



Information for Applicants

German Teacher

Salary MPR/UPR

1 Year Fixed Term, 0.7 FTE

Starting in September 2021

Tadcaster Grammar School
Toulston
Tadcaster
LS24 9NB

Telephone: 01937 833466
Email: r.evans@tgs.starmat.uk

Headteacher: Mr A Parkinson

8 June 2021

Dear applicant,

Thank you for expressing an interest in applying for the post of Teacher of German

At Tadcaster Grammar School [TGS] we put the needs of students at the forefront of our decision making and practice. Our curricular and co-curricular offer responds to the aims and aspirations of individuals and we structure these as a 7-year experience. The school is fortunate to have a highly committed and talented staff and governing body and our students are motivated, articulate and keen to learn. TGS is a larger than average school, but we organise our pastoral systems so everyone is seen, heard and valued. Our recent entry into the STAR MAT as a partner school has strengthened our ability to ensure all students enjoy their learning and wider school experience across the 4-19 year old age range.

When I first arrived at TGS there were a number of things that immediately impressed me. The first was the very open and welcoming nature of the school from both the staff and students. The second was the sheer variety of activities which are offered both within the curriculum and after school hours. Finally it was apparent that TGS was a school with a strong reputation for looking after its students and where high standards of conduct are non-negotiable.

Our ambition for the school focuses on developing a culture where all students achieve highly whatever their background or ability. This relies on providing learning and teaching of the highest possible quality to engage, enthuse and motivate. At TGS we do not limit our definition of achievement simply to traditionally academic pursuits; we believe in developing well rounded individuals and, as such, we make a significant investment in the areas of sport, creative and performing arts.

German is a vibrant and highly successful part of the curriculum at TGS. Students tell us that they enjoy their learning and achieve very highly. Achievement in German is consistently strong at GCSE and A level. As such, we wish to recruit someone who will contribute something really special to our team. We are looking for a proven and skilled classroom practitioner who can inspire, enthuse and bring excellent teaching qualities.

If you feel you are ready for the challenge and would like to know more about the school and its activities please take a look at our website at www.tgs.starmat.uk. If you would like to speak with a member of the German team or arrange to visit during a school day, please do not hesitate to contact us on 01937 837629 or m.dunphy@tgs.starmat.uk

If you chose to take your interest in the post further, I would encourage you to pay attention to the following whilst assembling your application:

- The School Vision and Values Statement
- Job description and person specification for the role of Teacher of German
- Job Description and person specification for the role of Curriculum Team Leader of German
- School performance data about the school available in the public domain
- The school website
- THE STAR MAT website

I hope the following information shapes your thinking and gives the guidance to help you apply.

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

I look forward to the possibility of meeting you soon.

Yours faithfully,

Mr A Parkinson
Headteacher

THE SELECTION PROCESS

If you wish to apply for the post of Teacher of German, then you should:

- Fully complete the application form, ensuring all details are accurate and all declarations are signed. Please ensure you include details of two professional referees with one being your current employer (with email addresses). Do not enclose additional CVs.
- Support your application with a covering letter (2 sides, maximum, A4 Calibri 11 point, 1.15 spacing,) addressing the following:

How your experience to date best fits you to the requirements of the following sections of the person specification:

- Experience
- Training
- Knowledge and skills

Please use *relevant* examples and impact measures from your practice during the last 3 years.

The short-listing process will, in part, assess your ability to communicate effectively and accurately in the written word.

Your audience for your written work will be school staff and governors.

Remember when addressing the above, ***less is sometimes more.***

Timeline for the selection process

Post advertised in TES	9th June 2021
Closing time/date for applications:	8.00 am, Tuesday 22nd June 2021
Short listing:	23rd June 2021
Invitation to interview by telephone/ Confirmation by email:	24th June 2021
Selection day:	W/C 28th June 2021

Please address all return mail to:

Mrs R Evans
HR Advisor
Tadcaster Grammar School
Toulston
Tadcaster
LS24 9NB

r.evans@tgs.starmat.uk

Appendices

1	The School Vision and Values Statement
2	Job description for the role of Teacher of German
3	Person Specification for the role of Teacher of German
4	German Curriculum Team Information

Appendix 1: The School Vision and Values Statement

	<p>Creating outstanding education in all of our schools to enable every young person to flourish and realise their full potential.</p>		<p>Be your best self, be:</p> <p>Ambitious; Resilient; Responsible; Respectful to yourself and others.</p>
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OUR VISION *(Our cause; our key belief)*

<p>Be your best self</p>	<p>During their 7 years with us at the school, we want all students to maximise their potential through excellent academic and personal development.</p> <p>Each individual should also be:</p> <ul style="list-style-type: none"> • aware of the needs of others in their thoughts and actions; • empowered to control their own well-being; • able to achieve fulfilment in their current and future lives.
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OUR CORE VALUES *(These should be seen, experienced & lived)*

All staff and governors at Tadcaster Grammar School are expected to recognise and uphold the STAR Multi Academy Trust **values** of trust, openness and service. In addition:

All **staff** are expected to consistently model the following **values** which underpin everything we do, every day:

<p>Students considered first</p>	<p>All of our decisions should put the needs of students first. All students will be known well, included, valued and heard.</p>
<p>High expectations - no limitations</p>	<p>We do not prejudice potential by preconceptions about individuals or groups of students.</p>
<p>The right curriculum experience for each student</p>	<p>We respond to the aspirations and needs of individual students with a broad and balanced curriculum and diverse co-curricular offer.</p>
<p>The best support for each student</p>	<p>Students are individuals with their own needs and requirements; our care and pastoral support systems need to reflect this.</p>

All **students** are expected and supported to show the following **values** in everything they do in school, every day:

Ambition and resilience	To show a desire and determination to achieve success.
Responsibility	To take ownership for their actions and work in and out of school.
Respect	To be considerate to themselves and others.

