



LET
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TRUST

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Rhyddings

Lead Subject Teacher of MFL
March 2025

Welcome from the CEO

Thank you for showing an interest in the post of Lead Subject Teacher of MFL at Rhyddings. The LET Education Trust is a cross-phase multi-academy trust based in Lancashire with both primary and secondary schools as members.

We believe that every child deserves the best education and we create opportunities and experiences for all of them to reach their potential. Building 'cultural capital' is vital for our pupils and this occurs from reception up to year 11 through trips, activities, projects, events and residential, both at home and abroad. We are ambitious for our pupils, meaning we are always striving for excellence and supporting career aspirations through a culture of constant improvement.

Each of our schools is different and this is something we value and celebrate. The uniqueness of each school is supported by strong central services and a school-centred and approachable central team. Most colleagues work in one school but some work across a range of schools where their skills and abilities are needed.

Collaboration is key for LET schools and at the forefront of this is staff development. Joint INSET days with keynote speakers, middle and senior leader training and subject links occur across and between schools and phases. To ensure consistency of approach and sharing of good practice we have termly meetings for our safeguarding leads and our SENCOs, sharing this information is proving invaluable. All working groups to find the best ways to reduce workload for teaching and support staff are also in place for both primary and secondary phases. School to school liaison around transition is vitally important in ensuring our pupils arrive at secondary school with the necessary skills and helps to ensure a smooth start to year 7.

One of the strengths of the LET Education Trust is school improvement, with a range of high-quality SLEs able to provide support where it is needed, both within and beyond the Trust. We play a part in Initial Teacher Training as part of our remit through the Embrace SCITT. We have successfully trained primary and secondary teachers over the last 10 years with a large number employed locally and within the LET Education Trust.

If you have the highest standards of professional endeavour, integrity and ethics and would like to be part of our growing MAT, I look forward to receiving your application. You can find out more about our Trust at www.let-edu.org

Best wishes
Steve Campbell
Chief Executive



Welcome from the Headteacher

We would like to extend a warm welcome from all pupils, staff, governors and trustees of Rhyddings. We serve the East Lancashire old mill town of Oswaldtwistle and surrounding area of Hyndburn. It has been at the heart of the community for over 90 years and although a smaller than average high school we cater for pupils from a diverse range of backgrounds. The school enjoys good transport links via the M65 corridor and adjoining networks of M6 and M66.

We continue to work hard to prepare the young people we serve and help them realise and reach their potential, providing them with the very best educational experiences.

The school was inspected by Ofsted in January 2025 and was graded as 'Requiring Improvement' in all areas. This has given us a clear focus for the changes needed and with our new headteacher and deputy headteacher in place the work has already begun in a positive manner.

Pupils are well supported through our pastoral year and house continent system, with year group tutoring further supporting the child. This provides the care and guidance pupils need to perform well across the curriculum as well as healthy competition throughout the year.

We have an active extra-curricular programme and run a number of annual residential trips both here and abroad. Close links with the local rotary club provides access to bespoke programmes, community work and charitable activities. Pupils also have the opportunity to participate and complete their Duke of Edinburgh Bronze Award and some participate in the King's Trust programme.

We have a three year KS3 and two year KS4, offering the EBacc, should pupils choose to do so as well as a range of vocational courses and strong post-16 and careers advice.

Should you wish to arrange a visit to the school, which we encourage, please contact Mrs Worthington, PA to the Headteacher, on 01254 231051.

Yours faithfully,
Mr D Lancaster
Headteacher





Job Advert

This is an exciting opportunity for a suitably experienced teacher of MFL. The position is vacant due to the progression of the current post-holder.

We are looking for an excellent practitioner who is both creative and challenging in their teaching. They will be passionate and committed to ensuring pupils maximise their potential and achievement. The successful candidate will have the opportunity to teach across our whole 11-16 age and ability range and as a middle leader will be well supported by our strong team of likeminded colleagues who are mutually supportive.

