



Lancaster Girls'  
Grammar School



## Foreign Language Assistant (German) Recruitment Pack

## Welcome from the Headteacher

Thank you for your interest in the role of **Foreign Language Assistant** at LGGs. This role is offered as a permanent part-time contract, to start as soon as possible.

This role will provide practical teaching and learning support to students studying GCSE and A-level German.

We are looking to appoint a fluent German speaker who would like to contribute to a vibrant and highly successful Modern Foreign Languages department.

We currently deliver French, Spanish and German across all key stages. All students study a language at GCSE with a large number opted to continue to A level.

The department has enjoyed considerable success in recent years with outstanding results at GCSE and A Level. The department also leads a range of extracurricular activities and educational visits. This includes our annual exchange visits and our whole school International Week.

The enclosed Job Description gives an overview of the types of duties to be undertaken but is not prescriptive or exhaustive - please get in touch if you would like to discuss the role before applying.

The specific hours/ days for the role will be agreed with the successful applicant(s) and will be worked between 8.00am – 4.30pm, Monday – Friday during term time. It would be beneficial if applicants could be available to attend pre-agreed out-of-hours activities such as open evenings. If you are interested in applying but are only available during certain hours this would not disqualify you, but please note this in your application.

Applications should take the form of a letter detailing how your experience to date would equip you for this role, and should be forwarded by email to [applications@lggs.lancs.sch.uk](mailto:applications@lggs.lancs.sch.uk) by **9.00am on Monday 07/10/2024**.

I look forward to receiving your application.

Yours faithfully



Mr Christopher Beard  
Headteacher

## Visits and general discussions

Further information about Lancaster Girls' Grammar School can be found on the school website [www.lggs.org.uk](http://www.lggs.org.uk).

In addition, candidates are warmly encouraged to take an informal opportunity to visit the school or arrange for an informal discussion with the Headteacher prior to applying. Please email [applications@lggs.lancs.sch.uk](mailto:applications@lggs.lancs.sch.uk) or telephone 01524 581661 to arrange a visit or call.

## The application process

The closing date for applications is on **9.00am on Monday 07/10/2024**.

References will be taken up shortly after shortlisting and prior to interview using the contact details you supply on your application form.

Shortlisting will take place on or about 08/10/2024 and shortlisted candidates will be informed as soon as possible thereafter.

The selection process and interviews for shortlisted candidates will provisionally take place at the school during week commencing 14/10/2024.

## How to apply

Please ensure you complete the application form and provide a covering letter which clearly explains your reasons for applying to work at Lancaster Girls' Grammar School and addresses how your particular strengths and experience to date meet the person specification.

**Applications must be submitted on the provided application form** – for safeguarding reasons we cannot accept CVs or applications submitted through online platforms such as Indeed or TES.

Please also provide a supporting statement (on no more than two sides of A4), either within the application form or as a covering letter. The supporting statement should address your particular strengths and how your experience to date has prepared you for this particular role.

**Your completed application, including your letter and supporting documents, should** be addressed to the Headteacher and be sent to the school by e-mail to [applications@lggs.lancs.sch.uk](mailto:applications@lggs.lancs.sch.uk) or by post to LGGS Applications, Regent Street, Lancaster, Lancashire, LA1 1SF by the closing date.

All applications will be acknowledged on receipt.

We reserve the right to close any vacancy early, before the closing date, if we receive sufficient applications.

If you have not been contacted within two weeks of the application deadline, please assume that your application was unsuccessful on this occasion.

## Recruitment Information

We are committed to safeguarding and promoting the welfare of young people and expect all staff to share this commitment. All applicants will be subject to online checks. The successful applicant will be subject to an Enhanced DBS check and other statutory Safer Recruitment checks.

We do not hold a sponsorship licence and can only consider applications from candidates who are legally entitled to work in the UK. If you do not have the right to work in the UK, your application will not progress.

An **information and application pack** and further details can be obtained on the school website <https://www.lggs.org.uk/staff-vacancies/working-at-lggs>, or by e-mailing [applications@lggs.lancs.sch.uk](mailto:applications@lggs.lancs.sch.uk).

