



Crispin School

Aspiration - Compassion - Excellence

HEAD OF MODERN FOREIGN LANGUAGES INFORMATION FOR CANDIDATES



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LETTER FROM THE HEADTEACHER

Thank you for your interest in joining us at Crispin. We believe that Crispin is a great school to be a part of whether as a student or colleague. We are a friendly, inclusive, highly successful school of 1030 students who make strong progress academically, but who also receive a great many wider opportunities to learn in the fullest sense of the word.

Crispin is a popular school with a strong reputation. We unashamedly have high expectations of all members of our community and we believe in challenging and supporting students to achieve their very best. Visitors regularly refer to our students and colleagues very positively. Relationships between staff and students are a strength of the school and colleagues are committed to providing every opportunity for students to have a broad experience and to be successful. We are committed to educating the whole child to ensure they enter adulthood as happy, supported young people with a love for learning. There is a sharp focus on learning and students receive excellent support. At all times we seek to be a compassionate institution.

It is important to state that Crispin has a very strong safeguarding culture which we would expect potential colleagues to wholeheartedly support.

We have a wide-ranging curriculum and have recently expanded the opportunities for students. We offer two Languages, a range of Arts and Technology options and offer examination courses in areas such as Business, Engineering, Health and Social Care and Sport. Students have the opportunity to study Philosophy and our popular course, Curriculum for Life. There are also a wide range of enrichment activities for students ranging from residential visits to school productions; sports to music; an enrichment week to work experience. We have a successful 'Employability' programme which provides important opportunities for students.

We are proud of our House system which is comprised of four Houses (Corvus, Falco, Sturnus and Tyto). This system allows for a wide range of opportunities for students from collaboration to competition, student leadership to support. All colleagues are members of one of the Houses.

We are fortunate to have a well-equipped site which includes extensive grounds, a range of curriculum area blocks and an astroturf pitch. We are also extremely fortunate to have opened a new purpose-built Innovation Hub in November 2020. This has been the most substantial development of the site since the opening of Crispin.

This post is a really exciting one and would be a great opportunity for the right candidate. Other than the basic details in the person specification, we do not have a pre-existing idea of what the successful candidate's career to date will have been. This could be your first subject leadership role or you may be an experienced subject leader. We realise that prospective colleagues will have a range of skills and experience and we will fully support the successful candidate to develop professionally. We have a Modern Foreign Languages Faculty with a range of experience and expertise that works in a collaborative and supportive manner. We are passionate about providing a wide range of opportunities for all colleagues and this is often referred to favourably by colleagues. Every year colleagues are seconded as Associate Assistant Headteachers, have the opportunity to join the Extended Leadership Team as well as a wide range of other opportunities to develop their careers.

The most important thing is that you are passionate about leading Modern Foreign Languages. Above all else you should be:

- A reflective and caring colleague.
- Always seeking to maximise the success and happiness of students.
- A colleague with the highest expectations of what all members of the school community are capable of.

Should you require any further information, would like to discuss the post with me or would like to visit Crispin before an application, do not hesitate to contact us by email:

HeadsPA@crispinschool.co.uk

To apply for this role simply click on the quick apply button on TES.com and complete the online application form. Your supporting statement / letter (of no more than two sides) should outline your skills and experience and how you meet the person specification.

After reading through the application information pack I hope you decide to apply for the post and I look forward to reading your application.



Paul Reddick
Headteacher



ADVERT

Head of Modern Foreign Languages

MPS/UPS + TLR 2b (£5642) (Pay Award Pending 01 September 2025)

Full time permanent contract from September 2025.

This is a fantastic opportunity to work as a Head of Modern Foreign Languages in a collaborative, supportive and happy school. Are you driven by sharing your passion for Modern Foreign Languages and ensuring students reach their potential? If so then we would love to hear from you.

Please read on to find out more information about Crispin and how to apply for the role. In addition, for a more comprehensive insight into Crispin and the role itself, including Job Description, Personal Specification, Letter from the Headteacher and an overview of Modern Foreign Languages at the school, please download the Applicant Information Pack below.

Crispin is a friendly, inclusive and highly successful school of 1030 students. Students at Crispin achieve excellent examination results and the school has a strong reputation. We are committed to educating the whole child to ensure they enter adulthood as happy, supported young people with a love for learning. We are looking for a committed and inspirational Head of Modern Foreign Languages to join our highly successful team. This could be your first subject leadership role or you may be an experienced subject leader. We would be delighted for you to visit Crispin or to have the opportunity to discuss the post prior to an application. If you wish to do either, please contact the Headteacher's PA by email at HeadsPA@crispinschool.co.uk.

