

Head of MFL (French Specialist)
Easington Academy

Applicant information pack

Head of MFL (French Specialist)

Permanent
Required September 2026
1.0 FTE
£32,916 - £51,048 MPS/UPS
plus TLR 2.3 (£5,871)

Easington Academy is seeking to appoint an inspiring, ambitious and forward-thinking Head of MFL to lead our dynamic and successful team of linguists. Year after year our EBACC entries are well above national average, with between 55 and 60% of each KS4 cohort being entered for French. In summer 2025 79% of students achieved 4+ in French with 63% 5+ and 23% 7+. French is popular amongst our students and is a real strength of the Academy, with our staff supporting other schools in our Trust. We are now seeking to appoint a Head of Department who can support our team to be equally as successful in the new GCSE exam.

This is an exciting opportunity for a highly qualified, ambitious, and motivated leader with a passion for languages and a commitment to academic excellence. The successful candidate will be an outstanding classroom practitioner with high expectations and a proven track record of securing excellent outcomes for students. You will bring energy, vision, and a genuine enthusiasm for teaching and learning, with the determination to lead the MFL department in delivering excellence every day. Please note that our MFL offer at present is focused on French, therefore it is essential that candidates are confident and experienced in teaching French at KS3 and KS4.

Easington Academy is a caring, friendly and inclusive school that is driven by a clear focus on learning and a desire to develop high aspirations in our students. Easington Academy is a loyal and close-knit community school where individuality is valued and where tolerance, acceptance and inclusiveness run deep. Our vision, along with all schools in the Trust, is that every child experiences excellence every day.

We are committed to:

- A vibrant learning community with enthusiastic and engaging students
- A positive and caring ethos
- An excellent learning environment and resources
- A team of hardworking, dedicated and friendly staff where everyone is valued

We will offer you:

- National Terms and Conditions of Employment
- Access to Teachers' Pension
- Up to 1 day paid leave for staff wellbeing
- Lifestyle Savings – range of discounts from top retail brands
- Discounted gym membership
- 24/7 Employee Assistance Programme and wellbeing portal

The successful candidate will:

- A degree (or equivalent) in a relevant subject area
- Qualified Teacher Status (QTS) or an equivalent teaching qualification
- Have a strong track record of teaching Modern Foreign Languages with excellent outcomes
- Demonstrate leadership experience or clear potential to lead a department
- Be committed to raising standards and driving continuous improvement in teaching and learning
- Be confident in managing and developing staff through effective performance management

Deadline: Wednesday 18th March 2026, 9am

Interviews taking place TBC

How to apply:

Application packs can be downloaded from our website.

Letters of application should be no more than two sides of A4 and should be returned with application forms to tracey.hann@easingtonacademy.co.uk or by post to Tracey Hann, Support Services Manager, Easington Academy, Stockton Road, Easington, SR8 3AY. Please do not submit a CV unless it is to complement your application form.

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment. All posts will be subject to receipt of satisfactory enhanced DBS disclosure, medical and reference checks. All pre-employment checks are in line with "Keeping Children Safe in Education" and the Trust's Safeguarding Policy which is available on our website.

Job description

Post title: Head of MFL
Responsible to: Assistant Headteacher
Responsible for: Supporting the Teaching and Learning of Students
Salary Band: MPS/UPS

Job Purpose:

You will be required to carry out the duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document.

In addition to the duties above you will be required to demonstrate the leadership skills specified in the National Standards for Subject Leaders and to undertake the following responsibilities in relation to the post:

Duties and Responsibilities:

Generic Responsibilities:

- To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher.
- To ensure provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying in the curriculum area, in accordance with the aims of the school and the curricular policies determined by the Governing Body, Executive Headteacher and Headteacher of the school.
- To act as a Curriculum Lead and be responsible for leading and developing this area.
- To develop and enhance the teaching practice of others.
- To monitor and support the overall progress and development of students as a manager within the curriculum area and as a Form Tutor.
- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.

Strategic:

- To coordinate the delivery of the MFL curriculum, resources, schemes of work, marking policies, assessment and teaching strategies in the department.
- The day-to-day management, control and operation of the curriculum provision within the department.
- To monitor and follow up student progress.
- To implement school Policies and Procedures.
- To work with colleagues to formulate aims and objectives for the department which have coherence and relevance to the needs of students and to the aims and objectives of the school.
- To ensure that the planning activities of the department reflect the needs of the students and the aims and objectives of the school.
- To manage the application of ICT in the Curriculum area.
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Curriculum:

- To ensure the delivery of an appropriate, comprehensive, high quality and cost effective curriculum programme which complements the school's strategic objectives.
- To keep up to date with national developments in the subject area and teaching practice and methodology.
- To actively monitor and respond to curriculum development and initiatives at national, regional and local levels,
- To maintain accreditation with the relevant examination and validating bodies.
- To promote and develop appropriate extra-curricular and community activities within the department.