### **Information pack (information we are providing to you) can be found on our website:**

1. This Recruitment pack which includes the
  2. Person Specification
  3. Job Description
  4. Risk Identification Form
8. Safeguarding Statement
9. Equality Act Reasonable Adjustments Statement
10. Privacy Notice for Prospective Employees
11. Immigration Asylum and Nationality Act (Right to Work in the UK) Statement
12. Rehabilitation of Offenders Act Statement
13. Rehabilitation of Offenders Supplementary Disclosure Form
14. DBS evidence list

Template employment contracts are available upon request.

### **Application pack (things you should send us):**

9. Application form (we cannot accept online applications through Indeed/ TES).
10. Covering letter/ Supporting Statement
12. Recruitment Monitoring Form

## Our vision and values

At Lancaster Girls' Grammar School, we envision a vibrant learning community where each student is empowered to excel academically, develop resilience, and embrace their role as a responsible global citizen.

Our commitment to fostering a culture of excellence, inclusivity, and innovation prepares students to navigate the challenges of the future with confidence and integrity.

Through a balanced and forward-thinking education, we aim to inspire lifelong learners and compassionate leaders who positively impact the world.

This is underpinned by our core values of:

### Excellence

At Lancaster Girls' Grammar School, we uphold a commitment to excellence in all aspects of education. We strive for academic rigour, innovative teaching methods, and continuous improvement to ensure that every student reaches their full potential and excels in their chosen pursuits.

### Empowerment

Empowering our students is at the core of our mission. We aim to equip each young person with the knowledge, skills, and confidence needed to navigate a dynamic world successfully. Through a holistic approach to education, we inspire resilience, leadership, and a sense of social responsibility, empowering our students to shape their own futures.

### Innovation

Embracing a spirit of innovation, we encourage curiosity, critical thinking, and creativity. We believe in preparing our students not only to adapt to change but to lead it. By fostering a culture that values new ideas and approaches, we equip our students with the tools to become forward-thinking contributors in a rapidly evolving global landscape.

### Belonging

We value and celebrate diversity, fostering an inclusive and supportive environment where every student feels a sense of belonging. Our commitment to inclusivity extends beyond cultural and social differences, recognising and respecting the unique strengths and perspectives that each individual brings to our school community.



## About the School

Lancaster Girls' Grammar School is a forward looking, selective state school with academy status and an outstanding record of promoting high achievement. The school was founded in 1907 at the Storey Institute on Meeting House Lane with only 73 girls on roll. From these humble beginnings the School quickly grew, and moved into the current Regent Street site in 1914. LGGS enjoys a city centre location. The main site includes a range of different building from the original Edwardian building to our purpose built modern Sixth Form Centre. Playing fields are a short walk away and some Science accommodation is in a building which sites one of our key primary schools, Dallas Road Primary.

In 2011, LGGS became an Academy. There are currently just over 1,000 students on roll with five-form entry into Year 7. The admission policy prioritises girls from the Lancaster District, but students do travel to the school from a wider area, including Preston. A high proportion of students continue into the Sixth Form after Year 11 and the school welcomes a number of external students into Year 12. The Sixth Form curriculum is broad, with enrichment and wellbeing options alongside a wide range of A levels, Maths, Biology and Chemistry are the most popular subjects at A level.

The school is known nationally for its academic excellence. This year 80% of grades at A level were A\*-B and at GCSE 76% at grades 7 and 9, placing LGGS as one of the highest attaining schools in Lancashire.

We are very proud of our inclusive community. Valuing diversity and promoting equality are important aspects of LGGS life. This can be seen through the work of the school's Equality groups. LGGS has an outward looking approach and strong international links. We work with the Ripley ITT Partnership. The school has links with EducAid, a Sierra Leone education focused charity. International Week includes numerous workshops run by students, an International Fashion Show and a hugely popular International Food Fair.

