

WELCOME TO

COLYTON GRAMMAR SCHOOL



TEACHER OF MFL (FRENCH AND SPANISH)

Why do we exist:

We are not simply here to ensure exceptional outcomes at GCSE and A level. Our Core Purpose is 'to enable all students, regardless of background, to flourish on highly selective courses at elite institutions and in their future lives'.



"A calm and inspiring haven of education where children feel proud to be bright, are challenged academically and are encouraged to be their very best within their community." - Good Schools Guide



KEY DETAILS



Salary

MPS

Hours

Full Time, Permanent position

Location

Colyford, Devon

Closing Date

Monday 12th May 2025

Interviews

Week beginning 19th May*

Required From

September 2025

"Staff and pupils have exceptionally high expectations of themselves and of each other. When pupils join the school, they quickly learn what is expected of them. Pupils do the right thing because they understand why they should. As a result, they behave impeccably." - (Ofsted 2022)

HOW TO APPLY

For an informal conversation about the position, please contact Fiona Harvey (Deputy Head) at fharvey@colytongrammar.com. You are very welcome to visit the school prior to completing an application.

Please apply via <https://www.eteach.com/job/teacher-of-mfl-1479659>

Colyton Grammar School is committed to safeguarding and promoting the welfare of children. All our employees and volunteers are expected to share this commitment, and any offer of employment is subject to an enhanced DBS check.

**The school reserves the right to interview suitable applicants before the closing date, and so, an early application is advised.*

A WARM WELCOME FROM OUR HEADTEACHER



Our Core Purpose is 'to enable all students, regardless of background, to flourish on highly selective courses at elite institutions and in their future lives'.

Thank you so much for your interest in this post. I am very proud to be the Headteacher of Colyton Grammar School, and truly believe this is a school in which all teachers, regardless of experience, can develop as professionals, able to focus on what really matters in the classroom, unhindered by behavioural and bureaucratic distractions. We welcome applications from colleagues who love their subject, and are passionate about supporting young people to develop a love of learning, ambitious about their future lives and committed to serving the needs of others within their communities.



Our aim is to enable all students, regardless of background, to flourish on highly selective courses at elite universities and to be happy and successful in their future careers, and we have a strong commitment to widening access to under-resourced students, ensuring we can make a real difference to those students who really need it.

Colyton Grammar School is one of the country's leading co-educational selective schools. We challenge our students and staff to achieve beyond what they might have thought possible, supporting them to do so with a culture of growth, collaboration and kindness.

Our core values are Scholarship, Service and Humility, and these run through the fabric of everything we do, including staff recruitment. We want our teachers to act as role models, demonstrating Scholarship through their love of learning, and desire to seek opportunities to develop subject and pedagogical knowledge. We show Humility in recognising that none of us are perfect: we can all develop and improve what we do. Service to others helps to create a true sense of belonging. We understand that our students' school experience goes beyond the classroom; memories are made through the opportunities, events and experiences we provide.

The school is consistently amongst the top 10% of schools nationally for attainment, and for the past three years, the school has been ranked amongst the top 1% for progress at GCSE. The most recent Ofsted report (November 2022) praised not only the scholarly approach of students to their work, but also their enthusiasm to learn beyond the curriculum and the opportunities afforded by the school to help them do so.



We aim to empower our students to develop as individuals through a very broad range of experiences and achievements, laying the strongest foundations for happiness and success throughout their lives. We develop independent learners who are motivated by intellectual satisfaction and a sense of service to others, as much as by academic achievement.

We recognise the high ability of our students and are highly aspirational on their behalf. Our curriculum and teaching is based on the principle of 'high challenge; high support': we strive to ensure students are stretched to develop to their full potential, whilst supporting every student to help them rise to this challenge.

Central to our philosophy is the importance of classroom relationships, which are based on mutual trust and respect, leading to a supportive, caring learning environment that creates the conditions for exceptional teaching and learning. Staff have exceptional subject knowledge and students are inspired by their enthusiasm, within and beyond the curriculum. The school provides a rich array of co-curricular opportunities, which develop life-long skills and interests, as well as social and personal skills.

Staff create learning opportunities which are interesting and engaging. Staff commitment is excellent, reflecting a rewarding teaching situation, and there is a strong collegiate atmosphere, based in a sense of community, collaboration and mutual support.

The school prides itself on being at the cutting edge of pedagogical research and development and is a leading figure working to support other schools in the area. We place great emphasis on the importance of teachers' professional growth. Colyton's designation as a Teaching School Hub provides access to a wide range of further career development opportunities. Our professional development programme is tied to our core belief that we work hard, with humility, so that we and others can grow as people, professionals and scholars. To support this we provide a generous, bespoke programme of professional learning opportunities for staff which is underpinned by a philosophy of evidence-based learning. A supportive, reflective and outward-looking approach ensures that we can all be even greater, with no limits on what we can achieve.

We know that teachers at the start of their career will not know everything, None of us do, and that is why our staff CPD programme is built around the premise that "Every teacher needs to improve. Not because they aren't good enough but because they can be even better." (Dylan Wiliam). At interview, we are looking for potential, and a commitment to our core values – we are not looking for perfection!

