

Candidate Pack

Lead Teacher in Modern Foreign Languages

Full time

MPS (UPS) plus TLR 2a (£3,991)

January 2025



 **Whitecross Hereford: High School & Specialist Sports College**



Headteacher's welcome

Thank you for the interest you have shown in our school and the advertised post of Lead Teacher in Modern Foreign Languages.

We have a very simple aim – to be a truly great school where every student achieves great things. Our students are enthusiastic, friendly and kind. They understand the importance of education and work hard in their lessons. As a consequence, the school is a calm, orderly learning environment where the cooperation between staff and students is a great strength.

Our ambition to be the very best means we are relentlessly focussed on improving learning and investing in people lies at the heart of our development as a school. We are proud to be a partner in two Teaching School alliances and enjoy close links with Worcester University.

Whether you are an ambitious newly qualified teacher or more experienced, if you are committed, enthusiastic and are looking to work in an outstanding department, then we would love to hear from you!

Please visit our school website to find out more about our school and to download an application form. If you would like to see first-hand what we have to offer, informal visits are welcomed. Please do contact my PA, Mrs McDougall, in the first instance.

Tim Knapp
Headteacher

“Senior leaders have designed a curriculum to meet their high aspirations for pupils.” Ofsted 2023



About the school

Whitecross is an 11 to 16, mixed comprehensive academy located in beautiful surroundings on the edge of Hereford with over 945 students on roll. With over 50 classroom teachers and more than 100 staff on site, we are a busy and thriving school able to offer specialist teaching and high-quality support. As a PFI school, we relocated to our new site in 2006 and enjoy fantastic facilities featuring some of the best classroom based resources around.

We became a specialist sports college in 2004, something that is still very close to our hearts. The message of sporting excellence is a universal one and the values of teamwork, leadership, hard work and sacrifice lie at the heart of our identity.

This is a school with kindness and compassion at its core where thinking of others is a real strength. It is a place where students take part in an incredible range of additional experiences outside the classroom, expanding their horizons and enriching their lives and where all students regardless of starting point or background can excel.



Our ethos

Every adult at Whitecross is committed to the following principles. They form our DNA – the heart of who we are:

- ◆ Outstanding learning for all
- ◆ We are role models living our values
- ◆ The highest standards everywhere

Therefore we:

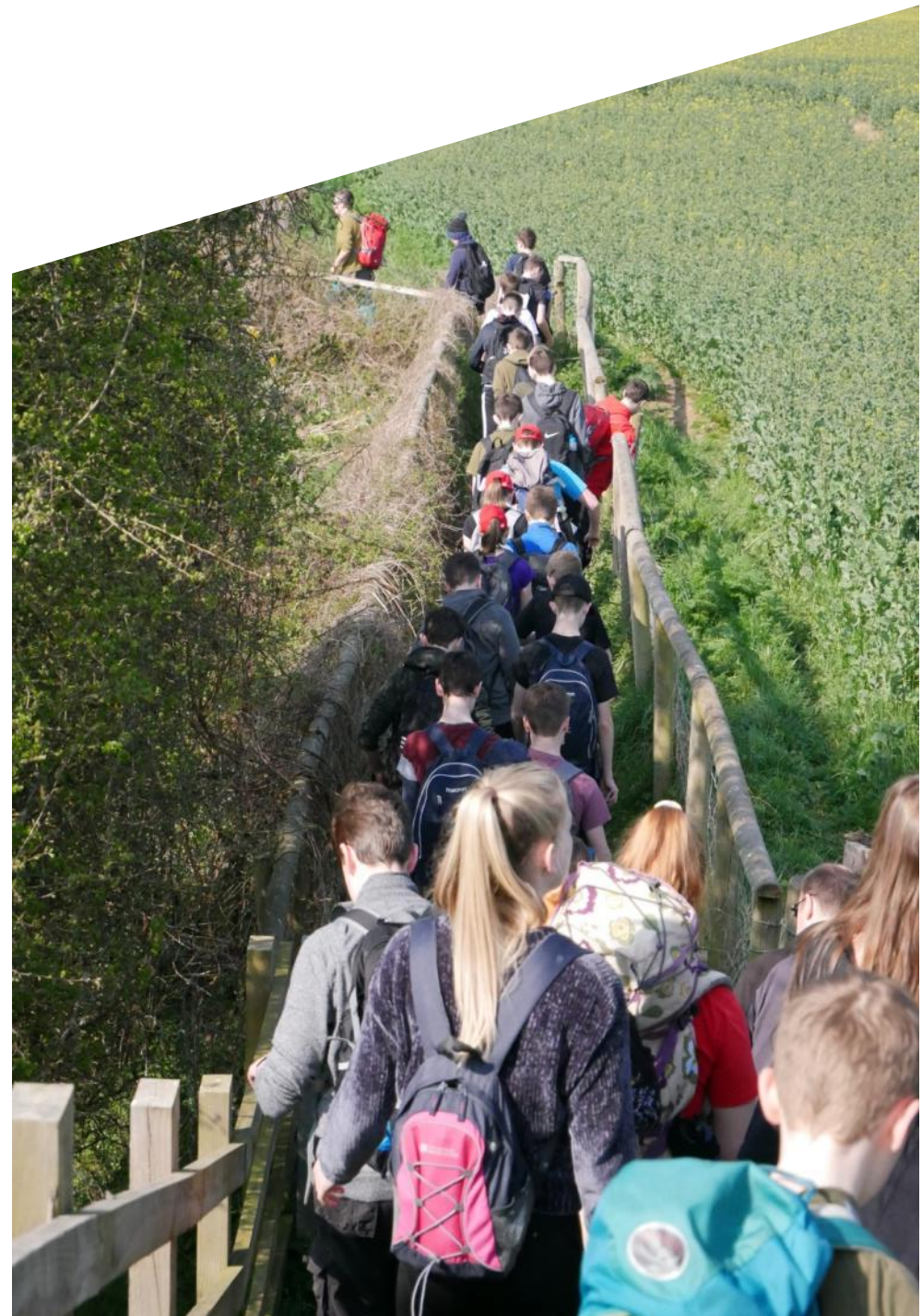
- ◆ Believe everyone belongs and everyone matters
- ◆ Know good relationships focussed on learning are vital to success
- ◆ Actively inspire and enthuse young people
- ◆ Believe every lesson and every moment at school matters
- ◆ Believe in overcoming barriers not making excuses
- ◆ Embrace feedback and value practice in the pursuit of excellence

