



Higham Lane School
Helping Learners Succeed

Job Specification

Permanent Teacher of Modern Foreign Languages (French)

Full-time or Part-time
MPR/UPR

September 2022

(with the possibility of an additional recruitment allowance for an exceptional candidate).



Thank you for taking the time to consider Higham Lane School as your next school. Higham Lane is a large, 11-18 comprehensive academy, set on an attractive site on the Warwickshire-Leicestershire border, easily accessible due to excellent road, train and bus connections.

Achievement in all its forms: artistic, academic, social, cultural, sporting and intellectual is equally valued in our diverse five year, knowledge-rich curriculum. We were extremely pleased to have been rated as Outstanding by Ofsted in May 2019, one of only a small number of schools in England to have achieved the highest rating that year. We are enormously proud to have performed in the top 20% (yes that's top 20%!) of schools in England for student progress at GCSE in 2019. (As you are aware, schools have not published results for 2020 and 2021 due to the pandemic). We are also delighted to have achieved impressive A level results in our high-performing Sixth Form. Our progress figures indicate that our teaching and learning and student behaviour and engagement are excellent! We are also delighted that the Department for Education has given us permission to open a new secondary Free School, Higham Lane North Academy, within the next few years after we have formed a new Multi Academy Trust. In July 2021, we were granted World Class Schools status, one of a very small number of schools to achieve this.

Our school has a strong ethos based on mutual respect between students and staff and very clear expectations regarding students' effort and behaviour. We enjoy an excellent reputation with parents/carers and are always over-subscribed. You will find a happy, caring and purposeful environment at Higham Lane. Students get on exceptionally well, both with each other and with our staff, who take pride in working here. Our students are encouraged to do their very best in every aspect of their lives and to reach the highest standards, irrespective of their ability. We encourage them to "Be the best you can be!"

At Higham Lane, our staff are our most precious resource. We are committed to offering you:

- excellent continuous professional development
- reduced workload
- behaviour for learning that empowers teachers to teach and students to learn
- a range of imaginative approaches to ensure staff wellbeing.

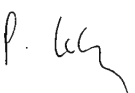
The closing date for applications is: **Monday 31st January**. (If you encounter a problem in meeting this deadline, please contact the School). If you are interested in applying for this post, please complete the application form that you will find on the School's website (www.highamlaneschool.co.uk) and email it to jobs@highamlaneschool.co.uk, indicating in the message title the post you are applying for. We welcome applications from both newly qualified and experienced teachers.

If you would like to have a chat about this post, please contact Natacha Finley, Subject Leader for Modern Foreign Languages, on 024 7638 8123.

Higham Lane School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All successful applicants will be subject to an enhanced DBS check and will also be taken through the School's vetting procedure.

We really look forward to reading your application!

Yours sincerely,



Phil Kelly

Headteacher





WHY WORK FOR HIGHAM LANE SCHOOL?

EXCELLENT CONTINUOUS PROFESSIONAL DEVELOPMENT (CPD)

- we are passionate about teaching and learning, always developing our practice and learning from each other!
- our CPD is second to none and highly-regarded by our staff, many of whom often lead sessions themselves. Staff have led presentations for Pixl and Osiris.
- all staff receive regular training in the most effective teaching and learning techniques.
- we provide bespoke career stage training such as NPQSL, NPQML and NPQH as well as Olevi programmes for improving and outstanding teachers as well as outstanding leaders.
- we have expertise in teacher training and formed the Higham Lane School Partnership comprising 13 partner schools across both primary and secondary phases in collaboration with the University of Warwick, Birmingham City University and the University of Leicester.
- we are actively leading school-to-school support within our local area, sharing our strong practice and expertise and learning from other schools about their effective approaches.
- We are local delivery partners for the Early Career Teacher and Mentor Induction programmes.

REDUCING WORKLOAD

- we are committed to reducing teacher workload by always looking to streamline our ways of working, for example in our Feedback Policy, which makes greater use of whole-class feedback, rather than pointlessly marking excessively.
- we value our staff as experts in their subjects.
- staff work very effectively in their subject teams to produce schemes of learning and resources, so that teachers are not wasting time creating their own materials.
- students use Knowledge Organisers for revision during homework and peer-assess themselves in our Do Now knowledge tests, enhancing their subject knowledge and reducing teacher workload.

BEHAVIOUR FOR LEARNING THAT EMPOWERS TEACHERS

- we empower teachers to teach and students to learn!
- students' behaviour is excellent.
- our SLT and Progress Leaders move around our site during every lesson to visit lessons, support teachers and uphold our ethos.
- where students do not behave according to our expectations, we address this promptly.
- parents/carers fully support our Behaviour for Learning Policy.

SAFEGUARDING

- all the staff whom we employ are expected to demonstrate a responsibility for and a commitment to the safeguarding of students. We will offer you regular, high-quality training to enable you to do this effectively.

STAFF WELLBEING

- staff wellbeing is very important to us. We care about each other.
- we ensure a work-life balance in the way we organise our meetings and INSET days and release our calendar before the start of the academic year.
- we ensure emails are used sparingly and only at agreed times.
- we support staff to look after themselves, for example through our health awareness events.
- we get on well together and celebrate our many achievements in a range of social events.

