



DURHAM JOHNSTON
COMPREHENSIVE SCHOOL
DARE TO BE WISE



Subject Leader of Languages

MPS/UPS plus TLR1C (paid at £12,719)

Starting date - September 2023

Permanent

Crossgate Moor, Durham, DH1 4SU

www.durhamjohnston.org.uk

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Letter of Introduction

Mr O'Sullivan
Headteacher



Dear Applicant,

Thank you for your interest in the position of Subject Leader of Languages. We are always very grateful when people express an interest in joining the school.

Durham Johnston Comprehensive School is a happy, successful and dynamic community school. We have a national reputation for academic excellence and are well respected in our local community, something of which we are very proud. Teachers often stay at Durham Johnston for a significant period of time as we value staff well-being and allow a significant amount of professional autonomy.

We are looking to recruit a talented and ambitious Subject Leader of languages who is both an expert practitioner and a colleague who is passionate about the study of languages. The study of languages is valued at Durham Johnston and as such features significantly in our ambitious curriculum. Our students are able to study French, German, Latin, Mandarin and Spanish from Key Stage 3 to Key Stage 5.

It is important to note that our intake is fully comprehensive. We have many students joining us in Year 7 with the potential to achieve outstanding success academically alongside students who can find accessing education challenging for a variety of reasons. It is truly important to us that all these students benefit from their time here. We are seeking teachers who can offer academic stretch in addition to focused and exciting learning in the classroom. You should also have a genuine commitment to social justice and ensuring that every child you teach benefits from your outstanding subject knowledge.

We encourage colleagues at any stage in their career to apply to work in our school. We will always appoint the best person for our school community regardless of age or experience.

Informal visits to the school are welcome and will be managed in line with national restrictions. If you would like to visit the school, please contact my PA, Denise Scrivens (e.scrivens@durhamjohnston.org.uk) to book a time.

In addition to completing the application form we would like you to outline, in no more than two sides of A4 paper, why your experience and personal qualities make you a strong candidate for this post, especially in relation to the job description and person specification.

The closing date is 12.00pm on Tuesday 8th February 2022. If you are returning your application by email please use the following address: recruitment@durhamjohnston.org.uk

We look forward to hearing from you.

Yours faithfully,

A J. O'Sullivan

Andrew O'Sullivan

Headteacher

Advertisement

*Subject Leader of Languages MPS/UPS plus TLR1C
September 2023*



Subject Leader for Languages MPS/UPS plus TLR1C (paid at £12,719)

Required for September 2023

Permanent

Durham Johnston Comprehensive School is an outstanding school that offers high levels of autonomy to staff and consequently has a track record of academic excellence. We are looking to appoint a truly effective practitioner to lead our high-achieving Languages Department.

Teachers at our school are passionate about their subject and passionate about social justice. We believe that every child, regardless of social background, has the right to an enriching and rigorous academic education. We all share a commitment to ensuring the children in our care are able to feel safe, happy and supported to achieve their full potential. If these values are ones you hold then we would welcome your application.

An application pack can be downloaded from our main advert online.

Informal visits to the school are welcome, as are requests for a TEAMS meeting or phonecall. If you would like to arrange one of these options, please contact the headteachers PA, Denise Scrivens (e.scrivens@durhamjohnston.org.uk) to book a time.

“Durham Johnston Comprehensive School is committed to safeguarding and promoting the welfare of children and young people and expects all its staff and volunteers to share this commitment. All post holders are subject to a satisfactory enhanced Disclosure and Barring Service (DBS) check”.

Closing Date: 12.00pm Tuesday 8th February 2023.

If you are returning your application by email please use the following address:

recruitment@durhamjohnston.org.uk

Job Description

Subject Leader of Languages MPS/UPS plus TLR1C
September 2023



At Durham Johnston Comprehensive School everyone's first responsibility is to work towards the fulfilment of the school plan. While job descriptions vary, our common commitment to the welfare and success of our young people does not.