So that our students:

- ◆ Feel they belong and are safe
- ◆ Believe that by working hard they will improve
- ◆ Are motivated to achieve great things
- ◆ Recognise and realise their potential
- ◆ Care about the people around them
- ◆ Have outstanding levels of literacy and numeracy
- ◆ Make exceptional progress

“Positive relationships between staff and pupils are commonplace and a pleasure to observe. Pupils describe their teachers as kind and caring.”

Ofsted 2023



The role and the department

The Modern Languages Department is a well-established team of five specialists committed to developing a passion for the languages in all our students. Spanish is taught to all students from Year 7 with some students accessing French as an alternative. Teaching groups are set according to ability.

Outcomes are historically very strong and uptake in the subject at Key Stage Four is increasing. We are committed to seeing a rise in numbers of students choosing a Modern Foreign Language at GCSE.

The department plays a full role in the life of our school, offering overseas visits to Spain and France, hosting visiting school groups from overseas and celebrating European Languages Day.

We believe the department is ideally placed to grow and this is a fantastic opportunity for a skilled practitioner to join the team and help shape the future of languages at Whitecross.

"Pupils enjoy school and do well. Pupils' behaviour is good." Ofsted 2023



Job description:

Job title:

Lead Teacher in Modern Foreign Languages (MFL) and Form Tutor (TLR 2a)

Reporting to:

The Head of MFL, the Headteacher, the Deputy Headteacher for Teaching and Learning

Purpose of role:

The Lead Teacher in MFL is responsible for developing and sharing best practice in MFL across the team whilst also fulfilling the roles of classroom teacher and form tutor. The basic responsibilities of all teachers are set out in the current Teachers' Pay and Conditions Document and the Teacher Standards. Additionally, all Whitecross staff are required to embrace our 'Core Commitment' and to agree to our code of conduct.

"Pupils learn about a range of topics to ensure they become well-informed young adults." Ofsted 2023



As Lead Teacher

- To work closely with the Head of MFL and the rest of the team to develop best practice;
- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the MFL department;
- To be a role model for classroom practice;
- To carry out research and share this with colleagues;
- To contribute to the professional development programme for teachers;
- To create an outward facing profile, working with colleagues in other settings to grow the school's understanding of developments in MFL pedagogy.

Main Duties and Responsibilities of a Classroom Teacher

To be relentlessly committed to the very highest student outcomes through the planning and delivery of the highest quality learning in accordance with the Teacher Standards and our Career Stage Expectations.

Students:

- To plan and prepare lessons, schemes of work and assessment materials;
- To keep relevant, accurate records of student attendance, achievement and targets as required by school policy.
- To provide such information as and when required;
- To challenge inappropriate behaviour wherever it may be encountered and to promote excellent behaviour through the use of the school's Behaviour for Learning Policy;
- To maintain the teaching base and facilities, resources and equipment in good order, maintaining an atmosphere conducive to learning, taking account of Health and Safety regulations as appropriate
- To foster close, collaborative and co-operative contacts with colleagues within the academy and across the school;
- To promote a strong academy identity through involvement with: assemblies, academy and tutor group activities; inter-academy competitions;
- To promote positive student behaviour within the academy and across the school.

