The Burgate School & Sixth Form



Teacher of MFL

Required for September 2023

Deadline for applications: 08:00hrs, Monday 20 March 2023

Headteacher: David Pover
The Burgate School and Sixth Form, Salisbury Road, Fordingbridge, Hampshire, SP6 1EZ
Tel: 01425 652039 Fax: 01425 656625
Email: burgate@burgate.hants.sch.uk Website: www.theburgate.com

Learning For Life

Registered in England and Wales **Register Company Number: 07596997**

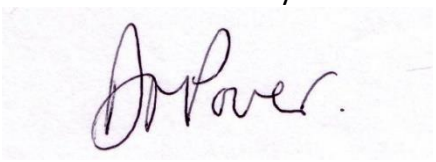
Dear Prospective Applicant

I am delighted that you are interested in applying for the post of Teacher of MFL at The Burgate School and Sixth Form. We believe our school is an exceptional place to work, where students and staff share collective values in a happy and successful environment. Every member of our staff team matters, and creativity and innovation are embraced and developed. Our students are a pleasure to work with and we encourage you to come and see this for yourself. 'Learning for Life', our school and college motto, underpins our culture and applies to every member of our school and sixth form community, whatever stage they are at.

Our desire to be one of the top comprehensive schools nationally continues with great enthusiasm and this appointment is a key factor in ensuring that we achieve that ambition. Please take your time to explore our school's website which will give you a greater understanding of what we believe is a happy, caring, and successful school. I hope both our website and this recruitment pack will give you a better understanding of The Burgate School and Sixth Form and the way we work.

I very much look forward to receiving your application to work with us at The Burgate.

Yours sincerely





Role

The Post

We are seeking to appoint a well-qualified, innovative and enthusiastic French or Spanish specialist who can deliver outstanding lessons across the ability range. This post would suit a forward-thinking Early Career Teacher or recently qualified teacher who can inspire, motivate and challenge students.

This is an excellent opportunity for an engaging and passionate teacher to join an experienced and highly successful department in a thriving school which was rated 'good' by Ofsted in May 2019 with the Sixth Form graded as 'outstanding'. As a school we are committed to comprehensive education and 'Learning for Life' is at the heart of all we do.

Our Curriculum

Students in Years 7 and 8 have three hours of curriculum time each week. All students study both French and Spanish up until October half term, at which point they are given the choice to study French, Spanish or both. We have a highly motivated dual linguist group in each of these year groups. The ability to offer both French and Spanish at this level would therefore be desirable.

Students choose their GCSE options at the end of Year 8, and then embark on a three-year programme of study. This allows us to deliver a rich and ambitious curriculum that goes beyond the GCSE specifications. Languages are highly valued at The Burgate and there is an expectation that the majority of students continue to study a language to GCSE. The ability to offer French or Spanish to GCSE is therefore essential.

Students currently follow the AQA specification at GCSE and results are consistently high. Our Alps grade 2 puts in the top 10% nationally in terms of progress and the percentage of students achieving grades 9-4 in Spanish was 88%. Our students perform equally well at A Level with 80% A*-B and 100% A*-C and here too we also follow the AQA specification. The ability to teach at A Level would be an advantage.

As a department we also run several residential foreign visits as well as trips closer to home to support the learning of our students and to increase their cultural capital.

Our Facilities

There are currently five teachers in the MFL department and we have four dedicated language classrooms. There are several IT equipped rooms in the Main School and in the Sixth Form which can be booked for class teaching. The school's main systems are SIMS, MintClass, Office 365, all of which are integrated and, with the exception of SIMS, hosted in the cloud. All of our teaching staff have their own laptop to support their role.

Early Career Teacher support

We have a proud tradition of providing superb support and career progression for teachers at the beginning of their career. We are part of HISP programme who are using the Educational Development Trust programme to provide both face to face and on-line training

to support you through the Early Career Framework (ECF). In school you will be given a mentor with whom you will have timetabled weekly meetings with as well as additional time for planning and working through the ECF. Furthermore, you will be given a tutor to oversee your progress and support you through the whole process. In addition, you will be part of our thorough induction programme that we run for all new staff members to orientate them through the first half term.

Further Information
Applicants are invited to contact our Deputy Headteacher, Katja Gibson, in the first instance.