General Responsibilities

- To demonstrate, by professional behaviour, leadership and outcomes commitment to Durham Johnston's ongoing success.
- To fulfil the role of Subject Leader, taking responsibility for achievement, behaviour and leadership within the department.
- To support, develop and manage colleagues and to create and maintain a strong team ethic.
- To bring issues of concern or success within the department to the attention of the Leadership Group.
- To work with the Leadership Group in promoting high quality teaching, learning and assessment within the department
- To manage the day-to-day tasks within the department such as planning department meetings and preparing cover work for absent colleagues.
- To support colleagues in maintaining discipline and good order both within the department, around school and while on duty.

Specific Responsibilities

- To lead and develop the Language curriculum to ensure learning is presented in a logical and sequential manner across the department and there are smooth transitions between Key Stages 2, 3, 4 and 5. This should be reviewed annually.
- To lead the Languages departmental quality assurance programme and ensure that assessment is consistent, accurate and reliable. To work with and support colleagues where this is not so to ensure improvement.
- To take responsibility for achievement through examination reviews, data collections and other monitoring in Languages in line with school policies.
- To identify and track progress of key groups in Languages and to lead intervention in Languages liaising with relevant colleagues where appropriate.
- To report to Leadership Group and Governors as required.
- To lead department meetings, discussions with colleagues, implement agreed decisions and development and enable all colleagues to realise decisions in the classroom.
- To ensure the department are informed about curriculum changes and external assessments affecting all Languages qualifications.

Job Description (Cont.)

*Subject Leader of Languages MPS/UPS plus TLR1C
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- To oversee the creation and distribution of Language resources to the department and to identify where new resources are required, to delegate development of such where reasonable.
- To prepare and lead the presentation of materials relating to Languages at open evenings.
- To be a focal point for colleagues concerns about Languages and to offer support and advice.
- To promote high quality teaching and learning within the department. To know best practice in Language teaching and to disseminate that to colleagues to support and develop them.
- To collaborate effectively with other schools and supportive networks to share good practice.
- To liaise with colleagues to ensure vulnerable, SEND and EAL pupils receive appropriate additional support where required and their subject specific learning needs are at the heart of departmental planning.
- To lead on behaviour management and deal with behavioural issues that impact progress of students in the department. To develop trace forms and other monitoring methods. To contact parents and to arrange detentions as appropriate in line with the school behaviour policy.
- Day to day administration including examination entries (in accordance with STPCD)

This job description is current and was reviewed in January 2023, but following consultation with you, may be altered to reflect or anticipate changes in the job which are commensurate with the salary and job title. All posts will be reviewed annually.

Person Specification

Subject Leader of Languages MPS/UPS plus TLR1C

September 2023



Essential Requirements

The following points give a list of qualities which are essential for appointment to this post (with the methods by which they will be assessed indicated in brackets).

- An honours degree in an appropriate discipline. (application form)
- An approved teaching qualification. (application form)
- Recent successful teaching experience as a qualified teacher. (application form, reference)
- Passion for your subject and the potential to become an excellent teacher at Durham Johnston Comprehensive School. (letter, reference, lesson, interviews)
- The ability to communicate effectively with young people from a range of backgrounds. (reference, lesson, interviews)
- The ability and willingness to collaborate effectively with colleagues and to lead them. (reference, interviews)
- Strong organisational skills and the ability to meet deadlines. (reference, interviews)
- The ability to teach at least one language at Key Stage 3 and 4. The ability/potential to teach at least one language at Key Stage 5 would be an advantage but is not essential. (reference, interviews, lesson)

Commitment to Ethical Leadership

All teachers and postholders at Durham Johnston Comprehensive School are expected to exemplify seven virtues of Ethical Leadership. We define these virtues as:

Trust: Leaders should be trustworthy and reliable. They hold trust on behalf of children and should be beyond reproach. They are honest about their motivations.

