



Head of MFL

Candidate Information January 2023

A Message from the Headteacher

Thank you for your interest in Cardinal Newman Catholic High School. We are a vibrant, ambitious and caring community, with students drawn from a variety of backgrounds. Everything that happens within our school is inspired by gospel values and Cardinal Newman's words that we are all 'a link in a chain. A bond of connection between persons.' Our recent denominational inspection (2022) celebrated a 'genuine, loving and happy community in which each person is known and valued,' whilst our most recent Ofsted inspection (November 2022) concluded that we are a Good school where students 'learn and achieve well.'

We are a good, oversubscribed school (Ofsted 2022) located in Latchford, Warrington with a large catchment area extending across the South of Warrington from which we draw our 850 pupils.

Our ambitious and rigorous curriculum leads to strong academic outcomes with our students making good progress. We are proud of the fact that in 2022 100% of our students moved on confidently to post-16 study. We deliver a vibrant and rigorous curriculum, which prepares our students well for their futures with 48% of students completing the EBACC qualification at KS4 in 2022. Languages is a key part of our success in this area with students currently choosing from German and French, both of which are studied throughout KS3.

The extracurricular life of our school is flourishing, with a wide variety of enrichment activities. Our Chaplaincy is at the heart of this, offering opportunities at every break and lunch time as well as engagement with external visits and retreats, all of which are very well attended by our young people. We have a wide variety of sports clubs. We have particular success in Rugby League and Rowing for both our male and female teams, but our sporting offer is wide ranging and growing. Our Performing Arts are a key component of the enrichment on offer with a variety of musical ensembles, and a highly successful school show. Our programme of school visits, including our Geography trip to Iceland and Languages trip to Berlin ensure our students have a growing understanding of the wider world, and their role within it as active citizens. Our cutting edge provision in mental health and our outstanding pastoral team ensure that our students also have the emotional skills they need to succeed throughout their lives.

Our staff team are also committed to lifelong learning and continuing professional development. Our CPD offer is comprehensive, combining in-house coaching and development programmes alongside excellent provision from our partner TSAs and our Diocese. These programmes ensure that staff can access exciting opportunities and continue to develop as professionals throughout their time with us, to the benefit of their own learning as well as the experience of our students.

If you would like to find out more about our school and our community, please contact Michele Walker, Headteacher's PA on 01925 635556 or at mwa@cardinal-newman.co.uk



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We are a **vibrant**,
ambitious and **caring**
community
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Governors seek the following appointment for **September 2023** Head of MFL (**Full Time, MPS/UPS + TLR 2C**)

We require an inspiring and committed Head of MFL to lead this flagship department who are at the heart of our school community. This is a fantastic opportunity for a highly motivated professional to join a talented and successful team of specialists.

The successful candidate will be an outstanding teacher and leader with a love of languages, and an ambitious vision for languages at Cardinal Newman. They will be an excellent classroom practitioner who is able to inspire young people and their excellent interpersonal skills will enable them to lead a highly effective team. They will have a strong understanding of best educational practice particularly in regard to the teaching of German and French. They will also be able to demonstrate a commitment to their own development as a leader. They will be committed to supporting the Catholic ethos and wider life of our school.

Closing date for receipt of applications: 8th February 2023

Interviews to be held: 17th February 2023

Start Date: September 2023

Please note a current CES application form (version 12) and a Model Rehabilitation of Offender act 1974 must be completed for this post. Forms can be emailed to Mrs Michele Walker (mwa@cardinal-newman.co.uk)

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Post is subject to an Enhanced DBS Disclosure.

About the MFL Department

The successful candidate will be joining an experienced team of German and French specialists who have the very highest expectations of their students. Languages is consistently highlighted as a strength of the school and students are positive about their experience in this subject.

At KS3, students study both German and French with German being the more popular choice at KS4, although numbers for French are growing. The subject is consistently among the strongest performing in the school in terms of pupil progress, with students achieving 78% 4+ in French and 96% 4+ in German in 2022. Both subjects consistently achieve significantly positive residuals in terms of student progress. At GCSE, students follow the AQA GCSE specification.

The current Head of Department is also an Assistant Headteacher and the post has arisen to allow the Assistant Headteacher to focus fully on her Senior Leadership duties. The successful candidate will therefore join a team with an experienced former Head of Department, one full time and two part time members of staff all of whom are fully committed to continual improvement.