As a middle leader you will be expected to have experience in teaching across both KS3 & KS4. You will have autonomy on curriculum intent and GCSE specifications and will also work closely with a member of SLT and other MFL specialists from the Trust. We want a teacher who strives for excellence, builds fantastic relationships and maximises pupil progress. A commitment to extra-curricular provision is essential. The Trust operates full salary portability on the Main Professional Scales (MPR1- UPR3).

Lead Subject Teacher of MFL

Permanent

**MPR 1 to UPR 3 £31,650 to £49,084
TLR 2.1 £3,391**

**Recruitment and Retention Allowance
(£3000 for Year 1 and £1500 for Year 2 and Year 3)**

**Closing date: Monday 24th March 2025
Interviews: W/C 24th March 2025**

To apply please complete and return your application form along with a covering letter outlining your suitability and experience for this vacancy. Your application should be addressed to Mr D Lancaster, Headteacher. The application form, job description, person specification and wellbeing charter can be found at www.let-edu.org/vacancies

Applications should be returned to Gillian Worthington, Headteacher's PA, on or before the closing date to worthington@rhyddings.co.uk



Safeguarding at Rhyddings

Each school in our Trust has a Child Safeguarding Policy and procedures in place and is committed to safeguarding and promoting the welfare of all its pupils. Each pupil's welfare is of paramount importance to us and you are expected to share this commitment. All staff will fully comply with the school's policies and procedures, attend appropriate training, inform the designated person of any concerns and record any potential safeguarding incidents appropriately. Any offer of employment will be made conditional upon a satisfactory enhanced DBS check and barred list check. Staff are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions. Staff should work, and be seen to work, in an open and transparent way.

If you are shortlisted for the position you are applying for, you will be required to complete a self-declaration giving details of any relevant criminal offences and other relevant information relating to our safeguarding duty. Further information will be provided on that form and the recruiting officer will undertake an online search in accordance with KCSiE 2024.

Please be aware that references will be requested immediately after the shortlisted candidates have been selected to ensure they have been received prior to the interview. Personal email addresses will not be accepted for any referees and the recruiting officer will contact your employer to confirm your reference.



Introduction to MFL at Rhyddings

The department has two teachers, suited together, but also benefits from a wider MFL network via the LET Education Trust. We have access to excellent SLE Support from within the Trust. We currently offer Spanish at KS3, 2 hours per week and at KS4 there is good take up, which is steadily increasing, where pupils follow the AQA GCSE Specification, with 5 hours learning per fortnight.

We also offer the opportunity for pupils who are native speakers of other languages to enter for GCSE, most recently Italian. Joint MFL events have been arranged between the two high schools in the Trust, such as a Spanish theatre production for Year 9. We are keen to further promote MFL within our curriculum and ensure there is sustainable growth on the firm foundations already in place.

Our school management information system, Arbor, creates a platform for information sharing, this includes a parent portal and communication systems. Safeguarding concerns are recorded on CPOMs.

Other specialist software and platforms are available to support all learners, including those with SEND who have equal access to the whole curriculum. All members of our community have access and use Office 365 including collaborative learning tools such as MS Teams and OneNote.

Support for our Staff

We have a comprehensive offer of professional development. This includes regular CPD opportunities across the year for whole staff, teams and individuals. For ECTs we have a subject mentor, professional mentor and use Embrace Teaching School Hub for accreditation and training. Our curriculum planning meetings are developmental and this is further supported by our dedicated weekly hour of Personal Professional Development.

This underpins our research approach to our appraisal system, which is based on a Personal Inquiry Question. School also has a CPD library, uses collaborative learning tools, as well as accessing external courses and training, including NPQ's. Work across the Trust is also a feature of our commitment to developing our staff and providing the very best opportunities.

We have access to regular CPD both in school, external courses and through our local collaboration as a trust school, and nationally through wider organisations. At the heart of the LET Education Trust is the intention to provide the best career support, development and opportunity to all staff.