Appendix 2: Job Description

Job Title: German Teacher

Post Title:	German Teacher
School:	Tadcaster Grammar School
Pay Range:	MPS/UPR
Line Manager:	Curriculum Team Leader

Responsibilities

To be accountable for students' attainment and achievement. To ensure all students make progress by promoting, monitoring and supporting the overall learning and personal development of students. To uphold the aims, policies, procedures and ethos of the school.

Teachers should work with their Curriculum Team Leader and Assistant Team Leader/Key Stage Leader (as appropriate), whilst taking direct responsibility for the following:

- Work in accordance with the Teacher Standards (2012)
<https://www.gov.uk/government/publications/teachers-standards>
- Work within the School Teachers Pay and Conditions Document
- Promote the school's stated ethos
- Contribute to and implement the annual School Improvement Plan and agreed policies
- Teach as directed throughout the school subject to with appropriate training
- Monitor, expect and improve progress in student learning
- Participate in the pastoral management of the school as requested
- Take part in performance management procedures outlined in an agreed school policy
- Take responsibility for their own professional development

Specific Responsibilities – All Teaching Staff

- Plan and deliver lessons using a range of strategies to meet students' individual learning needs
- Have a thorough knowledge and understanding of their subject, its teaching and place in the National Curriculum and that of the school
- Set and mark homework according to the school and subject policies
- Mark, assess, record and report on students' achievements, setting appropriate targets for improvement
- Meet deadlines for reporting, marking, submission of assessment data, coursework, marks and forecast grades
- Prepare students for examinations, taking part in standardising and moderating activities required within the subject and by examination boards
- Contribute to the development of schemes of learning, school and subject policies as appropriate

- Attend and contribute to appropriate meetings and professional development activities
- Contribute to the process of subject self-evaluation and improvement planning
- Undertake whatever other duties might reasonably be requested by the Headteacher or Curriculum Team Leader

Specific Responsibilities – Form Tutors

- Take responsibility for day to day discipline routines and attendance in the form group
- Review and discuss students' work and welfare, setting targets as necessary
- Promote good behaviour and positive attitudes at all times
- Support form, house, year and school activities as appropriate

This job description is not your contract of employment, or any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed.

[STAR MAT policy is to assess the performance of all new staff during the first 6 months of their contract to determine suitability for continued employment.] *Only applicable to staff joining the school after September 2019.*

Elements of the Job Description may be re-negotiated at the request of either party and with the agreement of both. The post holder may, in addition, be asked to carry out other reasonable duties within the MAT, (which could involve working at other schools), as may be required for the benefit of the school and the students' education and well-being.

Appendix 3: Person Specification

Job Title : German Teacher

Factors	Characteristics
Qualifications	Degree(s) or equivalent
	Qualified teacher status
Experience	Experience of teaching German to the 11-16 age group
Training	Evidence of relevant Continued Professional Development or keeping abreast of recent development
Knowledge and Skills	Thorough knowledge and understanding of the subject and how it can effectively be taught across the spectrum of age and ability
	Good knowledge of curriculum development and improvement in your subject area, together with a willingness to contribute to schemes of learning
	Confident about using data systematically to evaluate performance, together with an ability to monitor and assess progress and providing feedback to students
	Proven, excellent teaching and classroom management skills and an ability to relate well to and motivate <i>all</i> students
	An understanding of how students learn and improve their skills, knowledge and understanding
	Excellent verbal, written and communication skills
Personal Qualities	A willingness to model the core staff values of the school.
	A professional approach to all aspects of the role as per the Teachers' Standards (2011)
	Ability to filter, judge and act decisively
	Ability to work in a way that promotes the safety and wellbeing of children and young people.
	The ability to motivate students
	A willingness to be involved in extracurricular activities

The successful candidate will be expected to at least meet the expectations of the Teachers' Standards (2011).

Appendix 4: The German Curriculum Team

Aim

Learning is fun, positive and enjoyable with a strong emphasis on self efficacy and recycling of language which fosters a love of language learning from the outset. The curriculum is based on important communicative functions which can be used in real life situations as well as prepare for future language learning opportunities. We provide a curriculum and additional opportunities to build a rich cultural knowledge and a lifelong interest in language learning and culture.

Staffing

Anna Helliwell: Curriculum Team Leader

Antonia Baker: Teacher of German

Connor Spence: Teacher of German and French

Leadership Link

Mike Dunphy: Assistant Headteacher

Accommodation and Resources

The majority of lessons are taught in rooms dedicated to Modern Foreign Languages which are in close proximity to an office area for members of staff from both French and German.

German Curriculum

Key Stage 3

Students study German In Year 8 and Year 9.

The majority of students study three hours each of both French and German (per fortnight), having been taught only French in Year 7. More able students pick up German as a second language as they move into Year 8, and continue with both languages until the end of Year 9.

Key Stage 4

Students are asked to make subject options choices for Key Stage 4 whilst they are in Year 9, and the KS4 programme of Study commences at the start of Year 10. Students make three choices, and at least one of these must be an Ebacc subject, although they are not compelled to study a Modern Foreign Language. Uptake for German is good, with three groups in Year 10 and three in Year 11.

Key Stage 5

The school teaches A Level German, and although numbers are relatively small (<10) the school supports MFL teaching at Key Stage 5 as part of a broad offering to students joining our 6th form.