Wisdom: Leaders use experience, knowledge, insight, understanding and good sense to make sound judgements. They should demonstrate restraint and self-awareness, act calmly and rationally, exercising moderation and propriety as they serve their schools and colleges wisely.

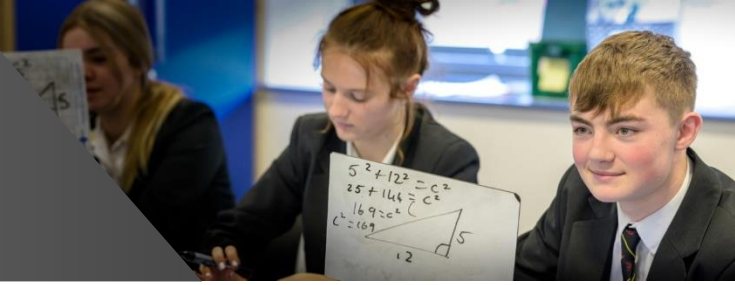
Kindness: Leaders demonstrate respect, generosity of spirit, understanding and good temper. Where unavoidable conflict occurs, difficult messages should be given humanely.

Justice: Leaders should be fair, and work for the good of all children. Leaders should work fairly for the good of children from all backgrounds. They should seek to enable all young people to lead useful, happy and fulfilling lives

Service: Leaders should be conscientious and dutiful. They should demonstrate humility and self-control, supporting the structures and rules which safeguard quality. Their actions should protect high-quality education.

Person Specification (Cont.)

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Courage: Leaders should work courageously in the best interests of children and young people. They protect their safety and their right to a broad, effective and creative education. They should hold one another to account courageously.

Optimism: Leaders should be positive and encouraging. Despite difficulties and pressures, we are developing excellent education provision to change the world for the better.

Department Overview

*Subject Leader of Languages MPS/UPS plus TLR1C
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Languages is one of the largest departments at Durham Johnston Comprehensive School with 13 subject specialist teachers offering 5 different languages: French, German, Spanish, Mandarin and Latin. Most teachers teach French, some with German, and some with Spanish. There is one teacher of Classics and one teacher of Mandarin. The option to study Ancient Greek also forms part of our supercurricular offer. All departmental members are committed to developing the knowledge, skills and understanding of all pupils. We believe that studying Languages is fundamental to young peoples' development and has a special role in securing their futures.

Key Stage 3

The study of languages is important at all levels of society and as such features significantly in our ambitious Key Stage 3 curriculum. The ability to communicate in multiple languages can give students an advantage in their future career and support success in an increasingly global business community. Equally, the study of languages can help foster positive attitudes to people from different backgrounds, promote tolerance and empathy and develop an understanding of different cultures and traditions.

In Year 7, students study two hours of French a week and do a carousel with a term each of German, Mandarin and Spanish in the remaining hour and have taster sessions in Latin. Students then choose any 2 of these 5 languages to continue in Years 8 and 9 and study each for two hours a week with the additional opportunity to study further languages in lunchtime masterclasses.

Further details of the content that Years 7-9 study for each language can be found on the 'Learning' section of the school website (<https://durhamjohnston.org.uk/learning/introduction>).

Key Stage 4

At GCSE we follow the AQA specifications for French, German, Mandarin and Spanish. We follow the EDUQAS GCSE course for Latin. Students are taught in mixed ability groups for all languages at Key Stage 4.

As a school, fulfilling the requirements of the EBacc is not compulsory for any students as we encourage our students to pick subjects they are passionate about and those that support their future aspirations and we have a number of students who therefore choose to study two languages.

Sixth Form

The languages offer at Durham Johnston Sixth Form is strong. For French, German and Spanish we follow the AQA specifications and for Latin we follow the OCR specification. Our highly motivated students work well and enjoy excellent working relationships with teachers. Our A Level results are consistently of a very high standard, ranking us in the top few comprehensive schools nationally and a number of our students go on to language-based courses at highly competitive universities.