Closing date for this post: 10:00 Wednesday 14 May 2025.

Interviews will take place on Thursday 22 May 2025.

Supported by the Partnership Board, our staff work hard to deliver a rich and challenging curriculum to prepare young people for the next stages of their education and careers.

It is an exciting time to join the Wessex family as we grow, we can offer:

- Professional induction, training and continued professional development opportunities.
- Extended Leadership and other opportunities to develop your career.
- Excellent collaboration across Trust Schools, extensive learning communities and specialist subject leads, to enhance the learning of our young people and enhance your development.
- Staff benefits including reduced leisure centre membership and cycle to work scheme.
- A staff assistance programme with a specialist provider, CareFirst who provide a 24/7 free phone helpline, or face-to-face counselling for every employee in the Wessex family.

The Wessex Learning Trust is committed to safeguarding young people and promoting the welfare of children, and all staff appointed will undergo online checks and be required to undertake an enhanced Disclosure and Barring Service Check. This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent spoken English is an essential requirement of the role.

DEPARTMENT INFORMATION

The Modern Foreign Languages Department at Crispin

The Modern Foreign Languages Department are an enthusiastic team, who are relentless in sharing their love for languages to engage and motivate students and who are committed to maintaining the very highest standards to achieve success for every single student. The Department prides itself on team work, passion and drive, and applications are welcome from candidates with a similar philosophy. Our dedicated and hardworking team consists of five teachers who are led by the Head of Modern Foreign Languages. Learning and teaching is at the heart of what we do and our team is fortunate enough to have a comprehensive range of interests and teaching experience. The successful candidate will have the chance to develop their leadership skills within, and beyond, the Department.

Curriculum

All students currently study French or Spanish as a foreign language. Year groups are split with seven or eight mixed ability classes.

At GCSE, we follow the AQA GCSE specifications for both French and Spanish.

Further opportunities

Crispin is developing strong links with Post-16 providers and has links with other Modern Foreign Languages departments within the Wessex Learning Trust as well as in the local area, North Somerset and Bristol and these links have provided the team with opportunities to collaborate with other schools and to participate in Modern Foreign Languages specific CPD.

We require an excellent colleague to ensure that the Modern Foreign Languages Department goes from strength to strength. You must have high expectations of yourself, your colleagues and your students and be committed to creating a stimulating learning environment which challenges everyone to achieve the highest standards. You must be highly organised and a team player, with the ability to establish effective learning opportunities, encouraging our students to be the best they can.

WESSEX LEARNING TRUST

At The Wessex Learning Trust, our family of academies here in the South-West of England strive to offer a world class, Twenty First Century education for all young people between the ages of 0 and 19, by providing outstanding learning opportunities and creating centres of educational excellence that meet the needs of all children.

We are passionate about providing the very best education for all the children in our Academies. Our ambition is that every student is helped to achieve their full potential so that they can make a positive contribution to our society and realise their lifetime ambitions.

Each individual Academy in the Wessex Learning Trust is encouraged to maintain its own distinctive ethos, be at the centre of their community and raise aspirations and achievement. This is achieved in two ways: firstly, through excellent teaching to inspire curiosity, unlock talents and realise potential; and secondly, by ensuring high quality care, guidance and support that ensures the personal development and welfare of each child.

By working together, we believe we can harness the talents of all our staff, share good practice between all our academies, and share resources that enable us to concentrate on delivering excellence in education.

Our staff are the best around, and give their all to promoting a fulfilling and engaging curriculum. Across the Trust everyone plays to their strengths, and is supported so as they work their best - and thus help our students work their best too.

Our Benefits:

- Professional induction, training and continued professional development opportunities
- Staff benefits including reduced leisure centre membership and cycle to work scheme
- A staff assistance programme with specialist provider, CareFirst who provide a 24/7 free phone helpline, or face-to-face counselling for every employee in the Wessex family
- Exciting opportunities as part of a growing multi-academy Trust
- Eligible for Local Government Pension Scheme
- Collaborative working across the Trust



WELCOME TO STREET

Crispin is a secondary school on the eastern edge of Street, a large village in Somerset with a population of around 12,000. It is situated on the Somerset Levels close to Glastonbury, Wells and the Mendips. The village has an interesting history with evidence of Roman occupation. Street is home to Clarks, the world famous footwear retailer and its headquarters is still in the village. Much of the Street site now houses the popular and thriving designer outlet shopping complex of 'Clarks Village'.

