
- The Headteacher is kept informed of the number, qualification and experience of teachers and support staff required to match the demands of the area and the curriculum it is required to deliver.
- There is effective induction of staff new to supporting and delivering the designated subject areas.
- In addition:
- Any other relevant duties requested by the Headteacher.
- Priorities are identified which are appropriate to the school and exist within the framework of the School Improvement Plan, taking the necessary action and reviewing and reporting progress towards them.
- Staff use time, colleagues and other resources, especially information and communications technology, effectively to deliver the appropriate curriculum.
- All pupils, including vulnerable groups, achieve high standards.
- There is rigorous monitoring, evaluation and development of teaching and learning and appropriate internal and external assessments of learning are made.
- Educational priorities are supported through careful financial management.

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# PERSON SPECIFICATION

## Director of Learning - Languages

*I - Interview, AF - Application Form LO -Lesson Observation*

Specification		Evidence
<b>Qualifications / Training</b>	<ul style="list-style-type: none"> <li>Educated to degree level or equivalent</li> <li>Qualified Teacher Status</li> <li>Evidence of participation in relevant professional development</li> </ul>	All Essential - AF & I
<b>Experience</b>	<ul style="list-style-type: none"> <li>Ability to deliver high quality lessons</li> <li>A proven record of excellent examination results(including groups of students)</li> <li>Demonstrable experience of improving student outcomes</li> <li>Ability to use ICT effectively</li> <li>Experience of Curriculum planning</li> <li>Experience of teaching groups of pupils and pupils of all abilities</li> <li>Collaborative teaching methods and working with colleagues in the preparation, assessment and monitoring of work</li> <li>Experience of developing staff</li> </ul>	All Essential LO AF & I  AF, LO & I AF, LO & I AF & I AF & I AF & I AF & I
<b>Skills</b>	<ul style="list-style-type: none"> <li>Ability to show vision and leadership within faculty</li> <li>Ability and willingness to contribute to whole school development</li> <li>Ability to analyse data to maximise student progress</li> <li>Excellent communication and organisational skills</li> <li>Ability to work hard under pressure while maintaining a positive, professional attitude</li> <li>Ability to organise and prioritise workload and work on own initiative</li> <li>Excellent Creative teaching ability</li> </ul>	All Essential AF & I AF & I AF & I LO & I LO & I  AF & I AF, LO & I
<b>Knowledge and Understanding</b>	<ul style="list-style-type: none"> <li>Developments in the National Curriculum and responding to change</li> <li>Developments differentiated learning plans and schemes of work to enhance the progress of all pupils</li> <li>Health and safety policy and procedure relating to the subject areas</li> </ul>	<i>All Essential</i> AF & I  AF & I AF & I & O
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>Energy and enthusiasm</li> <li>Sensitivity</li> <li>Team worker/builder</li> <li>Commitment to developing the ethos of school</li> </ul>	All Essential AF & I AF & I & O AF & I AF & I

# INSPIRE - CARE - ACHIEVE



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