Head of MFL (Full Time, MPS/UPS + TLR 2C)

Job Description

Purpose:

Ensure an outstanding experience of Catholic Education which is engaging and suitable for all pupils.

Lead the delivery of an appropriate curriculum, tailored to meet need, for all students within this subject.

Be accountable for student development and progress within the teaching groups allocated

Maintain and up to date knowledge and understanding of the requirements of the MFL Curriculum.

Play a leading role in embedding the ethos and values of our school.

School Ethos and Culture

- Act as a role model.
- Make a positive contribution to the wider life and Catholic ethos of the school.
- Undertake the role of form tutor, supporting the development of the students in your group.

Curriculum

- Maintain up-to-date subject knowledge and engage with national developments in the subject.
- Display highly effective subject knowledge and an enthusiasm for your subject.
- Contribute to the design and development of schemes of work and new curriculum materials.
- Prepare students effectively for national qualifications and examinations.
- Actively engage with the school's CPD and training offer.
- Contribute to the development priorities of the department and the school.
- Regularly review your own practice, participating in the school's appraisal cycle.
- Treat everyone in our community fairly, equitably and with dignity and respect
- Maintain a positive school culture and profile.

Teaching and Learning

- Set high expectations which inspire, motivate and challenge students
- Prepare and deliver well-structured lessons across the age and ability range in accordance with the syllabus
- Ensure planning and lessons meet the needs of all groups of learners
- Adhere to school policies regarding homework, marking, assessment and feedback
- Manage student behaviour effectively, in line with school systems and policies

Progress

- Use effective strategies to inform teaching to enable students within your groups to make good progress
- Track student achievement and progress regularly, maintaining clear records, transforming this information into action

Personal Development and Professional Attributes

- Actively engage with the school's CPD and training offer
- Contribute to the development priorities of the department and the school.
- Regularly review your own practice, participating in the school's appraisal cycle
- Treat everyone in our community fairly, equitably and with dignity and respect
- Maintain a positive school culture and profile

Other specific duties

- All teaching staff are expected to meet the relevant Professional Standards of Teachers
- All teachers will engage with pre-school, break and after school supervision duties as assigned.
- All staff members will promote and safeguard the welfare of students

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Person Specification

	Essential	Desirable	Evidence
Qualifications 1. Relevant degree or equivalent 2. Teaching qualification 3. Further award bearing training	✓ ✓	✓	Application Form Application Form Application Form
Experience 1. Experience of teaching subject specialism successfully at Key Stages 3 and 4 2. Experience of teaching across the age and ability range 3. Experience of working with a tutor group 4. Experience of leading colleagues to ensure students' individual needs are met 5. Experience of using a range of teaching and learning styles to ensure students learn effectively 6. Experience of innovation and developing practice 7. Experience of working with colleagues to help them develop good practice	✓ ✓ ✓ ✓ ✓ ✓ ✓	✓	Application Form/ Letter/Interview Letter/Interview Letter/Interview Letter/Interview Letter/Interview Letter/Interview Letter/Interview/References
Interpersonal 1. Ability to work co-operatively with a wide range of staff and as part of a team 2. Ability to relate positively to students, and show a fundamental commitment to them and their development 3. Ability to work in partnership with Governors, parents and the community 4. Commitment to achieving the highest standards 5. Enthusiasm for subject area and ability to communicate this 6. Sense of humour 7. Commitment to continuing to develop professionally 8. Willingness to contribute to the school's programme of extra-curricular activities 9. Willingness to support and contribute to school's Christian ethos	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓		Letter/References/Interview Letter/References/Interview Letter/Interview Letter/Interview Letter/Interview Interview Letter/Interview Letter/Interview
Knowledge/skills 1. Clear expectations on pupil behaviour and discipline 2. Administrative and organisational skills, with good attention to detail 3. Good oral and written skills 4. Good ICT skills 5. Good time keeping skills and an ability to work to deadlines	✓ ✓ ✓ ✓ ✓		Letter/Interview Letter/Interview Letter/Interview Letter/Interview Letter/Interview

The extra curricular
life of our school is
flourishing with
a wide **variety**
of **enrichment**
opportunities



Michele Walker
Headteacher's PA
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