Joining Colyton Grammar School offers a hugely exciting opportunity to start your career in teaching – surely the most rewarding profession - at a school which will enable you to share your knowledge and passion for your subject in a highly supportive, ambitious and forward-thinking environment, helping shape the lives of incredible young people.

I look forward to receiving your application.

Tim Harris, NPQEL, FCCT

PERSON SPECIFICATION



The successful candidate should be able to contribute to teaching both French and Spanish at GCSE and, ideally, A-Level.

Qualifications

- Qualified Teacher Status (by September 2025)
- A good honours degree

Experience

- The ability to teach French or Spanish to GCSE (initially) and later to A-Level
- Evidence of reflective practice and a willingness to learn and develop
- A secure ability in IT, and the ability to learn new skills as part of our blended learning approach

Values

- A genuine enjoyment of the subject and teaching young people
- A commitment to a pastoral role as a form tutor
- A willingness to contribute to extra-curricular activities
- A commitment to exchanges and foreign visits
- Scholarship – demonstrates a love of learning, and shows evidence of using research / wider reading to further knowledge and skills as a teacher
- Service – a commitment to improving opportunities for, and bettering the lives of others in, our community
- Humility – understanding that none of us is perfect, and that by thinking of others, we can improve ourselves and our sense of worth and belonging

ECTs are encouraged to apply. Some of the interview questions will be provided in advance, to support those candidates with limited interview experience, and to enable all candidates to provide the most useful information and ideas. We are looking for candidates with potential and an affiliation with our core values, and this will not be determined by teaching experience.

ECTs will receive the complete support pack, with reduced timetables, weekly mentoring sessions and a full induction programme.

MODERN LANGUAGES IN THE SCHOOL



Languages are valued at Colyton, by students, staff and parents. In the MFL Department we work hard to make our lessons challenging and engaging, developing students' confidence and creativity as well as their cultural and linguistic understanding. As teachers we are innovative and open-minded to different approaches, but also rigorous in our insistence on the fundamentals of grammar and idiomatic expression. Our team is talented, supportive and dynamic, and results are consistently superb.

The Year 7 and Year 8 curriculum is designed to be stimulating, engaging and challenging to all students from the first lesson, regardless of their background in language learning. Students choose a language from Year 7: French, German, Spanish or Mandarin which they will continue up to GCSE level. Students study an integrated, thematic topic that combines an aspect of French, German, Spanish or Chinese culture or history with the core vocabulary and grammar that they might be expected to know at that key stage. Pupils make exceptional progress in Year 7 and 8 and as a teacher it is a joy to push many students to access GCSE level work, even in the early years.

In Year 9, the curriculum begins the transition to GCSE-level work by focusing (though not explicitly) on the 3 GCSE 'themes' and the grammar required for success at GCSE. Languages are in the core curriculum at GCSE and all students study either French, German, Spanish or Mandarin. At A-Level we enrich the curriculum with study of literature and film, and students have a weekly session with a foreign language assistant. We are proud of our results and uptake at A level, and particularly pleased that next year we are looking to offer all 4 languages post-GCSE, with French and Spanish classes into double figures in terms of uptake. This as much as anything shows how MFL is thriving here at Colyton, and makes it a great place to teach languages.

Exchanges and other extra-curricular events are a core part of studying (and teaching!) MFL at Colyton. If you like going beyond the classroom as a teacher, this is the school for you. Our students are hugely keen to learn about authentic culture and we are one of the few schools that still promotes and successfully runs the traditional student exchange. Our exchanges to France and Germany are longstanding and well established, and we are looking to extend this to include Spanish trips next year. In the sixth form, for our A-Level linguists, we run foreign work experience exchanges to France and Germany, offering students a once in a lifetime chance to be immersed in a target language environment whilst also developing their vocational skills and CV.

In a national climate that often makes languages a challenging subject to teach, we are pleased to say that Colyton is an environment that promotes, supports and enables fantastic language learning.

OUR COMMITMENT TO STAFF WELL-BEING



We know teachers work hard, and we strive to create the conditions whereby their time is spent doing what is important.

To support staff well-being:

- We have removed written reports and formal observations
- After school meetings and parents' evenings are only held on Thursdays
- There are no heavy marking expectations, checking of lesson plans or book scrutinies: we trust our staff, because we know they want the best for our students
- Teams and OneNote makes collaborative planning much easier
- Timetables offer generous PPA allocation
- Departments can be covered for additional curriculum planning time
- Staff are free to leave the site when they are not teaching, and we cover staff for personal / medical appointments
- PPA is protected, and can be spent at home
- Exam board marking can be completed during the school day where gained time allows, and gained time can be spent at home to assist this
- We have 2 INSET days at the start of the academic year, and 2 at the end of an extended October half-term, where staff are encouraged to visit another school to gain ideas and establish partnerships
- Instead of data-driven performance management targets, staff choose a CPD Pathway they feel will best help them develop (including participation in NPQs)
- Staff are also entitled to a free annual flu jab, and free 24-7 access to a confidential employee help-line
- We offer free tea and coffee, and a free lunch for any lunch duty undertaken, and during INSET days, staff are provided with a free lunch
- We offer a flexible approach to staff medical appointments, and to personal issues, including children's nativities, graduations or illness

THANK YOU FOR YOUR INTEREST IN WORKING WITH US!

