



**The Ellesmere Port**  
C of E College  
Cheshire West

## **Recruitment Pack**

**Head of  
Modern Foreign Languages**  
(Spanish Specialism)



**Frank Field**  
Education Trust



# INFORMATION FOR APPLICANTS

Thank you for downloading this application pack and for your interest in becoming a Head of Modern Foreign Languages (MFL) at The Ellesmere Port Church of England College (EPC), Cheshire.

This is an exciting time at the College, as we have made dramatic improvements and seen a complete culture change in recent years, resulting in growing numbers of children applying for places.

We joined the Frank Field Education Trust in December 2018 and this has provided us with a firm foundation to enable us to flourish. As a school within the Frank Field Education Trust, we benefit from the Trust's access to services that will improve the support we can offer to all students and families and also from the opportunity to work with like-minded people, who want the best for children and young people. EPC works in partnership with a number of schools both locally and nationally, including our primary feeder schools and ensures all students have the very best opportunities and outcomes.

Our vision guides us in everything we do and it is what makes us unique within our Trust family of schools and within the wider community of Ellesmere Port.

***To act justly, to love with mercy and to walk humbly with our God - Micah 6:8***

At EPC, we seek to build a community of faith where our students have the social, intellectual and cultural capital to follow unlimited ideas and dreams. Above all else, we want our students to experience the fullness of life, where the sort of person that they become is of paramount importance.

To **BE MORE** is to be a community which aspires to act justly in all situations; to be kind towards those inside and outside the College; and to be open to God's guidance in all areas of our lives.

We seek to encourage and enable our students to grow and develop, supporting each other to become the best versions of themselves spiritually, socially, culturally, as well as intellectually. To this end, we ensure all children have access to:

- An exceptional academic education (Intellectual Capital)
- A values led approach to education (Cultural Capital)
- The right environment for every child to flourish by building learning communities in partnership with parents and carers (Social Capital)

Achieving these commitments will ensure that, when pupils leave the College, they are ready for the next step in their journey; leaving with the necessary skills and knowledge, and the desire to serve others, to become the next generation of leaders.

Our determination to do this, in its fullest sense, resonates with our Trust motto inspired by the words of Oscar Romero "Aspire not to have more but to be More". At EPC we have very high aspirations for our young people and want the very best for them.

If you feel you can make a contribution to this important enterprise and help our children to be the best that they can be, then I look forward to receiving your application.

If you would like to discuss this vacancy or visit the school please contact Mrs Sue Moran, Senior HR Officer, by email at: [HR@epcollege.org](mailto:HR@epcollege.org) or by telephone on: 0151 350 6018.

**Mrs Cath Green**  
**Principal**

# FAITH IN ACTION

## “TO ACT JUSTLY, TO LOVE WITH MERCY AND TO WALK HUMBLY WITH OUR GOD” - Micah 6:8

The Ellesmere Port C of E College is proud to be the only Church of England secondary faith school in the town. All aspects of our College life are shaped by our vision and the moral virtues of:

- Courage
- Justice
- Honesty
- Compassion
- Gratitude
- Humility
- Integrity
- Respect

We are proud to work with the Diocese of Chester wider family of schools, that enables us to collaborate with a network of Christian communities. At EPC we ensure that our children have a rich curriculum diet, rooted in Gospel values and we nurture and develop the spiritual life of the school community through Christian living. Our pastoral teams across the College help pupils who may need assistance and all staff give important direction to the faith-life aspect of the College through Collective Worship and various seasonal celebrations in the Christian calendar. Liturgical Themes are reflected upon on a weekly basis and there are resourced activities to enable form tutors to provide a daily act of worship during Academic Review time and in all Assemblies.

As a College, we have extensive links within the wider community and we actively seek to strengthen ties with existing churches and other agencies based locally. This is done through the promotion of charitable causes and events that take place within the life of the school community to promote the living faith of Christianity in the Ellesmere Port area. Pupils and staff regularly support the local Food Bank and other local community events.

Our pupils and staff also have access to a purpose built modern Worship space, including an outdoor reflection garden within the College internal atrium. Faith is at the heart of all we do and we want the staff who join us at EPC to also share our beliefs and vision.



# A WELCOME FROM THE CEO OF THE FRANK FIELD EDUCATION TRUST



The Frank Field Education Trust (FFET) is a multi-academy trust (MAT) based in two Regional Schools Commissioners areas (L&WY and West Midlands) which aims to build on the work of the Outstanding teachers, leaders and schools within the Trust to serve the most disadvantaged schools and communities in England.

