



Welcome to our Trust

Teacher of Modern Foreign
Languages
Recruitment Pack



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Welcome to Anglian Learning



Thank you for your interest in the position of Teacher of Modern Foreign Languages at Anglian Learning.

We are an ambitious, outward looking school trust consisting of seven secondary schools and eleven primary schools, the latest to join our community being Stour Valley Community School and Clare Community Primary School in March 2025. While each of our academies retains very clearly their own identity and ethos, we are collectively passionate in our belief that all young people deserve to have access to an outstanding education, and which crucially enables them to thrive in the local, national, and global communities in which they live.

Anglian Learning has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to innovative ideas and alternative perspectives. We also passionately believe that our most valuable resource is our people, and if you apply and are successful in your application, we promise to develop and support you in your career, as well as providing a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact Joanna Handsley, HR Officer, on hr@anglianlearning.org.

I hope that you find the following information useful. If you wish to make an application for this vacancy, please see the instructions within.

We look forward to hearing from you.



**Jonathan Culpin,
CEO, Anglian Learning**

Our Values:

Aspiration

We are ambitious for ourselves and all those in our community to be the best we can be



Community

We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together



Empowerment

We enable our academies, staff and learners to embrace new ideas and think creatively



Inclusivity

We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds



About Anglian Learning

Founded in September 2016 of four community-facing secondary schools seeking to share knowledge and provide mutual support, Anglian Learning has grown over the past seven years to be one of the leading school trusts in the region.

Educating more than 9000 pupils and employing over 1000 staff across three counties and eighteen academies, the Trust's mission is to enable inclusive and aspirational learning in every classroom, empower leaders across every academy, and ensure inspiring opportunities and educational success for all of our learners, people and communities.

Alongside this, the Trust remains committed to its heritage which is rooted in local communities and several of our schools provide adult learning opportunities and support for local groups and societies. We also operate our own sports centres under the banner of Anglian Leisure. Local, high quality and representative governance of schools is a key aspect of our leadership structure and we are recent winners of the NGA National Outstanding Governance Award as a reflection of this commitment.



In addition to our commitment to celebrating our community ethos, we believe strongly in empowerment: of pupils, our people and, crucially, our leaders. As recent research has reiterated, headteachers are incredibly influential in the success of schools and of their learners. The role of the Trust is therefore to provide the environment in which our leaders can grow, develop and flourish in their role. Our central team provides extensive, expert and rapid advice and support in human resources, finance, ICT, estates and operations. Therefore, our school leaders have the space and focus to drive school improvement in the curriculum, teaching, behaviour and in establishing the healthy culture and ethos that underpins this.

Educating more than

9,000

pupils

Employing over

1,300

members of staff

3

counties

18

academies

About Bassingbourn Village College



Bassingbourn Village College has just celebrated its 70th Birthday, being established as part of the Village College movement, opening in 1954. We are proud of this rich academic tradition but are now looking to become a high performing, happy and successful college, with a strategic plan to achieve this ambition by our 75th Birthday in 2029. To achieve this, we will need excellent, passionate leaders who believe in our potential to be a truly inclusive, community centred school that demands the best outcomes for all.

Bassingbourn Village College is an 11-16 mixed comprehensive school with a growing student body, currently 670. This enables us to know our students as individuals and foster our core values of respect, responsibility and residence. With a new Principal starting in September 2024, Bassingbourn is looking to build on its strong foundations and develop a rich and inspiring curriculum led by passionate and high quality staff.

Our close-knit Senior Leadership Team combines diverse professional expertise, hands-on experience, and a shared passion for education. We work collaboratively to set strategic goals, drive key initiatives, and foster a high-performance culture that inspires both students and colleagues within the school and across the Trust. Together, we are dedicated to shaping an environment of excellence and continuous growth.



Working for Anglian Learning

One of our core design and decision-making principles is that we constantly strive to build a healthy organisational culture, central to which is making sure we are a learning community where everyone can achieve their potential. We create a strong sense of belonging and a place where staff feel appreciated and fairly rewarded for the work they do. We are a flexible employer that supports colleagues to balance their lives and recognises how staff give back to our young people.

Staff survey

Our most recent staff survey indicated that a high proportion of staff:

- Feel as though they belong within Anglian Learning
- Agree that they are provided with relevant opportunities for professional development
- Feel that there is a positive culture of psychological safety within their school
- Have high levels of job satisfaction and happiness at work
- Would recommend our organisation as a great place to work
- Almost all staff who responded to the survey feel part of a team within their school and can rely on colleagues for support when needed.