SERVING OUR COMMUNITY

- students play an active part in the running of our school and student voice is important to us.
- we have excellent relationships with parents/carers and value their feedback.
- we actively support our local community through fundraising and supporting local charities such as the Nuneaton Food Bank and Edward Street Food Kitchen.



The Modern Foreign Languages Department

STAFFING AND ACCOMMODATION

- The Modern Foreign Languages Department has five members of staff, including the Subject Leader.
- We have a range of accommodation including four specialist rooms in the main school, one of which is an ICT suite. Each member of the Department is provided with a laptop.
- Teamwork is a real strength of the Modern Foreign Languages Department. Teachers work closely together on writing Schemes of Learning and sharing practical approaches to teaching each aspect of every course.

KEY STAGE 3

- All students in Year 7 and 8 study French for four hours per fortnight.
- The Scheme of Learning in Year 7 is based on the 'Studio' course book and in Year 8 the Scheme of Learning is based on the 'Studio 2 and 3' course book.
- Students are grouped by ability.

KEY STAGE 4

- Students who are currently in Years 9-11 were able to choose French or German as a GCSE option.
- From September 2022, GCSE French will become part of the core subjects in Key Stage 4 to support the School's ambition for at least 90% of students to study the EBacc combination of subjects.
- Students receive four hours of teaching per fortnight.
- The Department follows the EdExcel specification at GCSE.
- Groups are currently mixed ability but will be grouped by ability as part of the move to French becoming a core subject.

KEY STAGE 5

- A-level French is one of the subjects offered by our Sixth Form.
- We teach the WJEC Eduqas A-Level specification.

EXTRA-CURRICULAR

Students are encouraged to participate in visits abroad in order to practise their language skills. Prior to the pandemic the Department arranged annual residential visits to France as part of the School's Enrichment Week. We have also held language days when guest speakers from a variety of backgrounds and fields presented their language learning experience to our KS4 and KS5 students. The Department has also arranged for A-Level students to attend university conferences. Our whole-school enrichment programme also includes European Day of Languages celebrations and competitions, Bastille Day celebrations and in-school spelling bee competitions.

2019 EXAMINATION RESULTS

GCSE French

87% of students achieved grades 9 - 4
43.5% of students achieved grades 9 -7

GCSE German

55% of students achieved grades 9 - 4
22% of students achieved grades 9 -7

A-LEVEL French

33% of students achieved grades A*/A
100% of students achieved grades A*-C

Job description

Job Title:

Permanent Teacher of French
(Full-time or Part-time)

Date of Commencement: Sept 2022

Applications are invited from suitably-qualified, experienced and enthusiastic teachers to teach French at Key Stage 3 and 4. Experience of teaching A-level French or GCSE German would also be desirable, but this is not essential and would not prevent suitable candidates from being shortlisted, if they meet the person specification.

General Duties and Responsibilities

The expectations and duties of a Standard Scale Teacher at Higham Lane School are set out in the national Teachers' Standards, which can be found at: <https://www.gov.uk/government/publications/teachers-standards>

Pastoral responsibilities will include form tutor duties such as registration, monitoring progress and behaviour, checking uniform and student organisers and reporting and liaison with other staff as necessary.

Please note our clear expectations regarding **personal and professional conduct of staff and the safeguarding of students:**

- To have total regard for the need to safeguard students' well-being, in accordance with statutory provisions.
- To have proper and professional regard for the ethos, policies and practices of the School, and maintain high standards in their own attendance and punctuality.
- To have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

Person Specification for Permanent Teacher of French (full-time or part-time)

1= application form; 2= selection day activities; 3=documentary evidence.

	E/D	Criteria Indicated E (Essential) or D (Desirable)	How Identified
Qualifications	E	Degree level qualification. Qualified Teacher Status.	1,3
Experience	E	Experience of teaching Key Stage 3 and Key Stage 4 French	1
	D	Experience of teaching A-level French or GCSE German.	1
Knowledge and understanding	E	Of exam board specifications for French	1,2
	D	Of exam board specifications for German	
	E	Of a range of effective, differentiated teaching and learning, assessment for learning and marking and feedback techniques.	
	E	Of how to make secure judgements relating to student progress and performance.	
	E	Of how to use ICT to enhance teaching and learning and raise standards.	
Professional Skills and Attributes	E	<p>The ability to motivate, influence and challenge all students to achieve their best performance.</p> <p>The ability to consistently deliver 'good' or 'outstanding' lessons.</p> <p>The ability to assess students' work and offer them feedback in line with the School's Marking and Feedback Policy.</p> <p>The ability to ensure excellent Behaviour for Learning of students.</p> <p>The ability to be well-organised, keep efficient records and meet deadlines.</p> <p>The ability to communicate effectively.</p> <p>The ability to work effectively as a member of a team.</p> <p>The ability to take responsibility for your own professional learning.</p> <p>Energy, enthusiasm, commitment and perseverance.</p>	1,2
Health and Attendance	E	A good health and attendance record.	3



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