



- Hard work
- Trust
- Fairness

MARSDEN HEIGHTS COMMUNITY COLLEGE
RECRUITMENT INFORMATION PACK
SECOND IN MFL (Spanish and French)
CLOSING DATE: 15TH MAY 2025
INTERVIEWS: W.C. 18TH MAY 2025

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Welcome

Marsden Heights
COMMUNITY COLLEGE

Marsden Heights Community College joined United Learning in November 2020. In 2023, following rapid improvements, Ofsted inspected the school and rated it **Good** in all areas.

At Marsden Heights we believe that children deserve the very best of all that has been “thought and said” in every subject area by the careful selection of our core knowledge. We desire to support our pupils to grow into confident, creative and resilient adults who have a lifelong love of learning. We seek to ensure that our pupils are effective communicators, active participants and independent learners who can take their next steps into an increasingly uncertain world with secure knowledge from the range of subjects we offer.

In order to support our pupils in their academic and personal development, we believe it is essential they experience a wide range of opportunities. Our commitment to ‘Education with character’ provides wider opportunities for our pupils to access a well-rounded curriculum that extends learning beyond the classroom.

The college’s focus on learning is the driving force behind everything that we do and students are offered a diverse and challenging curriculum both inside and outside the classroom. We have high expectations and we make no apologies for being very demanding of our students and our staff, as only the best will do for our children.

Honesty, respect and trust are important to us, as is being prepared to learn and take on new challenges. We know that no one is the ‘finished article’ and we strive to do our best for our students every day. We are a welcoming school and if you join us, you will experience our ‘no blame’ culture, where everyone works together for the good of the students. It is essential that you have a restless determination and belief that all students can and will perform to the highest level.

As a United Learning academy whose motto is ‘The Best in Everyone’ you will be someone who wants the very best for all young people, irrespective of their background. We are earnest in our commitment to safeguarding our young people.

I hope you find the information you need in the accompanying pack and am sure you will find other useful information from visiting our website. You are also warmly invited to contact us by phone or visit Marsden Heights Community College ‘in action’ and meet our fabulous pupils and staff. Please visit our website:

www.marsdenheights.co.uk

I look forward very much to welcoming you to our school.

With kind regards



James Delve, Principal

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Our Ethos & Values

At Marsden Heights Community College, our vision is work together to ensure that every pupil reaches their full potential every day and is prepared for life after school.

Our Ethos

Pupils are proud to be members of Marsden Heights Community College and aspire to demonstrate these characteristics in lessons and beyond:

AMBITIOUS

To achieve the best.

CONFIDENT

To have the courage of their convictions and to take risks in the right cause.

CREATIVE

To imagine possibilities and make them real.

RESPECTFUL

To be respectful in all that they do.

ENTHUSIASTIC

To seek opportunity, find what is good and pursue their talents and interests.

DETERMINED

To overcome obstacles and reach success.

Our Values

We foster an environment where our values are at the core of everything we do:

HARD WORK

We encourage and support hard work, teaching pupils resilience and inspiring them to strive for their goals and future success.

TRUST

We build trust through open communication, integrity and mutual respect, creating a safe and supportive community.

FAIRNESS

We promote fairness so that every student is treated equally, and offer opportunities for growth and success for all, regardless of background or ability.

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The Role

Second in Modern Foreign Languages (Spanish and French)

Salary: Teacher Pay scales – PT1 (£35,000) – EPT3 (£51000) Plus TLR. Benefits including: Teachers Pension, Health Care Cash Plan, Generous Staff Discount scheme, 3 extra inset days for planning, at least one personal leave day per year.

We are seeking to appoint a dynamic, enthusiastic and influential Second in Department for Modern Foreign Languages, in particular, Spanish and French. The successful applicant must have the drive and desire to be consistently outstanding. You will be someone who shares our moral purpose of ensuring that all our young people receive the best education possible in a supportive environment from people who care about them. You will be passionate about your subject and will inspire our students to be so as well.

The successful candidate must:

- Someone who is passionate about MFL and who will inspire our students to be.
- Perfected skills in securing outstanding progress and attainment with all groups, at KS3 and KS4.
- Someone who shares our moral purpose of ensuring that all of our young people receive the best education possible in a supportive environment from people who care about them.
- Evidence of good to outstanding teaching and results.
- Excellent leadership skills and competencies.
- Have a commitment to support our enrichment programme by facilitating co-curricular clubs.

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United Learning

Marsden Heights Community College is part of United Learning, a large, and growing, group of schools aiming to offer a life changing education to children and young people across England.