Parents:

- To foster positive working relationships with parents of both teaching groups and tutor group;
- To ensure parents receive timely and appropriate information about behaviour and attendance, levels of attainment and progress;
- To contribute to case conferences and re-admittance meetings in accordance with the Behaviour for Learning Policy.

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Main Duties and Responsibilities of a Classroom Teacher (continued)

Wider community:

- To make effective use of external resources to promote learning;
- To ensure effective relationships with local external support agencies when required.

School:

- To be a member of a duty team, when assigned, and carry out such duties punctually and efficiently;
- To teach aspects of the personal, social education and citizenship programme as directed;
- To attend meetings according to the agreed published meeting schedule;
- To engage with extra-curricular activities as agreed;
- To be familiar with, and implement, school policies and where appropriate, to be involved in the review of policy and practice;
- To undertake performance review as part of the agreed Appraisal Policy;
- To participate fully in activities linked to Continuous Professional Development.

Person specification

The following person specification is not intended to be exhaustive but gives an indication of the kind of person we are looking for.

	Essential	Desirable	How tested
Qualifications	<p>A good honours degree relevant to the subject</p> <p>Qualified Teacher Status</p>	<p>Evidence of recent and relevant further professional development</p>	<p>Application Form</p>
Experience and knowledge	<p>A strong classroom teacher</p> <p>Capacity to reflect and respond to feedback</p> <p>Outstanding subject knowledge in Spanish</p>	<p>Sound grasp of the current educational landscape</p> <p>Experience of teaching MFL to a high standard</p>	<p>Interview</p> <p>Observed lesson</p>
Skills and abilities	<p>Able to engage and enthuse students</p> <p>Able to plan learning effectively</p> <p>Able to work collaboratively with colleagues</p> <p>Able to independently research best practice and share findings with colleagues</p> <p>Able to communicate widely both within the school and wider education community</p>	<p>Confident in using data to inform decision making</p> <p>Experience of working with colleagues across different settings and organisations</p>	<p>Application Form</p> <p>Interview</p> <p>Observed lesson</p>
Personal	<p>Relentlessly optimistic</p> <p>Loyal, enthusiastic, passionate</p> <p>Willing to go the extra mile</p> <p>The highest professional standards and the highest expectations of students</p>	<p>Ambitions for future promotion</p>	<p>Interview</p>

Working in Hereford

The ancient city of Hereford is a charming and thriving place surrounded by arguably some of the most beautiful countryside in England. Regarded by many as an undiscovered gem, Hereford is a city with a growing confidence and dynamism offering a rich variety of culture and sport and with good connections to Birmingham, Cardiff and Bristol. House prices and accommodation costs are very reasonable and living costs are typically lower than those for the rest of the West Midlands.

“Pupils describe their teachers as kind and caring.” Ofsted 2023



Safeguarding Statement

Whitecross is committed to safeguarding and promoting the wellbeing of every child. The advertised post involves contact with children and therefore involves regulated activity with children. All such posts will be subject to enhanced safeguarding checks.

The post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

The school will undertake online checks of shortlisted candidates in accordance with our Privacy Notice for Applicants which is include in our recruitment pack.

Successful candidates will be required to follow our Safeguarding and Child Protection Policy and will also be required to sign a self-disclosure statement. Our Safeguarding and Child Protection Policy can be found on our website.

What we offer as an employer

We want to ensure we attract the very best candidates to work here at Whitecross so that we can continue to offer our students a first class education. We seek to be an exemplary employer with the highest regard for our staff and have a comprehensive package of support in place.

All new staff are warmly welcomed into our school community and supported by a personalised induction programme tailored to individual needs. There is a programme of coaching for all teachers and our professional development package promotes peer observation and collaborative planning.

The school promotes a culture of openness and transparency and all staff are encouraged to try new things and share ideas in an atmosphere of low risk, high challenge.

Appointment process

Please apply using the official application form accompanied by a supporting letter that must be no more than two sides of A4. CVs are not required.

All applications should be returned to the Headteacher's PA, Mrs McDougall, cmcdougall@whitecross.hereford.sch.uk marked for the attention of Mr Tim Knapp, Headteacher.

Timeline

Application deadline: Thursday 6 February 2025 @ 3:00pm

Start date: September 2025

"Parents are complimentary about the education and pastoral support offered to their children." Ofsted 2023