

# Hodgson Academy

*Imagine...Believe...Achieve*



**Appointment of Teacher of German  
Permanent Post from 29<sup>th</sup> August 2023**

Moorland Road, Poulton-le-Fylde, FY6 7EU

# Teacher of German Part-Time or Full-Time MPS/UPS

**As a result of an expansion of this curriculum area, we are seeking to appoint an exceptional German Teacher to join a successful team of specialists from 29<sup>th</sup> August 2023.**

**These posts would suit a NQT or a more experienced colleague.**

Are you passionate about teaching German?

Do you have the highest expectations of every member of the school community?

Are you a values-driven teacher who models integrity and a commitment to inclusion?

Can you inspire and influence young people's lives and to promote the value of education?

**If you can answer yes to these questions, we would love to hear from you.**

**Further details and an application pack are available on the academy website:**

**<https://www.hodgson.lancs.sch.uk/discover/staff/staff-vacancies>**

In addition to the academy application form, candidates are invited to submit a letter outlining their experience and suitability for this particular post (1500 words maximum).

**Applications can be emailed to Emma Wallace, HR Manager ([e.wallace@hodgson.lancs.sch.uk](mailto:e.wallace@hodgson.lancs.sch.uk))**

**Closing date for applications: 17<sup>th</sup> April 2023 (9am)**

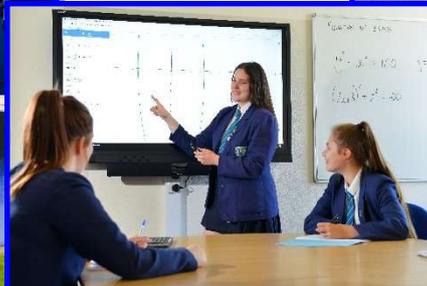
**Interviews likely to be held later in the week of 17<sup>th</sup> April at the school.**

**Post start date: 29<sup>th</sup> August 2023.**

*The school is strongly committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. You shall be required to undertake an enhanced DBS disclosure and a range of other recruitment checks.*

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# Letter from the Headteacher

Dear Colleague,

I would like to thank you for taking an interest in this post and offer you a very warm welcome to Hodgson Academy. I joined Hodgson in 2010, initially as Head of Mathematics before becoming a member of the Senior Leadership Team in 2012. I was appointed as Headteacher from September 2019 and I am excited about the opportunities and challenges that lie ahead for the academy as we continue to endeavour to give our students the very best education available. In my time, we have enjoyed many successes: attainment is high, behaviour is good and leadership is strong. We also continue to face challenges – aspects of student progress require close attention and we must continue to strive to improve boys' achievement as well as that of our disadvantaged students.

Against that background, Hodgson continues to have a very outward-facing philosophy that I aim to continue and enhance under my leadership. We were a cohort one National Teaching School (in partnership with Blackpool Sixth Form College) and acted as the sponsor of the Fylde Coast Academy Trust, an arrangement that has recently been discontinued as the trust has reached maturity and a level of success that means that a sponsor is no longer required but we retain a close working relationship. We also operate SCITT provision which enables us to recruit and train the best available teachers to a high standard here on the Fylde Coast.

This is an exciting time for Hodgson Academy and the appointment of new staff in key positions such as this one is very important to us. Our expectations, of all our stakeholders, are high as I am determined to give our students the very best education possible and require the very best teachers and leaders available in our team to help me to deliver this vision. If you feel excited about this challenge and able to deliver in this role then I would very much like to read an application from you.

Yours faithfully,

Iain Siddall  
Headteacher

# The MFL Department at Hodgson

This is a forward thinking, resourceful department and is committed to providing an enjoyable, successful experience of language learning for all its students. We currently teach both French and German from Year 7 through to Year 11 GCSE.

In 2022 GCSE results in French and German continued to be strong in percentage 9-4 grades at GCSE. (French – 77.5% and German 90.6%)

On entry in Year 7, the population studies either French or German. At the start of Year 8, a smaller cohort begins studying the second language. All students can opt to continue with their MFL at the end of Year 9 into a 2 year GCSE course. French or German is compulsory for a large portion of students choosing GCSEs.

The department follows the AQA GCSE specification in French and German. At Key Stage 3, students follow a scheme of work suited to their needs, designed to stretch and challenge all students. Topics are based on French or German culture.

The department is fortunate in that it is provided with excellent ICT facilities, including interactive whiteboards in all of the MFL classrooms, with appropriate, challenging interactive programmes and a set of wireless laptops for students to utilise. Student progress is routinely tracked using databases at Key Stage 3 and 4, as well as ongoing assessments.