Somerset generally is a warm and friendly county and Street is no exception. The village itself contains a good range of leisure facilities including a theatre which hosts live performances and a wide range of films, sports facilities and an open air swimming pool. The Glastonbury Festival also takes place very near to the village. There are also a good range of local shops. As one resident of Street said 'if you choose you can walk to pretty much everything you need'. There is easy access to the coast and there are a number of National Trust properties in the area as well as nature reserves and areas of outstanding natural beauty.

As well as being located in a beautiful part of Somerset, Street is well connected by road being close to the M5, A303 and on a number of bus routes. There are also nearby rail links to London, Bath, Bristol, Devon and Cornwall. Bristol Airport is also close with a wide range of destinations from Iceland to Egypt. There are a number of interesting towns and cities nearby including Glastonbury, Wells and Frome. A little further afield, one can easily reach the likes of Bath and Bristol which are both major European cities and home to a very wide cultural and sporting life including excellent music venues, theatres, cinemas, restaurants and professional sports clubs including football and rugby.

Housing is still relatively affordable in Street and many of the surrounding towns and villages. Many colleagues talk of how the area is a safe, yet vibrant area to bring up families with a range of good schools and a college which shares its site with Crispin. Yet at the same time there are a myriad of excellent leisure opportunities and major cities within an hour's travel.



JOB DESCRIPTION

Post Title:	Head of Modern Foreign Languages
Purpose:	To lead Modern Foreign Languages at Crispin from Years 7 to 11
Reporting to:	Head of Faculty
Liaising with:	Headteacher, Deputy Headteacher, Assistant Headteachers, Heads of Year, other members of the Modern Foreign Languages Faculty, Teaching Assistants, relevant non-teaching support staff, parents and carers
Working Time:	Full Time Contract
Salary/Grade:	MPS/UPS + TLR 2b (£5642, pay award pending 01 September 2025)
Disclosure level:	Enhanced
Main (Core) Duties:	

Leadership:

- To be accountable for leading, managing and developing the Department.
- To create a vision, sense of purpose and strong identity for the Department which fully reflects the school's distinctive ethos and mission.
- Complete a Department Self Evaluation annually and contribute to the whole school SEF.
- To formulate an inspiring strategic Department Improvement Plan in accordance with the school's strategic priorities.
- Demonstrate both enthusiasm and high standards of teaching to members of the Department and students.
- Execute exemplary leadership skills at all times and to be a role model to staff and students.
- Identify staff development needs.
- Ensure that all subject staff understand, and are actively implementing, the school's behaviour and inclusion policies. To ensure excellent student conduct in the Department at all times.
- To participate in the school's ITT and ECT programmes.
- Act at all times in accordance with the agreed values and ethos of the school.
- To be accountable for the quality of teaching and learning and student progress across the Department.
- Provide extra-curricular opportunities in the Modern Languages Department.
- To liaise with the SLT to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme complements the Academy Improvement Plan.
- Ensure the implementation of the school's assessment procedures, ensuring all students have timely and appropriate feedback.
- Set challenging targets for Department Improvement and Teacher Appraisal.
- Development of appropriate programmes of study, schemes of learning, resources, assessment and teaching and learning strategies.
- Create a purposeful learning environment where students feel secure and confident.
- Facilitate peer observation and professional dialogue.
- Actively seek student voice / feedback to raise standards.
- To contribute to aspects of PSHE, IAG, WRL as appropriate.

JOB DESCRIPTION CONTINUED

- Support the recruitment, training, induction, appraisal and development of new staff.
- Coach and mentor colleagues.
- Lead the development of effective Department subject links with partner schools, external agencies and the community.
- To actively and loyally promote the school at all times including school functions such as Open Evenings.
- Play a full part in Middle Leader meetings.
- To communicate and co-operate with stakeholders outside the school and to actively promote the school's ethos when doing so.
- Be available to Department colleagues to give advice and provide support.
- To ensure that the needs of students with Special Educational Needs are met through effective differentiation as required.
- To participate effectively in the work of the Wessex Learning Trust.

Management:

- Day-to-day management, delegation, control and operation of course provision within the Department, including effective deployment of staff and physical resources.
- To establish Department standard operating procedures.
- To make appropriate arrangements for classes when staff are absent, ensuring appropriate cover within the Department.
- Hold regular Department meetings and work with colleagues to formulate aims, objectives and strategic plans for the Department.
- To ensure effective communication / consultation with parents / carers.
- Monitor the quality of preparation, assessment and feedback and teaching and learning in Modern Foreign Languages.
- To rigorously analyse performance and tracking data.
- To hold Modern Foreign Languages subject teachers accountable for the progress and attainment of the students they are teaching.
- Promote and publicise the work of the Department internally and externally.
- Ensure that Health and Safety standards are met and that policies and practices, including Risk Assessments for the Department, are updated where necessary.
- To oversee student examination entries ensuring these are appropriate, accurate and on time and to engage efficiently with the Examinations Officer.
- To provide clear, specific and rigorous action plans to target the key targeted student groups to provide intervention strategies and actions to improve student outcomes.