The founder and Chair of the Trust, the Rt. Hon. Lord Frank Field, served for almost 40 years as the Member of Parliament for Birkenhead. During this time, Frank has written extensively on education and, in 2010, wrote “The Foundation Years: preventing poor children becoming poor adults” report, which is regarded as a landmark document regarding the importance of education and Early Years care in ending disadvantage. The review found that the gap in cognitive, social and emotional skills between the most and least disadvantaged students starts well before children enter the education system. This gap widens still further during school years.

Our intention is to work with schools that buck this national trend, with the aim of equalising or bettering life chances by the time our young people leave school. We believe social justice can be achieved through excellence in education.

We welcome applications from people who share our ambition to provide an education for children that is unparalleled in this country and have the enthusiasm and drive to make this a reality.

**Mr Tom Quinn**  
**CEO of The Frank Field Education Trust**





## ELLESMERE PORT, CHESHIRE

Ellesmere Port is a port town in the Cheshire West and Chester local authority area of Cheshire, England. Ellesmere Port is 6 miles north of Chester, 12 miles south of Birkenhead, 16 miles southwest of Runcorn and 11 miles south of Liverpool.

The town of Ellesmere Port was originally established on the River Mersey at the entrance to the Ellesmere Canal. As well as a service sector economy, it has retained large industries including Stanlow oil refinery, a chemical works and the Vauxhall Motors car factory. There are also a number of tourist attractions including the National Waterways Museum, the Blue Planet Aquarium and Cheshire Oaks Designer Outlet.



# JOB DESCRIPTION:

## Head of Modern Foreign Languages (MFL)

**Grade/Salary Scale:** MPR / UPR + TLR2B  
**Reports to:** SLT  
**Responsible for:** Members of staff working within the MFL Department

### Job Purpose:

As an expert practitioner, you will act as the professional lead for MFL, inspiring teachers and students to have a passion for the subject, continuously improving classroom practice and achieving excellent student outcomes.

You will monitor and evaluate the quality of teaching and student progress in MFL.

### Critical Responsibilities

- Under the reasonable direction of the Principal, carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document (STPCD).
- To raise standards of student attainment and achievement within MFL and to monitor and support student progress.
- To be accountable for student progress and development within MFL.
- To develop and enhance the teaching practice of others.
- To ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying MFL in accordance with the aims of the College and curricular policies.
- To be accountable for leading, managing and developing MFL.
- To be responsible for the implementation of whole college awards in MFL.
- To lead and develop the quality of learning for students within MFL.
- To ensure teachers are abreast of latest research and national developments relating to MFL.
- To ensure schemes of work and teacher delivery contribute to the curriculum.
- To monitor the quality of teaching and learning through regular classroom observations.
- To work with SLT to identify areas of student and staff need for development and planning intervention.



# JOB DESCRIPTION: Head of Modern Foreign Languages (MFL)

- To ensure quality of teaching and learning is good or better by identifying and sharing best practice and implementing coaching and intervention strategies.
- To ensure all students engage and make progress by leading planning and pedagogy for differentiation and follow through within the classroom.
- To procure and effectively use resources for learning and links to latest technologies for learning.

Monitoring: As specified by the Principal and in accordance with the College calendar

Meeting Attendance: As directed

Other: As a Head of Department perform such whole College duties and perform other reasonable tasks commensurate with the post as requested by the Principal.



# PERSON SPECIFICATION: Head of Modern Foreign Languages (MFL)

## Qualifications

- First Degree in area relevant to subject teaching or evidence of relevant level of subject knowledge.
- Teaching qualification.
- English and Mathematics at G.C.S.E./'O' Level, or equivalent, and/or sound Literacy and Numeracy skills (ITT accreditation test level).
- ICT QTS accreditation test level or European Computer Driving Licence (ECDL).

## Experience & Knowledge

- Successful experience working with children and young people in an educational setting.

## Key Skills and Attributes

### Essential:

- Positive disposition to implementing the Trust's educational vision.

### Generic:

- Able to develop genuine, empathetic relationships with young people.
- High personal standards in terms of attendance, punctuality and meeting deadlines.
- High level of personal organisation skills.
- Good communication skills, both written and spoken.
- Solution focused disposition and a positive attitude, particularly to challenge and change.
- Understanding of and commitment to Equal Opportunities issues and principles and the need to apply an equal standard of care to all students.
- Positive disposition towards inclusion of all students, including those with learning difficulties, in mainstream learning and education.
- Able to work as part of a broader inclusion and student support system.
- Ability to work as a team player and be supportive of team working.
- Ability and willingness to develop own understanding and capability through advice and training.
- Ability to work without constant supervision, to provide assistance as and when required, to seek tasks when unoccupied, and think clearly and calmly in an emergency.
- Understanding of the principles of accountability and quality assurance to achieve best possible student outcomes.



