



Glyn
School

Teacher of MFL

September 2024

Dear Applicant,

Thank you for your interest in our vacancy. Glyn School is a comprehensive school for boys aged 11 to 16, and a successful mixed Sixth Form. Founded in 1927, we have a rich history of academic excellence, sporting prowess, artistic achievement and service to the community. The school carries the responsibility of being graded 'outstanding' by Ofsted in 2000, 2012 and again in 2023. In 2015 we were awarded SCITT status, supporting and mentoring the next generation of teachers. We also have the privilege and responsibility of being a founder member of GLF schools, a Multi Academy Trust (MAT) where the focus on collaboration, leadership and school improvement enables students to 'Grow, Learn and Flourish'.

At Glyn School we hold high expectations of all our students in every respect. We aspire to provide students with an outstanding learning experience each and every day. Every decision that we make is centred on their learning and achievement as we seek to enable each one to meet and exceed their potential. Our incredibly dedicated and talented staff never give up on a student.

Glyn School's Vision



Glyn School inspires a love of learning and achievement that is founded on the virtues of integrity, kindness, respect and endeavour. Every person is highly valued and encouraged to achieve their full potential. Students are supported to develop and express their character, empowering them to positively contribute to their community. We are a values-driven school and thus our values underpin all we do.

Integrity and Respect - Integrity means 'doing the right thing, even when someone isn't looking'. A school community motivated by integrity and embodying a true understanding of respect and care for others is a successful school. We foster mutual respect between all members of our community and help students develop self-confidence and self-respect, so that they become well-rounded young people.

Kindness - Kindness is a type of behaviour marked by acts of generosity, consideration, showing assistance or concern for others, without expecting praise or reward. Our culture is positive and supportive, which increases students' sense of belonging and happiness towards their learning and school experience.

Endeavour - We nurture students to strive to achieve their true potential through perseverance, hard work and resilience. We place an importance on teamwork and developing independence, where all students are encouraged to embrace challenge, which leads to success and achievement.

Tenax propositi ulteriora peto: Firm of purpose I seek for nothing but the best.

We also continue to use the original school motto from 1927. This is an important part of our heritage and a reference point for our ethos and is proudly worn on the schools' blazers.

We firmly believe that colleagues who feel supported and valued impart their passion and enthusiasm to their students that ultimately sees the young people we teach make exceptional progress. We want you to enjoy working at Glyn School and we warmly welcome you to visit us and experience our vibrant, thriving and supportive atmosphere that makes Glyn the right choice for you.

Mrs Jo Garrod

Head of School

Mr Matt Duffield

Executive Headteacher

The MFL Department at Glyn School

Modern Foreign Languages at Glyn are delivered by a motivated and hard-working team who share a common vision: we aim to develop our students to become proactive, independent and resilient linguists. As a knowledge engaged curriculum, we believe that knowledge underpins and enables the application of skills. We are committed to providing a stimulating, engaging and intellectually challenging learning environment to enable all our students to develop linguistically, to foster a love of languages and create a sense of awe and wonder about the cultural richness and diversity of the Hispanic and francophone worlds.

The Modern Foreign Languages department is staffed with enthusiastic specialist teachers who are passionate about their subjects. We are continually challenging ourselves to improve our practice and are committed to professional development. Teachers of French and Spanish work closely together and meet regularly to share ideas and discuss planning and student progress. Resources are developed on an ongoing basis to provide an excellent learning experience for all of our students. We aim to create an enjoyable and productive working environment for both staff and pupils, where, together we strive to actively engage, learn and improve.

Curriculum and Facilities

In years 7-9, all students study both French and Spanish. Students are taught a broad and rich curriculum, delivered through 3 hours of French teaching per fortnight and 2 hours of Spanish. We have created a bespoke curriculum based on Gianfranco Conti's EPI (Extensive Processing Instruction) approach, which follows the MARS-EARS (modelling, awareness-raising, receptive-processing, structured production, expansion, autonomous recall, routinisation, spontaneity). It is a chunk-based and input-focused approach. Grammar is introduced implicitly and then taught explicitly once students have been exposed to examples many times in all 4 skills. This approach has been very successful in motivating ever-increasing numbers of students to continue studying French and Spanish for both GCSE and A level.

In Year 10 and 11 our students are fully into their GCSE studies. They continue to receive 5 hours of teaching per fortnight. There is a strong emphasis on building core knowledge through regular retrieval practice to ensure knowledge is embedded and can be transferred between the 4 skills of listening, speaking, reading and writing.

Studying a language for A level has increased in popularity over the past 5 years and we have between 20-30 students studying either French or Spanish A level. Students receive 9 hours per fortnight of specialist teaching shared by two teachers. The faculty prides itself on the relationships developed with students to help them achieve their next steps. Recent university destinations from the department have included Russell Group universities and travel and work abroad.

The MFL Faculty has several dedicated classrooms in our main Languages block, all equipped with teacher computers, whiteboards and visualisers. The faculty is very well resourced, both with equipment and supporting software. All students and teachers are provided with a Chromebook, students have access to online textbooks, and self-quizzing programmes such as Kerboodle and Vocab Express.

There are many opportunities for the teaching of all subjects across all Key Stages. Teachers are encouraged and supported to develop their knowledge and expertise across both languages and will be supported in their planning and delivery of specialism lessons by a subject-specialist, lead practitioners and the heads of departments. We have strong links within the GLF Multi Academy Trust and SCITT team, this provides excellent development opportunities for the entire team.