In our recent staff survey 100% of staff responded that they were proud to work at LGGS and 99% enjoyed working at the school. Last year saw a number of retirements with the result that new staff have joined the school, bringing with them a range of experiences and ideas. We are extremely fortunate in that we can recruit high calibre teachers with the result that all subjects are taught by specialist teachers. Staff are keen to enhance their professional knowledge and we currently have seven teachers undertaking NPQ qualifications. Staff also appreciate the positive behaviour and high attendance of students at LGGS. Our students are articulate, keen to participate and ambitious for themselves.



## Living and working in Lancaster

Lancaster is one of England's heritage cities. It is a vibrant, independent city with a great deal to offer. It is the base for two universities, which contribute significantly to the city's lively and inclusive ethos. The universities, the hospital, the RLI, and major players in the food production industry, such as Warburtons, provide a range of employment opportunities in Lancaster. Lancaster has an established arts scene which constantly provides a range of cultural activities throughout the year; Lancaster hosts a number of lively festivals including Lancaster Music Festival, Highest Point and the Jazz Festival. Other events such as the annual Literature Festival, Light up Lancaster light festival, and Lancaster Chinese New Year Festival make the city a fun and vibrant place to live. Lancaster is easily reached from all over the UK. Just over two hours from London and Edinburgh on the West Coast Line, Lancaster is well served by main line rail. The M6 motorway provides quick and convenient car travel to the length of the country.

## Employee Benefits

Employees of Lancaster Girls' Grammar School benefit from:

- National contractual terms and pay: LGGS adopts the national School Teachers' Pay and Conditions ('Burgundy Book') for teaching staff, and the National Joint Council (NJC 'Green Book') terms for support staff.
- Access to a competitive company pension scheme: Teachers' Pension Scheme (teaching staff) or Local Government Pension Scheme (support staff).
- Enhanced annual leave allowances for support staff: full-time support staff receive 26 days annual leave (rising to 32 days after 5 years' service), plus 8 statutory bank holidays and 2 extra-statutory days leave.
- Enhanced occupational maternity/ paternity/ adoption leave allowances.
- Access to pro-active health and wellbeing promotion schemes.
- Employee Assistance Schemes including access to advice and counselling.
- Occupational health support such as physiotherapy.
- Retail discounts via BlackHawk Extras.
- Cycle-to-work purchasing scheme and secure cycle storage on-site.
- On-site gym with discounted membership rate.
- On-site canteen.



## Job Description

<b>Job Title:</b>	<b>Foreign Language Assistant (German)</b>
<b>Location and Team</b>	Lancaster Girl's Grammar School, Regent Street, Lancaster, LA1 1SF Modern Foreign Languages Department
<b>Terms</b>	Permanent Part time at approximately 3-4 hours per week 38 weeks worked (term time only: your 'weeks paid' is based on the weeks worked + holiday pay)
<b>Salary Range</b>	Grade 7, NJC Scale Points 19-25 dependent on experience. Currently £29,777 – £33,945 per year for full time employees, pay award pending. Your actual pay will be pro-rated. Example pay calculation: £29777 / 37 x 4 hours per week / 52.143 x 44.09 weeks paid per year = £2722 per year / 12 months = £227 per month.
<b>Responsible To</b>	Head of Department
<b>Staff Responsibility</b>	None
<b>Essential car user</b>	No
<b>Job Purpose/ Scope of Work</b>	Under the Head of Department's clear guidance: <ul style="list-style-type: none"> <li>To support the linguistic education and development of conversational skills of students, working with individuals or small groups.</li> <li>To prepare and deliver weekly conversation groups relating to the current content being taught in the classroom, in order to develop linguistic skills and confidence, primarily within the sixth form.</li> </ul>
<p><b>Key Responsibilities:</b></p> <p><b>Support for Pupils</b></p> <ul style="list-style-type: none"> <li>Under the clear guidance of the class teacher to deliver well-planned and stimulating speaking sessions relating to the content and skills of the A Level syllabus, using authentic materials and exam specific materials.</li> <li>To inspire, motivate and give confidence to our pupils in the spoken language</li> <li>implement structured conversation classes to individual/group of pupils</li> <li>To assist in monitoring the personal social and emotional needs of pupils with regards to their progress and performance at A Level.</li> <li>To develop positive relationships with pupils to assist pupil progress and attainment, showing empathy as well as academic support.</li> <li>On occasions to support students in other key stages who have specific needs, such as students joining the school late with no prior knowledge of an MFL, or helping to prepare near-native speakers for GCSE.</li> <li>To show a genuine passion in communicating their language and culture;</li> <li>Prepare pupils thoroughly for the speaking sections of GCSE and A level examinations taking</li> </ul>	

account of exam board specifications and mark schemes

- Provide constructive feedback to pupils when required;
- Prepare conversation sessions and resources beyond contact hours.