Department Overview

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Student numbers for each language in 2022/23

Subject	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13
French	172	168	25	33	6	5
German	97	129	24	29	6	6
Latin	47	57	9	9	1	6
Mandarin	48	50	9	2	n/a	n/a
Spanish	170	138	29	24	5	4

GCSE and A-Level Results

GCSE Results - French			
Average Grade	2022	2019	2018
Cohort	46	45	50
All	6.3	5.7	5.5
% Grades 4 - 9	85%	84%	76%
% Grades 5 - 9	76%	73%	68%
% Grades 7 - 9	54%	38%	34%

GCSE Results - German			
Average Grade	2022	2019	2018
Cohort	34	26	40
All	6.4	5.8	5.9
% Grades 4 - 9	88%	88%	85%
% Grades 5 - 9	79%	68%	75%
% Grades 7 - 9	50%	36%	38%

GCSE Results - Latin			
Average Grade	2022	2019	2018
Cohort	8	6	7
All	8.13	8.7	7
% Grades 4 - 9	100%	100%	86%
% Grades 5 - 9	100%	100%	86%
% Grades 7 - 9	88%	100%	71%

GCSE Results - Mandarin			
Average Grade	2022	2019	2018
Cohort	10	9	6
All	6.2	8.22	7.25
% Grades 4 - 9	90%	100%	100%
% Grades 5 - 9	70%	100%	-
% Grades 7 - 9	50%	100%	83%

GCSE Results - Spanish			
Average Grade	2022	2019	2018
Cohort	28	28	29
All	5.8	5.3	6
% Grades 4 - 9	82%	86%	90%
% Grades 5 - 9	75%	64%	83%
% Grades 7 - 9	39%	25%	48%

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A Level Results - French			
A2 Grades	2022	2019	2018
Cohort	7	7	6
A*	14%	14%	
A*-A	29%	43%	67%
A*-B	71%	71%	83%
A*-C	100%	71%	100%
A*-E	100%	100%	100%

A Level Results - German			
A2 Grades	2022	2019	2018
Cohort	3	9	2
A*	67%	22%	
A*-A	67%	67%	100%
A*-B	100%	78%	100%
A*-C	100%	89%	100%
A*-E	100%	100%	100%

A Level Results - Latin			
A2 Grades	2022	2019	2018
Cohort	5	-	-
A*	20%	-	
A*-A	60%	-	-
A*-B	100%	-	-
A*-C	100%	-	-
A*-E	100%	-	-

A Level Results - Spanish			
A2 Grades	2022	2019	2018
Cohort	7	9	7
A*	14%	22%	
A*-A	86%	44%	29%
A*-B	100%	78%	43%
A*-C	100%	89%	100%
A*-E	100%	100%	100%

Enrichment, Visits and Exchanges

The department has played an important role in providing enrichment opportunities at Durham Johnston and has a strong tradition of visits and exchanges. The department runs study visits to France, Spain, Italy and Austria, along with recent work promoting student exchanges with Holland.

Staff development

Regular staff meetings provide times for the Languages team to work together to develop their understanding of key challenges linked to Languages teaching, with a recent focus on curriculum design and assessment. The department traditionally works closely with the PTI to continue to develop their subject expertise.

Due to the unique way performance management works at Durham Johnston opportunities are available for all staff to develop pedagogy using targets to improve teaching rather than focusing on data and class performance.

Context of Durham Johnston Comprehensive School



Thank you for expressing an interest in Durham Johnston Comprehensive School. The school website is an excellent starting point if you wish to know what life is like at Durham Johnston and we would urge any prospective candidates to consult that resource to help them decide if our school is right for them.

Core Values

School systems at Durham Johnston are built around five core values which, together, form our ethos and are at the heart of everything that we do.

Academic Excellence: a belief in progress for all.