Extra-curricular activities

There are extra-curricular language opportunities at Glyn. We run events, enrichment cultural trips and competitions throughout the year, including our annual House Languages competition, day trips to Boulogne, trips to Bilbao in Spain and Lille in France. We would welcome any additions to our extra-curricular provision and actively encourage and support our staff wanting to launch new clubs. We provide extra support to our GCSE and A level students, with extra morning listening sessions each week and extra sessions tailored to develop and practise exam skills.

We are looking for a motivated and creative colleague to join and make a positive contribution to our highly experienced and supportive team.

Job Description

Job Title	Teacher of French and/or Spanish	Job Reference	GY-MFL-3003
Location	Glyn School	Travel Required	No
<i>Core purpose</i>			
<ul style="list-style-type: none"> The primary responsibility of a subject teacher is to ensure that all students receive an exceptional level of education, and progress to their maximum potential. The objectives are to secure consistently high standards of learning, continual student development and ensure each student has a positive attitude towards not only their personal education but the school as a whole. 			
<i>Key accountabilities</i>			
Main duties			
<ul style="list-style-type: none"> Teach students in KS3 and 4 To deliver lessons which enrich and engage all students taught. Teach other subjects as required. Plan lessons carefully, having regard to the schemes of work and faculty practice. Cover for absent colleagues within the 'rarely cover' parameters within which we work. Work as a full member of the designated department team, working with others to promote good practice in the faculty, to create teaching resources and to develop consistent approaches. Assess student work to monitor and evaluate progress, set targets and advise lesson preparation. To drive attainment and progress for all students taught, setting targets, tracking progress and intervening where appropriate. 			
Planning and classroom management			
<ul style="list-style-type: none"> Teach allocated students by planning your teaching to achieve progression of learning. Identifying clear teaching objectives and specifying how they will be taught and assessed. Setting tasks which challenge students and ensure high levels of interest. Setting appropriate and demanding expectations. Setting clear targets, building on prior attainment. Identifying SEN or very able students. Provide clear structures for lessons maintaining pace, motivation and challenge. Make effective use of assessment and ensure coverage of programmes of study. Ensure effective teaching and best use of available time. Monitor and intervene to ensure sound learning and behaviour management. Use effective questioning, listen carefully to students and give attention to errors and misconceptions. Select appropriate learning resources and develop study skills through library, ICT and other sources. Ensure students acquire and consolidate knowledge, skills and understanding appropriately. Evaluate own teaching critically to improve effectiveness. Match approach to content, structure information, present a set of key ideas and use appropriate vocabulary. 			
Monitoring, assessment, reporting and recording			
<ul style="list-style-type: none"> Assess how well learning objectives have been achieved and use them to improve specific aspects of teaching. To meet and discuss as required, students' performance progress and attainment with parents and or carers. Mark and monitor students' work and set targets for progress. Assess and record students' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which each student is achieving. 			
Other professional requirements			
<ul style="list-style-type: none"> Have a working knowledge of teachers' professional duties and legal liabilities. To be aware of national developments in education and curriculum area. To abide by the teacher professional standards and carry out duties as required by STPCD. Operate at all times within the stated policies and practices of Glyn and GLF Schools. Establish effective working relationships and act as an exemplar role model. Endeavour to give every child the opportunity to reach their potential and meet high expectations. Contribute to the 'corporate life' of Glyn through effective participation in meetings and management systems necessary to coordinate the management of the school. 			

- Take responsibility for your own professional development and duties in relation to school policies and practices.
- Liaise effectively with parents, governors and external professionals.
- Take on any additional responsibilities which might from time to time be determined.
- Participating in INSET in order to keep abreast of development.

Main responsibilities as a Form Tutor

- Being aware of the strengths and needs of each student.
- Undertaking regular tutor reviews to monitor and providing appropriate advice and guidance on individual student's progress in respect to attendance, homework, behaviour management and acceptable standards of conduct and appearance.
- Promoting high standards of student behaviour and attitudes to work.
- Communicating effectively with staff and parents.
- Completing administrative tasks as required.
- Attending tutor meetings.

Accountable to

- Head of Department; Head of Year for tutor duties.
- GLF Schools expects its employees to work flexibly with the framework of the duties and responsibilities above. This means that the post holder may be expected to carry out work that is not specified in the job profile but which is within the remit of the duties and responsibilities.

Safeguarding

- GLF Schools is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The successful candidate will have to meet the person specification and will be required to apply for a DBS disclosure. We particularly welcome applicants from under- represented groups including those based on ethnicity, gender, transgender, age, disability, sexual orientation or religion.

Person Specification

Position: Teacher of MFL		
	Essential	Desirable
Qualifications		
Qualified Teacher Status	✓	
Good honours degree	✓	
Good honours degree in French or Spanish		✓
Evidence of commitment to continuing professional development	✓	
Evidence of further study		✓
Experience		
Teaching of subject to students at KS3 and KS4	✓	
Experience of teaching post-16		✓
Developing and maintaining good relationships with colleagues and students	✓	
Involvement in extra-curricular activities	✓	
Commitment to raising the achievement of all students of all abilities	✓	
Experience of preparing students for GCSE	✓	
Experience of preparing students for AS and A2 modules		✓
Using ICT to support learning and teaching	✓	
Supporting improvements in teaching and learning	✓	
Using data to inform planning and future developments	✓	
Monitoring, evaluation and review to support improvements/improved outcomes	✓	
A successful track record of improving performance outcomes	✓	
Personal attributes		
Values aligned with the school's mission statement and GLF Schools core values	✓	
Positive, enthusiastic outlook, embracing risk and innovation	✓	
Self-motivated and well organised	✓	
Encourages ideas, initiative and innovation in others	✓	
Highly motivated showing resilience, stamina and reliability under pressure	✓	
Inspires respects and confidence	✓	
Reflective and keen to develop yourself and others	✓	
Ability to communicate effectively	✓	
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