#### **Support for the Teacher**

- To keep head of subject up to date in the monitoring/recording of pupil progress and developmental needs.
- To assist in the production of learning resources.
- To provide information to the class teacher to assist in the planning of work programmes.
- To liaise with the school's nominated person in respect of pupil absence and to keep accurate records of attendance.
- To assist with the arrangements for out of school learning activities to enhance language learning
- Follow the Schools' policy for rewards and sanctions

#### **Support for the School**

- To assist in providing an atmosphere in which effective learning can take place.
- To support the promotion of positive relationships with parents, carers and outside agencies.
- To work within school policies and procedures.
- To attend staff training as appropriate.
- To take care for their own and other people's health and safety.
- To be aware of the confidential nature of issues related to home/pupil/teacher/school work.

#### **Support for the Curriculum**

- To assist the delivery of A Level teaching and to help to promote opportunities for furthering cultural knowledge

In addition, other duties of a similar nature and at no higher a responsibility level may be interchanged with/ added to this list at any time.

Prepared by (name, role, date): K Whitehouse 24/09/2024

The above Job Description sets out the area of work in which duties will generally be focused, and gives an **example** of the type of duties that the postholder could be asked to carry out.

Please note that this is for **guidance** only. Postholders are expected to be flexible and to operate in different areas of work/ carry out different duties as required.

#### **Equal opportunities**

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

#### **Health and safety**

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must co-operate with us to apply our general statement of health and safety policy.

**Safeguarding Commitment**

We are committed to protecting and promoting the welfare of children, young people and vulnerable adults.

**Student Focus**

We put our students' needs and expectations at the heart of all that we do. We expect our employees to have a full understanding of those needs and expectations so that we can provide high quality, appropriate services at all times.

## Person Specification

<b>Job Title:</b>	Foreign Language Assistant	<b>Grade:</b>	7
<b>Requirements (based on the job description)</b>		<b>Essential (E) or desirable (D)</b>	<b>To be identified by:</b> application form (AF), interview (I), references (R), or other (give details)
<b>Qualifications</b>			
Native or near native level of spoken German		E	AF/ I/ R
<b>Experience</b>			
Experience of working with or caring for children of relevant age		D	AF/ I/ R
Experience of working in a relevant classroom/service environment		D	AF/ I/ R
Experience of Administrative work		D	AF/ I/ R
Experience of supporting pupils with challenging behaviour		D	AF/ I/ R
<b>Knowledge, skills and abilities</b>			
Ability to operate at a level of understanding and competence equivalent to NVQ Level 2 standard		E	AF/ I/ R
Ability to relate well to children		E	AF/ I/ R
Ability to work as part of a team		E	AF/ I/ R
Good communication skills		E	AF/ I/ R
Ability to supervise and assist pupils		E	AF/ I/ R
Time management skills		E	AF/ I/ R
Organisational skills		E	AF/ I/ R
Knowledge of classroom roles and responsibilities		D	AF/ I/ R
Knowledge of the concept of confidentiality		E	AF/ I/ R
First Aid Certificate		D	AF/ I/ R
Administrative skills		D	AF/ I/ R
Good numeracy and literacy skills		E	AF/ I/ R
Ability to make effective use of ICT		E	AF/ I/ R
Flexible attitude to work		E	AF/ I/ R
<b>Other (including special requirements)</b>			
Satisfactory DBS clearance		E	I
Commitment to safeguarding and protecting the welfare of children and young people		E	AF / I
Commitment to equality and diversity		E	AF / I
Commitment to health and safety		E	AF / I
Commitment to attendance at work		E	AF / I

Commitment to undertake relevant professional development and safeguarding training	E	AF / I
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## Pre-Employment Risk Identification Form (R.I.F.)