Our schools work as a team and achieve more by sharing than any single school could. Our subject specialists, our Group-wide intranet, our own curriculum, and our online learning portal all help us share knowledge and resource, helping to simplify work processes and manage workloads for an improved work-life balance.



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Rewards & Benefits

Rewards and Benefits

Our pledge, to all our academy teachers, is that by working for us you will benefit from **more pay, more time, and more support.**

| More pay... | More time... | More support |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> ■ We pay an average of 5% above national scales – the best rates of pay in the sector. ■ Cash towards medical treatment. ■ Generous staff discount scheme. | <ul style="list-style-type: none"> ■ Three extra INSET days for planning. ■ At least one personal day a year. | <ul style="list-style-type: none"> ■ Great training for your career. ■ Exceptional curriculum resources. ■ Expert subject advice. ■ Support for your wellbeing. |

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JOB DESCRIPTION
SECOND IN MODERN FOREIGN LANGUAGES

| | | | |
|----------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|---------------------------------------------|-----------------|
| Hours of work: | 37.5 hours per week | Contracted weeks: | 52 weeks |
| Supporting work/life bal- | 5 Inset days per year, plus an additional 3 planning days, at least one personal day | | |
| Reporting to: | Head of MFL | Direct Reports: | Teachers of MFL |
| Remuneration Package: Teacher Pay Scales—PT1 (£35000) - EPT3 (£51,000) plus TLR | | | |
| Salary: | £35,000-£51,000 Plus TLR | Employer Pension contri- bution: | Teacher Pension |

Post:

To support the Head of MFL in leading and developing the Modern Foreign Languages department, with a specific focus on Spanish and French, ensuring high-quality teaching and learning across all key stages. The postholder will contribute to curriculum planning, staff development, and raising attainment across the department.

Key Responsibilities:

Leadership & Management:

- Support the strategic and operational leadership of the MFL department.
- Contribute to departmental self-evaluation and school improvement planning.
- Assist in the mentoring and professional development of staff, including trainee teachers and ECTs.

Teaching & Learning:

- Deliver consistently outstanding lessons in either Spanish or French across Key Stages 3 & 4.
- Track student progress and implement effective intervention strategies.
- Contribute to the development of engaging and challenging schemes of work and resources.
- Model best practice in pedagogy, classroom management, and curriculum delivery.

Staff Development & Collaboration:

- Support and coach colleagues in improving their teaching of French and Spanish.
- Share effective resources and strategies to improve consistency and quality within the team.
- Contribute to the organisation and delivery of departmental and whole-school CPD.

Curriculum & Assessment:

- Lead on the development and moderation of assessments for the departments.
- Ensure rigorous and fair assessment practices across all year groups.
- Use data effectively to drive improvements in teaching and learning and student outcomes.

Student Outcomes & Enrichment:

- Promote and increase student engagement in MFL at GCSE.
- Lead and support extracurricular initiatives such as language clubs, competitions, cultural events, and international trips to French and Spanish-speaking countries.

PERSON SPECIFICATION

SECOND IN MFL

| Qualifications | Requirement | Evidenced |
|-----------------------------------------------------------------------------------------------|--------------------|-----------------------|
| A good honours degree. | Essential | Application |
| Qualified teacher status (QTS). | Essential | Application |
| Master's degree or NPQML/NPQLT. | Desirable | Application |
| Further qualifications in MFL or education leadership. | Desirable | Application |
| Experience | | |
| Successful teaching across at least two key stages. | Essential | Application/interview |
| Proven record of raising student attainment. | Essential | Application/interview |
| Experience developing curriculum or assessments in French and Spanish. | Essential | Application/interview |
| Experience organising trips or language immersion events. | Desirable | Application/interview |
| Experience mentoring or leading other staff. | Desirable | Application/interview |
| Skills & Knowledge | | |
| Excellent subject knowledge in either French or Spanish. | Essential | Application/interview |
| Strong data analysis and problem-solving skills. | Essential | Application/interview |
| Knowledge of curriculum planning, pedagogy, and assessment in MFL. | Essential | Application/interview |
| Personal Attributes | | |
| Passionate about language learning and cultural education. | Essential | Application/interview |
| High expectations for students and colleagues. | Essential | Application/interview |
| Analytical thinker with the ability to use data and feedback to drive continuous improvement. | Essential | Application/interview |
| Other | | |
| Committed to the safeguarding of young people. | Essential | Application/interview |

Marsden Heights Community College is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced DBS check. The academy is committed to safeguarding and promoting the welfare of children and young people and it expects all staff and volunteers to share this commitment