Salary
Main Pay Scale

Contract
Permanent/Full-Time

Deadline for Applications
Applications must be submitted by 08:00hrs on Monday 20 March 2023

How to Apply

The following guidelines are designed to help you submit an application in line with our requirements. Please ensure that you comply with the instructions below otherwise the panel will not shortlist you. If you require clarification or have any questions regarding the application process, please contact Sarah Hewett, Headteacher's PA at shewett@burgate.hants.sch.uk

Application Form
To apply for the role, please either complete an application via the TES website, an application via the Government's Teaching Vacancies website, or our Teaching Staff application form which can be downloaded from the vacancies page on the school's website. If you apply using the school's Support Staff application form, completed forms should be emailed to Miss Sarah Hewett, Headteacher's PA, at: shewett@burgate.hants.sch.uk. All applications should be received by the published deadline. Only applications submitted on a TES, Government Teaching Vacancies, or school application form will be considered. CVs will not be accepted.

Disclaimer
You are advised to submit your applications as soon as possible as, on occasion, we reserve the right to close a vacancy earlier than the advertised date, if we have received sufficient applications that meet the criteria, or a suitable candidate is found. We advise you to submit your application as early as possible to prevent disappointment.

Shortlisting
Shortlisted candidates will be contacted by telephone or email. We will endeavour to contact non-shortlisted applicants however, if you have not heard from us within three weeks of the closing date you should assume that you have not been shortlisted for interview.

Interviews

Interviews will be held at The Burgate School and Sixth Form. In addition to a tour of the school and informal discussions with key members of staff, each interviewee will be required to teach a lesson. The selection process will culminate in a formal interview. Full details of the interview process will be sent to candidates with the invitation to interview. Candidates invited for interview will be required to provide proof of their eligibility to work in the UK by producing verifiable documents. Candidates will also be required to bring photo ID with them on the interview day, for example a valid passport or driving licence to provide proof of identity and, where available, a birth certificate should also be presented. If relevant to the role, evidence of all academic and professional qualifications disclosed on the application form should also be presented. Full details will be sent to candidates alongside their formal invite to interview.

References for shortlisted candidate

All referees whose details are included on the application form will be contacted before the interview unless you have indicated that you wish otherwise. Appointments will not be confirmed until The Burgate School and Sixth Form has received two satisfactory references (one must be from your current employer or, if you are not currently in employment, from your most recent employer) and all other necessary pre-employment vetting checks have been satisfactorily completed. This will include confirmation of your fitness for employment, an enhanced Disclosure & Barring Service disclosure, verification of your identity and confirmation of your right to work in the UK. Teachers will be required to provide proof of their qualifications (degree certificate(s), QTS) and a check will be undertaken to ensure they are not subject to a prohibition order.

Safeguarding and Child Protection Statement

Safeguarding determines the actions that we take to keep children safe and protect them from harm in all aspects of their school life. As a school and sixth form we are committed to safeguarding and promoting the welfare of all our students.

The actions that we take to prevent harm, to promote wellbeing, to create safe environments, to educate on rights, respect, and responsibilities, to respond to specific issues and vulnerabilities all form part of the safeguarding responsibilities of the school and sixth form.

Due to the nature of the position for which you are applying, and to ensure your suitability for this type of work, all our recruitment and selection practices reflect this commitment. Should you be successful, any offer of a post will be conditional subject to an enhanced Disclosure and Barring Check as well as other relevant pre-employment checks including the receipt of two satisfactory references and medical clearance. As this is a post in regulated activity, the DBS check will include a children's barred list check. It is an offence to seek employment in regulated activity if you are on a barred list. All positions within The Burgate

School and Sixth Form are exempt from the provisions of the Rehabilitation of Offenders Act 1974.

We will also consider carrying out an online search on shortlisted candidates to help identify any past or current incidents or issues that might affect an individual's suitability to work with children and undertake the role in question. Any online search will be carried out only on publicly available information and will be limited to issues relating to an individual's suitability to work with children and/or in a school environment. Any issues that arise from a search will be followed up at interview where it can be discussed more fully, including background information, or mitigating circumstances.

A copy of our child protection policy and our policy on the employment of ex-offenders are available to view on The Burgate School and Sixth Form's website at: https://www.theburgate.com/policies

Equal Opportunities Statement

The Burgate School and Sixth Form is an equal opportunities employer and values the diversity of our workforce and welcomes applications regardless of age, gender, ethnicity, or religion.

General Information for Applicants

The Burgate School and Sixth Form is a school that wants every student to enjoy their learning and feel valued for who they are. The school provides high quality comprehensive education for children aged between 11 and 18 and we enjoy an excellent reputation within the local community for our high standards. Consequently, many students attend the school through parental choice. We provide a broad curriculum and a creative approach to learning that inspires curiosity, builds collaboration, helps develop resilience and encourages flexibility of thought.