**Facilities:**

The College provides excellent educational facilities in the heart of Ellesmere Port, enabling us to provide every student with professional standard learning opportunities inside and outside of the classroom. Our £25 million campus has been built to create the best possible learning environment to ensure every student who attends the College is inspired to become the best they can be and a source of pride to everyone within the community.

**The Team:**

We currently teach GCSE Spanish, which teaches our students learn to use four main aspects of essential skills in communication: Listening, Speaking, Reading and Writing. Our students develop their skills in Years 10 and 11 in a variety of contexts, extending their ability to understand and respond to spoken and written Spanish. Students practise speaking and writing Spanish with increased accuracy, as well as being able to give and justify their opinions on various issues.

**The Team:**

- Head of Modern Foreign Languages (Spanish specialism)
- One MFL Associate Lead Practitioner (Spanish specialism)



# HOW TO APPLY

If you decide to apply for this position, please complete an application form: curriculum vitae alone will not be accepted. Your formal letter of application (supporting statement) should be no longer than two sides of A4 and should address:

- Why you are attracted to this position and College
- How your experiences and achievements match the job description and person specification

**Please return your completed application to:** Sue Moran  
(Senior HR Officer, FFET) at: [HR@epcollege.org](mailto:HR@epcollege.org)

Please note, it is the policy of The Ellesmere Port Church of England College to contact shortlisted candidates only.

## Key Dates

**Closing Date:** Monday 17th January 2022 at 9:30am

**Interviews:** Tuesday 25th January 2022

## College Location

The Ellesmere Port Church of England College

164 Whitby Road, Ellesmere Port

Cheshire CH65 6EA

Email: [info@epcollege.org](mailto:info@epcollege.org)

## Additional Information

Ofsted Reports: [www.ofsted.gov.uk](http://www.ofsted.gov.uk)

Information about Cheshire West and Council: [www.cheshirewestandchester.gov.uk/](http://www.cheshirewestandchester.gov.uk/)

Frank Field Education Trust: [www.ffet.co.uk](http://www.ffet.co.uk)



# ABOUT THE FRANK FIELD EDUCATION TRUST

The Frank Field Education Trust (FFET) is a Multi Academy Trust (MAT) formed with the explicit intention of delivering world-class education. We do this by delivering a curriculum that focuses on developing intellectual, social and cultural capital in our young people, that will enable them to become adults who will have choice-filled lives and be good people. Our Trust has a particular focus on working with the most disadvantaged in our society and we believe, through excellence in our schools, we can ensure that social justice will prevail for all our students and families. There are currently three schools in FFET (and two Associate Schools):

## **The Ellesmere Port Church of England College**

Based in Ellesmere Port, Cheshire, this 11-18 school has been transformed into a high performing College. It is a faith school and, as such, reflects our vision within a Christian context.

## **Handforth Grange Primary School**

Based in Handforth, near Manchester, this outstanding primary school and National Support School leads the way in innovative curriculum development and inclusion.

## **Birches Head Academy**

Based in Stoke, BHA is our newest school to join the Trust and is rapidly growing in pupil numbers as its reputation for inclusion, diversity and excellence spreads amongst its community.

The Frank Field Education Trust is recognised by the Department for Education as a sponsor. This means the Trust has given a commitment to support academies facing all types of challenges, including educational standards and financial viability. Our growth model is established around local hubs within the Lancashire & West Yorkshire and West Midlands RSC regions which will provide education from 3-18 years and also include support from birth to three years.