This form is provided to potential applicants to so that you are aware of the potential risks associated with this role; this form does not override the employer's requirement to undertake a general risk assessment under the management Health and Safety at Work Regulations 1999.

<b>Post title</b>	<b>Foereign Language Assistant</b>
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### A. The job to which this form refers will or may involve one or more of the following activities. (Indicated by Yes or No.)

Please note that if any of the following 10 activities are involved, there is an automatic requirement for a pre-employment assessment by Occupational Health and, possibly, for subsequent Health Surveillance.

		Yes	No
1	Work at heights ( <i>e.g. over 2m from tall step/extension ladders; scaffold towers, roofwork etc</i> ).		X
2	Work in excessively noisy environments above statutory control limits ( <i>Highly unlikely to include examples associated with any office environments. Examples might include use of woodworking machinery, road drilling, masonry cutting etc</i> ).		X
3	Work in unusual environmental conditions ( <i>e.g. where access or egress or free flow of air may be restricted or where there may be a build up of gases, vapours or fumes or the use of breathing apparatus is required</i> ).		X
4	Use of hand operated tools and equipment known to be associated with hand arm vibration syndrome ( <i>e.g. percussive metalworking tool; rotary handheld tool [not floor polishers]; grinders; percussive hammers and drills etc</i> ).		X
5	Driving a heavy goods vehicle, coach, bus or minibus belonging to Lancashire County Council, transporting others in their own vehicle, or regularly transporting more than three other people as part of normal duties.		X
6	Some contact with hazardous substances ( <i>e.g. chemicals with an orange warning label indicating: very toxic; toxic; harmful; corrosive; sensitising by inhalation/skin contact; carcinogenic; mutagenic; toxic for reproduction; professional bio/pesticides; organophosphates; gluteraldehyde; latex gloves</i> ).		X
7	Prolonged or frequent exposure to machine generated wood dust, or other heavy or excessive concentrations of mineral dust.		X
8	Work with lead or lead-based products ( <i>e.g. some paints</i> ).		X
9	Food handling/preparation (of raw or uncooked food only).		X
10	Occupational fieldwork or work in extreme conditions ( <i>e.g. involving excessive heat or cold or frequent walking for long distances over rough terrain in all weather conditions, forestry/countryside work</i> ).		X

**B. The job to which this form refers will or may involve one or more of the following activities. (Indicated by Yes or No.)**

This section is for the information of applicants and does not facilitate a referral to Occupational Health.

		Yes	No
11	Face to face contact with the public/service users ( <i>e.g. at sensitive front line posts re abuse, aggression, assault</i> ).	X	
12	Working in isolation/lone working.		X
13	Work with electrical wiring ( <i>e.g. colour blindness</i> ).		X
14	Work where there may be an increased risk of needlestick injuries or blood borne infections HIV; Hepatitis B; Hepatitis C: ( <i>e.g. site supervisors; site work, grounds or buildings maintenance, gardeners; some carers</i> ).		X
15	Work that may bring the employee into contact with rats, rat contaminated ground or other animals or livestock ( <i>e.g. risk of weils disease, other animal borne diseases, zoonoses</i> ).		X
16	Manual handling ( <i>other than routine office/administrative lifting and carrying e.g. assisting / moving service users with mobility problems, portering type activities</i> ).		X
17	Working with vulnerable service users ( <i>e.g. children with disabilities; the elderly; children/adults with learning difficulties; alcohol/drug abusers</i> ).	X	
18	Work involving repetitive movements or forced posture ( <i>e.g. twisting, screwing, movements of the hands wrists, arms and/or shoulders awkward body and limb posture or excessive force, bending, kneeling</i> ).		X
19	Work as a regular display screen user ( <i>where more than 1/3 of a person's time is spent using DSE continuously over any 1 month period</i> ).	X	

Any other occupational hazards/comments that you consider to be relevant to the post which are not included above: none.