Joining Anglian Learning comes with a myriad of benefits, fostering both personal and professional growth. Our coaching and mentoring programmes are designed to offer tailored support that enhances your skills and career development. For further information about the opportunities available for this role please contact Joanna Handsley, HR Officer, via hr@anglianlearning.org.

Benefits

Other benefits and support available to all Trust employees include:



Career Average Revalued Earnings Pension Scheme (CARE)



Cycle to Work Salary Sacrifice Scheme



Free membership to all Anglian Learning Sports Centres



20% discount on Anglian Learning Adult Education Courses



Professional Development Scheme Policy



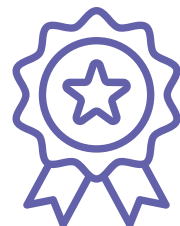
Employee Assistance Programme



Specsavers VDU Vouchers



Boots Flu Vouchers



Perkbox – a benefit, reward and recognition platform offering a wide range of discounts on high street and online shopping



Role Summary

Languages Department

The Languages department at Bassingbourn Village College is an innovative and supportive team who are passionate about inspiring students and broadening their horizons. Languages in the college is a thriving subject which is popular at both KS3 and KS4. It is well respected by pupils as an essential and exciting part of their education. We are a supportive and friendly department and have an open-door policy of watching each other teach, and learning from each other. We pride ourselves on sharing best practice and resources across the department. We have a wide range of experience within the department and are experienced in supporting ECTs in their induction years.

In Year 7, pupils study either French or Spanish. They continue with this language in Year 8 before making their option choices to complete a 3 year KS4. We offer French, Spanish and Latin at KS4 and uptake of Languages at KS4 is high. We have a number of students who opt to study Latin alongside either French or Spanish.

The job purpose

- Implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils and to support a designated curriculum area as appropriate
- Monitor and support the overall progress and development of pupils
- Facilitate and encourage a learning experience which provides pupils with the opportunity to achieve their individual potential
- Contribute to raising standards of pupil attainment.
- Share and support the school's responsibility to provide and monitor opportunities for personal and academic growth

Job Description

Teacher of Modern Foreign Languages Bassingbourn Village College



SALARY: Main Pay Scale, Points 1 (£31,650 FTE) to Upper Pay Scale 3 (£49,084 FTE)

HOURS: Part-Time (0.6 FTE)

PENSION: Teachers Pension Scheme

DISCLOSURE LEVEL: Enhanced DBS plus Barred List Checks

LOCATION: The post holder will be based at Bassingbourn Village College but may be expected to work across the Trust and to travel between sites.

RESPONSIBLE TO: Head of Department/ Principal

MAIN RESPONSIBILITIES

Operational and strategic planning

- To make a positive contribution to the work of the department, assisting in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies and taking responsibility for particular facets of the department's work
- To contribute to the curriculum area and department's development plan and its implementation
- To plan and prepare courses and lessons
- To contribute to the whole school's planning
- To assist the Senior Leadership Team to ensure that the curriculum area provides a range of teaching that complements the school's strategic objectives

Teaching

- To undertake a designated programme of teaching
- To ensure a high quality learning experience for pupils which meets internal and external quality standards
- To teach pupils according to their educational needs, including the setting and marking of work carried out by the pupil in school and elsewhere
- To assess, record and report on the attendance, progress, development and attainment of pupils and to keep such records as are required
- To provide, or contribute to, oral and written assessments, reports and references relating to individual pupils and groups of pupils
- To ensure that Literacy, Numeracy and school subject specialisms are reflected in the teaching/learning experience of pupils
- To ensure that pupils have the opportunity to further their experience of ICT within the subject area and to assess their competence and progress with this skill set
- To prepare and update subject materials
- To use a variety of delivery methods which stimulate learning appropriate to pupil needs and demands of the syllabus
- To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework
- To undertake assessment of pupils as requested by external examination bodies, departmental and school procedures
- To mark, grade and give written/verbal and diagnostic feedback as required
- To contribute to the development, promotion and active use of the school's learning platform

Pastoral Care

- To take responsibility for a group of pupils whether as mentor or co-mentor
- To play a full part in ensuring that there is a calm, orderly environment in and outside the classroom
- To promote the general progress and well-being of individual pupils and class groups as a whole
- To treat all pupils with respect

Management information

- To maintain appropriate records and to provide relevant accurate and up-to-date information for the MIS system, registers, etc.
- To complete the relevant documentation/online records to assist in the tracking of pupils
- To track pupil progress and use information to inform teaching and learning
- To ensure the security and confidentiality of all such information
- To communicate effectively with the parents of pupils as appropriate
- Where appropriate, to communicate and co-operate with persons or bodies outside the school
- To follow agreed policies for communications in the school