Teaching:

- To meet the required and appropriate level of performance as described in the 'Professional Standards for Teachers'.
- Ensure own practice is of a high standard and continue to develop your professional skills and knowledge.
- Develop and deliver innovative schemes of learning and assessment in line with new specifications, curriculum requirements and related pedagogy.
- Promote and inspire learning through planning which takes into account the

JOB DESCRIPTION CONTINUED

needs and progress of all students.

- Involve Teaching Assistants (TAs) in planning to provide high quality individual support with targeted intervention.
- Provide high quality feedback in order to maximise student progress.
- Promote equality of performance and achievement of all students and student groups.
- Maintain an understanding of developments within teaching practice and methodology and initiatives at a local, national and global level.
- Develop and deliver innovative schemes of learning and assessment in line with targeted intervention.

Achievement and Standards:

- Continually assess student progress.
- Provide students with high quality feedback in order to drive attainment.
- Provide parents with high quality feedback about their child's progress.
- Use available data to plan, review and monitor progress of all students in order to promote rigorous improvement of attainment.
- Promote equality of performance and achievement of all students and student groups.
- Maintain an understanding of developments within teaching practice and methodology and initiatives at a local, national and global level.
- To be aware of general developments in Modern Foreign Languages and to maintain a detailed knowledge of the Modern Foreign Languages curriculum.

Personal Development and Wellbeing:

- Inspire and support students to develop leadership skills and qualities.
- Establish a positive ethos in the school by promoting and demonstrating high standards.
- Actively encourage and develop the well-being and success of students through tutoring. Act as the 'first port of call' for tutees and their parents.
- Take responsibility for own Professional Development.
- Promote, reinforce and model the school's commitment to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment.
- Adopt coaching and restorative approaches where relevant.

Other specific duties:

- To play a full part in the life of the school community in implementing its vision, mission and ethos and support staff and students to do likewise.
- To carry out other responsibilities as determined by the Headteacher, following consultation.

A review of the post and its responsibilities will be undertaken periodically and may result in modification to the tasks of the post-holder.

JOB DESCRIPTION CONTINUED

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Employees are required to be courteous to colleagues and students and provide a welcoming environment to visitors and telephone callers.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date shown, but, in consultation with the postholder, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.



PERSON SPECIFICATION

Qualifications

Essential

- Qualified Teacher Status
- Degree in a Modern Language(s) or a related subject

Experience

Essential

- Successful teaching of the full ability range
- Evidence of appropriate, up-to-date CPD
- High level of progress and attainment from students taught

Desirable

- Leadership experience outside of the role of classroom teacher

Knowledge and Skills

Essential

- To be fully committed to change and able to adopt and promote a forward thinking and innovative approach to improvement
- Excellent subject knowledge
- Ability to teach to GCSE Grade 9
- Ability to develop an excellent Modern Foreign Languages curriculum
- Ability to inspire and liaise with colleagues across the school to promote the Department
- Able to demonstrate excellent classroom management
- Clear commitment to excellent assessment and feedback
- Ability to work under pressure and meet deadlines
- Ability to relate extremely well to students, colleagues and parents / carers and demonstrate excellent oral and written communication skills
- Ability to use ICT to support learning
- Ability to engage, inspire and foster a love of Languages
- Strong vision for excellence in Modern Foreign Languages
- Successful involvement in enrichment activities in Languages

Desirable

- Ability to contribute to the teaching of both French and Spanish

Crispin's Values and Ethos

Essential

- Value the contribution that each individual brings to the school community
- Respect and value diversity and promote equality
- Promote and model mutual respect
- Commitment to the importance of coaching and restorative justice
- Commitment to inclusive education
- Committed to safeguarding and promoting the welfare of children and young people

PERSON SPECIFICATION CONTINUED

Personal Qualities

Essential

- A passion for teaching Languages
- Adopts a collegiate and collaborative approach to leadership
- Willingness to constructively challenge the work of self and others to continually improve own and team performance
- Seeks to work collaboratively to resolve conflict
- Enthusiasm to support young people to develop intellectually and personally
- A strong commitment to ongoing professional development
- Resilience
- High degree of emotional intelligence
- Demonstrated leadership potential
- The ability to speak fluent English
- To be calm under pressure
- Highly organised

Desirable

- Potential for future promotion
- Possess a good sense of humour