Ellesmere Port  
C of E College

Handforth Grange  
Primary School

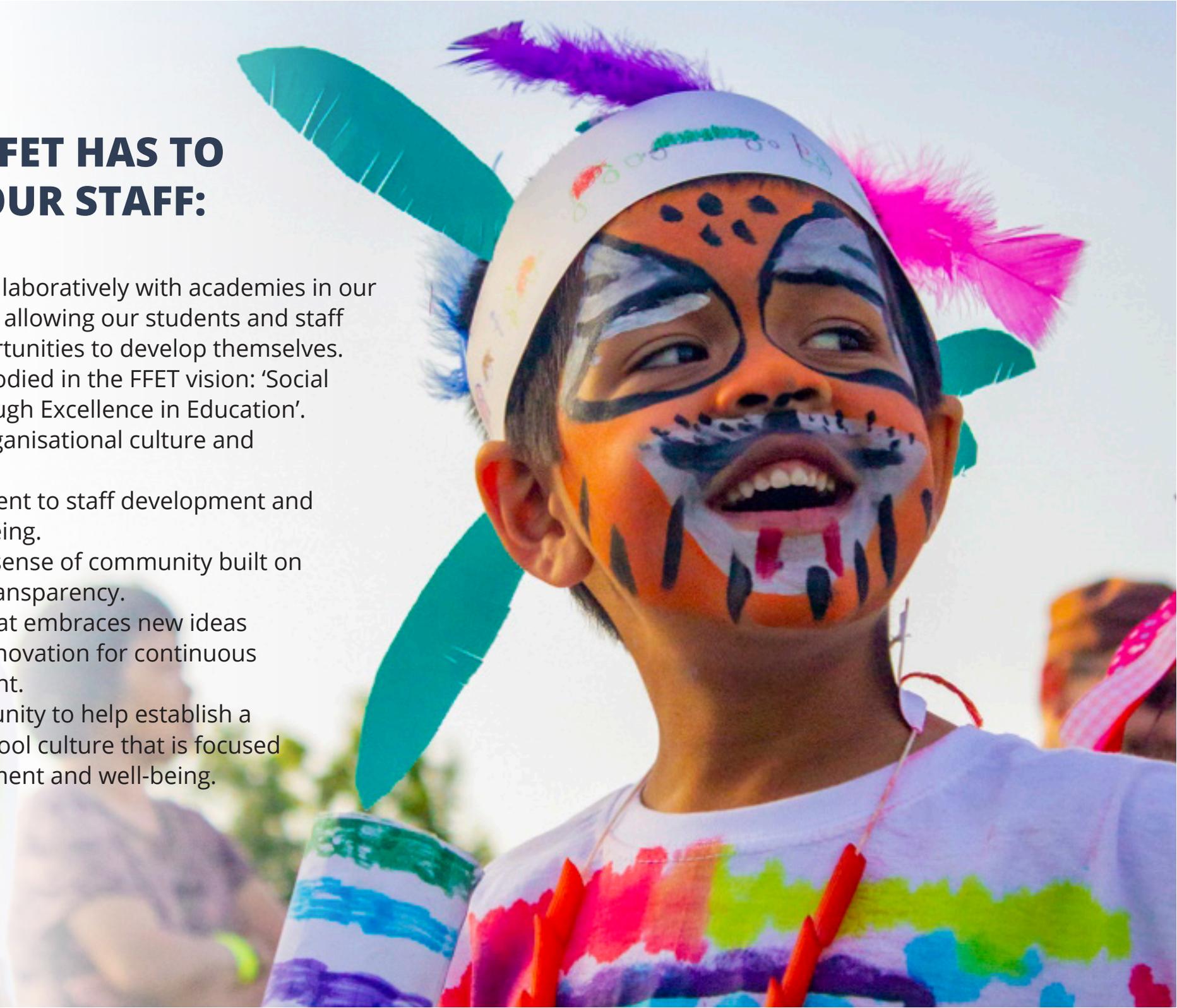
Birches Head  
Academy



Frank Field  
Education Trust

## WHAT FFET HAS TO OFFER OUR STAFF:

- We work collaboratively with academies in our FFET family, allowing our students and staff many opportunities to develop themselves. This is embodied in the FFET vision: 'Social Justice through Excellence in Education'.
- A strong organisational culture and purpose.
- A commitment to staff development and staff well-being.
- A palpable sense of community built on trust and transparency.
- A culture that embraces new ideas and uses innovation for continuous improvement.
- The opportunity to help establish a positive school culture that is focused on achievement and well-being.



# GROWING NETWORK

**Joined December 2018**



The Ellesmere Port  
C of E College

**Joined February 2019**



Handforth Grange  
Primary School

**October 2020**

Christ Church Primary  
School joined FFET as an  
Associate School

**November 2020**

The Acorns Primary &  
Nursery School joined FFET  
as an Associate School

**Joined December 2020**



Birches Head  
Academy

**September 2021**

Esprit MAT Partnership  
begins

**September 2021**

Early Life Project begins



Early Life  
Programme



*Part of the*

**Frank Field**

Education Trust

Act Justly • Love with Mercy • Walk Humbly

The Ellesmere Port Church of England College, 164 Whitby Road, Ellesmere Port, Cheshire CH65 6EA

Telephone: 0151 350 6000

[info@epcollege.org](mailto:info@epcollege.org)    [www.epcollege.org](http://www.epcollege.org)



Frank Field  
Education Trust