The department meets regularly with timetabled meetings and collaborative planning. New members are provided with a support mentor to ensure that they settle into the department effectively.

Each year sees various extra-curricular activities organised by the MFL department, such as cinema visits and study courses at universities, as well as weekly clubs, such as a foreign cinema club. Every teacher is encouraged to lead and participate in such activities, which will enhance students' love of language and their continuous development in this area. The department also runs trips abroad to allow language learned in lessons to be used in real life contexts.

The Governors and the Leadership group are committed to continuing to provide a high quality and successful MFL course at both Key Stages and to ensure that MFL is an integral part of the curriculum at Hodgson Academy.

# Job Description

**POST:** Teacher of German  
**RESPONSIBLE TO:** Headteacher  
Deputy Headteacher  
Head of MFL

**RESPONSIBLE FOR:** Core responsibilities as outlined in Section A  
Specific responsibilities as outlined in Section B

**SALARY:** M1- UPS3

The academy is strongly committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

You shall be required to undertake an enhanced DBS disclosure and a range of other recruitment checks.

Please note we are also a non-smoking site.

## **A. Core Responsibilities**

- Professional Standards: To meet the Professional Standards for Teachers, Core and Threshold, as applicable to the postholder and as revised in the School Teachers Pay & Conditions Document 2012.
- Act as a House Progress Tutor, carrying out the duties described in the General Job Description: House Progress Tutor
- To take part in marketing and liaison activities such as Open Evenings, Parents Evenings and other Academy events
- To support the implementation of whole school literacy, numeracy and reading strategy

## **B. Specific Responsibilities**

### **Impact on Teaching and Progress of students**

- To establish a safe and stimulating environment for pupils, rooted in mutual respect
- To share and support the Academy's responsibility to provide and monitor opportunities for personal and academic growth
- To demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.
- To have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the Academy Behaviour Policy
- To have high expectations of behaviour and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly in line with the Academy expectations
- To manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them
- To maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary
- To assist the Head of MFL in the implementation of a challenging curriculum
- To consistently plan and deliver high quality lessons which stretch and challenge students of all backgrounds, abilities and dispositions
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential, thus contributing to raising standards of student attainment
- To maintain appropriate records and to provide relevant accurate and up-to-date information for management information systems
- To communicate effectively with the parents of students as appropriate
- To contribute to the process of monitoring and evaluating the curriculum area during the Collaborative Planning Sessions
- To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the Academy, department and the students

### **Accountability**

- Accountable for the standards of achievement within the classes allocated.
- Accountable for managing behaviour within the classes allocated
- Accountable for meeting assessment and reporting deadlines

*The above represents a broad outline of the specific duties and responsibilities currently attached to the role of Teacher of German. Depending on the needs of the academy, these may be altered from time to time in consultation with the Headteacher.*

# Person Specification

## Person Specification

<b>QUALIFICATIONS</b>	<b>Essential</b>	<b>Desirable</b>
1. Qualified Teacher status	*	
2. Honours degree	*	
3. Evidence of further professional development		*

<b>EXPERIENCE</b>	<b>Essential</b>	<b>Desirable</b>
1. Experience relevant to this post – e.g. CPD, teaching/ITT experience	*	
2. Experience of teaching high ability students		*
3. Evidence of promoting strong attainment at KS4 in MFL		*

<b>KNOWLEDGE, SKILLS, ABILITIES AND ATTRIBUTES</b>	<b>Essential</b>	<b>Desirable</b>
1. Excellent oral and written communication	*	
2. Ability to teach German to GCSE standard	*	
3. Ability/willingness to teach French at KS3 standard		*
4. Self motivation, effective team worker	*	
5. Excellent subject knowledge and teaching ability	*	
6. Positive outlook, good sense of humour	*	
7. Can use effectively target setting data to aid raising standards	*	
8. Ability to manage behaviour effectively	*	
9. Ability to build positive relationships with students	*	

<b>OTHER</b>	<b>Essential</b>	<b>Desirable</b>
1. Commitment to safeguarding and protecting the welfare of children and young people.	*	
2. Commitment to equality and diversity	*	
3. Commitment to health and safety	*	
4. Excellent health and attendance record	*	

Job Description and Person Specification prepared by: Iain Siddall

Date: March 2023

Agreed by post holder: \_\_\_\_\_

Date: \_\_\_\_\_