Other duties

- All employees have general health and safety responsibilities both under criminal and civil law. Staff must be aware that they are obliged to take care of their own safety and health whilst at work along with that of others who may be affected by their actions (Section 7 Health and Safety at Work Act 1974)
- To be aware of and comply with policies and procedures related to child protection and safeguarding, health and safety, security, confidentiality and data protection, reporting all concerns to the appropriate person, and attend compulsory safeguarding training as a priority of your role
- To undertake duties according to the rota and discharge the responsibility proactively
- To contribute to good order across the College by responding proactively where there is a cause for concern
- To play a full part in the life of the school community
- To support its aims and values and to encourage staff and pupils to follow this example
- To promote actively the school's policies
- To attend staff briefings
- To continue personal development as agreed
- To undertake any other duty as specified by STPCD not mentioned in the above
- To be involved in extra curriculum activities and future trips and visits
- Any other duty as requested by the Principal or nominated deputy which is commensurate with the post and appropriate to the seniority and professional experience of the post holder.

Qualifications and Training

Essential:

- Good honours degree in a relevant subject.
- Qualified Teacher Status(or pending for ECT applicants).
- GCSE grade C+/4+or equivalent in Maths and English.

Experience

Essential:

- Recent experience of teaching MFL or a related subject to at least GCSE or equivalent level.
- Ability to teach Spanish.
- Ability to teach French.

Desirable:

- Experience of involvement in extracurricular MFL activities.
- Evidence of the successful use of ICT within teaching and learning.
- Evidence of ability to develop positive and effective relationships with pupils, staff, governors, parents/carers and other stakeholders.
- Ability to teach Latin.

Skills and Knowledge

Essential:

- An excellent communicator who is able to work effectively with pupils, parents, colleagues and outside agencies.
- Good or outstanding classroom practitioner with evidence of setting appropriate expectations to advance learning and engage and motivate pupils.
- Ability to establish productive working relationships and work well in a team.
- Has excellent subject knowledge and is aware of best practice in teaching, including effective use of AfL.
- An excellent communicator, both orally and in writing.
- Commitment to equality of opportunity and high aspirations for the achievement of all pupils, including those coming from disadvantaged backgrounds.
- Evidence of a commitment to the safeguarding of all young people.
- Excellent teaching, pastoral and behaviour management skills leading to evidence of excellent pupil outcomes.
- Excellent use of AfL strategies in teaching and learning within the classroom.
- A personal commitment to the continuing development of teaching skills in order to have a positive impact on student outcomes.

Desirable:

- An awareness of new technologies, their use and impact.

Personal Qualities

Essential:

- Enthusiasm, energy and personal dynamism Approachable, friendly and patient.
- Artistic, creative and passionate about their subject.
- Able to prioritise and meet deadlines.
- A liking and respect for young people.
- Appropriate professional relationship with colleagues, parents and children.
- High level of integrity, honesty and fairness.

How to apply

Dates

CLOSING DATE:	30 April 2025
INTERVIEW DATES:	TBC
START DATE:	01 September 2025

We reserve the right to close this advert prior to the publicised closing date if we receive a high volume of suitable applications. Applications will be reviewed as received so please apply early to avoid disappointment!

If you are passionate about Teacher of Modern Foreign Languages and meet the person specification we invite you to apply for this exciting opportunity via

https://ce0976li.webitrent.com/ce0976li_webrecruitment/wrd/run/etrec179gf.open?WVID=612290007I&LANG=USA&VACANCY_ID=9336610kbt

To find out even more, have an informal discussion or arrange a visit to the Trust, please contact Joanna Handsley, HR Officer, via hr@anglianlearning.org.

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 and undergo appropriate checks. Therefore, all posts within the Trust are subject to robust pre-employment checks including but not limited to an enhanced Disclosure and Barring Service check

This job entails work that is considered regulated activity i.e. work which involves regular close and unsupervised contact with children or vulnerable adults.

This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR, Safeguarding and Recruitment can be found on our website: www.anglianlearning.org.

We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Should you require reasonable adjustments to support your participation in an Anglian Learning recruitment campaign please do not hesitate to get in contact as we are happy to discuss your requirements.

Flexible working, including part-time hours and job shares, will be considered for all Anglian Learning roles with the exception of where this is not compatible with the business needs. Should you be interested in flexible working please indicate this on your application.

Privacy Notice for Job Applicants - <https://anglianlearning.org/information/data-protection-policies/>

Please note the photo(s) of pupils attached to this notice were used under the legal ground of consent, for the purpose of preparing publications that promote the schools.



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