Staffing:

- To work with Senior Leadership Team to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs.
- To contribute to Personal Development Review and to act as reviewer for a group of staff within the designated department.
- To promote teamwork and to motivate staff to ensure effective working relations.
- To ensure the effective efficient deployment of classroom support.
- To participate in the school's ITT programme.

Quality Management:

- To ensure the effective operation of quality control systems.
- To set targets within the department and to work towards their achievement.
- To establish common standards of practice within the department and develop the effectiveness of teaching and learning styles in all relevant curriculum areas within the department.
- To contribute to the school procedures for lesson observation.
- To implement school quality procedures and to ensure adherence to those within the department.
- To participate in the monitoring and evaluation of the curriculum area/department in line with agreed school procedures including evaluation against quality standards and performance criteria.
- To implement modification and improvement where required within the relevant curriculum area.
- To ensure the maintenance of accurate and up-to-date information concerning the relevant curriculum area on the management information system.
- To produce reports within the quality assurance cycle.
- To identify appropriate courses and coordinate exam entries within the department.

Pastoral Support:

- To monitor and support the overall progress and development of students within the curriculum area
- To monitor student attendance together with students' progress ensuring that follow up procedures are adhered to and that appropriate action is taken where necessary.
- To act as Form Tutor and carry out the duties associated with the role as outlined in the generic job description.

- To contribute to SMSC according to the school policy.
- To implement the Behaviour Management system in the department so that effective learning can take place.

Other Specific Duties:

- To support the school in meeting its legal requirements for worship.
- To promote actively the school's corporate policies.
- To continue personal development as agreed.
- To actively engage in the staff review and development process.
- To undertake any other duty as specified by STPCB not mentioned in the above.

General

The duties and responsibilities highlighted in this Job Description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and extent of the post and the grade has been established on this basis.

Health and Safety:

It is the responsibility of individual employees at every level to take care of their own health and safety and that of others who may be affected by their acts at work. This includes co-operating with the Trust and colleagues in complying with health and safety obligations to maintain a safe environment and particularly by reporting promptly and defects, risks or potential hazards. Specifically:

- To report any incidents/accidents and near misses to your line manager
- To ensure own safety and safety of all others who may be affected by the Trust's business

Safeguarding

The Trust has a Child Safeguarding policy and procedure in place and is committed to safeguarding and promoting the welfare of all its students, each student's welfare is of paramount importance to us and you are expected to share this commitment. All staff will fully comply with the Trust's policies and procedures, attend appropriate training, inform the Designated Person of any concerns, record any potential safeguarding incidents appropriately.

Person Specification

Head of MFL

	Essential	Desirable
Education/training	• Qualified Teacher Status • First Degree or equivalent in a relevant subject • Recent and relevant Continual Professional Development	• Good Honours Degree in French
Experience	• Recent and successful teaching experience in French at both KS3 and KS4 • Proven track record of delivering excellent outcomes for students at all abilities • Minimum of two years' experience in a successful MFL Department or equivalent	• Experience of leading or managing developments in the curriculum area • Experience of making a significant contribution to improving student outcomes at departmental level • Experience of organising and participating in extra-curricular work
Aptitude and skills	• Excellent communication skills both verbal and written • Excellent classroom teacher • Ability to work under pressure • Ability to lead, motivate, challenge and inspire staff and students • Ability to initiate and successfully implement change	• Experience in the use of new technologies to improve teaching and learning
Personal qualities	• Reliable and conscientious • Desire and ability to learn new skills • High expectations of all students • Caring and supportive • Enthusiastic team player • Organise, plan and prioritise effectively • Flexibility, adaptability and creativity	

References:

References will be requested prior to interview, except for non-teaching roles where there are exceptional circumstances, and the applicant does not give consent to do so on the application form.

DBS:

North East Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

An application for a DBS certificate will be submitted for all candidates once they have been offered the position. For posts in regulated activity, the DBS check will include a barred list check. During the recruitment process, any offences, or other matters relevant to the position will be considered on a case-by-case basis.

Any offer of employment will be subject to receipt of a satisfactory DBS Enhanced Disclosure.

Pre-occupational health:

Pre-occupational health checks are an essential part of the selection and recruitment process to assess if any reasonable adjustments are required.

Equal opportunities:

We are an equal opportunity employer. We want to develop a more diverse workforce and we positively welcome applicants from all sections of the community.

Applicants with disabilities will be granted an interview if the essential job criteria are met.