Acquiring Knowledge: the importance of being an educated person and knowing things.

Social Justice: providing opportunities for all, regardless of background or personal circumstance.

Public Service: the importance of making a contribution to both the school community and wider society.

Global Opportunities: a rounded education that 'opens doors' regardless of location or specialism.

It is important to us that anyone wanting to work at Durham Johnston realises that each of our 5 values are of equal importance. We want our students to gain both a high level of academic knowledge, whilst also contributing to the wider community. We also want every child to enjoy such opportunities, regardless of background. Our teachers have a passion for their subject and a determination to ensure that every child, no matter where they grow up, whatever their personal circumstances, whatever life has given or denied them, has the opportunity to fulfil their potential and to be happy.

Leadership

The school is led in a way that seeks to maximise the autonomy of individual classroom teachers and departments, as we recognise that highly dedicated, educated and trained professionals are the people best placed to determine how to teach their subject to the individuals in their classroom. The leadership of the school look to ensure that departments and classroom teachers are supported in a way that allows them to focus on this as much as possible; we keep good order and let our teachers teach.

Pastoral Care

Our pastoral systems help to ensure that every child feels valued and cared for. We believe strongly in the power of community to help make potentially worried or anxious children feel safe and secure, and to provide a sense of collective endeavour. Our tutors play a vital role in this. Tutors can also help students make the most of our vast extra-curricular programme. We are justly

Context of Durham Johnston Comprehensive School (Cont.)



proud of the range of sports our young people can take part in and the school has regularly been recognised in the top 1% of sport schools nationally by School Sport magazine. This reflects both the range of sports offered, as well as the high standards that many of our students achieve. Our music department lead a series of highly popular orchestras and choirs, with the department being recognised as a Music Mark School Member "in recognition of a commitment to providing high quality music education for all children and young people" as well as holding the PTI Mark for Subject Leadership. However, it is not just in these two areas that children can access a wide range of opportunities, our offer extends from coding to gardening; from film club to Ancient Greek. There are clubs for everyone and our young people always meet students with a shared interest. We actively seek to ensure that all children find something they can enjoy during their time at Durham Johnston.

We were chosen as The Sunday Times Comprehensive School of the Year for 2019/20 and are routinely identified as the North East School of the Year. We are very proud that the awards are based upon a wide range of factors, including the opportunities that we provide for students regardless of their backgrounds or personal circumstances.

Staff Wellbeing

The wellbeing of our staff is central to the ethos of Durham Johnston Comprehensive School. We have a strong sense of community within our school and our staff work very hard as a team to support one another. We welcome opportunities to come together as a staff and these can range from tea and scones in the staff room, to the highly competitive end of term departmental quizzes. Many staff socialise both inside and outside of school and have run activities such as sport and fitness clubs and wellbeing sessions. Our staff like each other and enjoy spending time together.

At a leadership level we are committed to the values of ethical leadership and try to model this at all times. As a leadership team we listen and respond to staff concerns and our staff are able to raise problems and tough issues when necessary. In a recent staff survey, an overwhelming majority of our staff said they felt well supported by the school's senior leadership team.

Living in the North East

Living in the North East is an attractive proposition within itself. Many of our staff live within our catchment area and house prices in the region mean that it is ideal both for those seeking to establish themselves on the property ladder, or for families in need of more space. As well as the historic city of Durham, the surrounding area offers much in the way of natural beauty for people to enjoy, whether walking in the Wear valley, visiting the Borders or North York Moors, or surfing in the North Sea on the Northumberland Coast. Well served by transport links, the school is close to both Durham train station, a key stop on the East Coast Mainline, and the A1 (M), allowing easy access to Newcastle, York and London.

Durham is a beautiful place to live and at Durham Johnston Comprehensive School we value experience and believe that teachers should be given the professional autonomy to teach and make decisions that work for their students. On that basis, we hope that we are the right school for you.