This could not be a better time to join The Burgate; our GCSE results in 2022 continued to be with strong with 81% of students achieving both English and Mathematics at Grade 4+ and 59% achieving Grade 5+. Our most recent Progress 8 value added score, which related to the 2022 exam series was +0.02 which was above the national average and once again places The Burgate as one of the very best performing schools in Hampshire and in the top 25% nationally. Our A level results are consistently very good and our results in 2022 again put us in the top 10% of 16-19 providers nationally. 65% of A level results were at A*-B grades and over 83% at grades A*-C, with practically all students gaining a place at their chosen university.

We offer a wide range of subjects at GCSE and A Level delivered by a highly qualified team of professional teachers and support staff who are committed to offering the highest quality of education to the students. All staff members participate in a well-established and bespoke performance management scheme. Induction and in-service training are provided for all teaching and support staff and there is a special programme for ECTs, as well as access to a

wide range of CPD through National College and beyond. Internal promotion is a typical route for progression to higher levels of leadership for Burgate staff.

The school has a very committed and supportive board of trustees, enjoys healthy links with the local community, our cluster primary schools and partnership schools. We build and consequently benefit from excellent supportive relationships with parents, and we encourage close contact with the school whenever they have concerns regarding their child's education.

The school was inspected by Ofsted in May 2019 in which we were awarded 'Good' overall with three of our inspection judgements being 'Outstanding'. The inspectors praised the high expectations of everyone at the school and remarked how the school's trustees and staff work closely together to create a team spirit that provides a consistent and positive learning environment, where teaching is inspirational and student behaviour is superb.

The Burgate School and Sixth Form is situated on the outskirts of Fordingbridge, in Hampshire. Salisbury, Bournemouth, Southampton and the Channel ports of Poole and Portsmouth are all within easy driving distance, and the major cities of Bath, Bristol and London all easily accessible by road and rail. With the New Forest National Park, Isle of Purbeck, Jurassic Coast and Salisbury Plain further enriching and enhancing the natural beauty of the local environment, the successful candidate will have a chance to live and teach in one of the most highly desirable areas of England, where the standard of living is of the best available nationally.

Job Description
Subject Teacher and Tutor

Impact Statement: To ensure effective teaching and learning takes place to improve educational outcomes for all students so that each achieves their full potential. To ensure all students are safe and supported with their wellbeing, through using the pastoral systems.

LEVEL OF RESPONSIBILITY: **N/A**
LINE MANAGER: Head of Department/Head of Year

CORE RESPONSIBILITIES:

- Maintain high professional standards and level of conduct
- Adhere to statutory policies and procedures and undertake training as required
- Contribute to the delivery of the school's vision
- Uphold the values of the Burgate School and Sixth Form
- Help to foster innovation and the development of new capabilities
- Engage with school improvement plans and initiatives
- Support the pastoral care and behaviour standards of students to ensure they feel safe, secure, and valued

KEY RESPONSIBILITIES:

- Ensure registers are accurate and timely
- Ensure clear communication with colleagues, students, and parents through the accurate use of Sims logs, Teams and emails (where appropriate)
- Uphold the Burgate Expectations with flexible consistency
- Role model positive behaviours and build positive relationships with students, parents and colleagues
- Maintain high standards of teaching and learning as set out in the Burgate Lesson Blueprint
- Maintain high standards of behaviour for learning following the Burgate Behaviour Blueprint
- Monitor and track the progress of all students; identifying underachievers and implementing measures to support them, in particular, disadvantaged students, LACS and students with High Needs
- Inform parents about their child's learning and development through the termly progress reviews and parents' evenings
- Ensure PSHE is delivered to the Burgate expectations

This job description is not exhaustive and the post holder will be expected to undertake any other duties as reasonably requested by the Headteacher.

Role: Person Specification for Teacher of MFL

Qualifications & Experience	Essential	Desirable
Qualified teacher status	X	
A degree or equivalent	X	
A commitment to and evidence of professional development	X	
Experience of improving the outcomes of groups of students		X
Experience of teaching all year groups (Year 7 -11)		X
Experience of teaching A Level French or Spanish		X
Experience of extra-curricular trips and visits		X

Skills and Competencies	Essential	Desirable
Demonstrate and model excellence in the classroom	X	
A record of being able to work collaboratively as part of an effective team	X	
Ability to plan strategically	X	
Ability to liaise effectively with a range of stakeholders	X	
Ability to demonstrate a high standard of organisational skills	X	
Ability to analyse and present data and information coherently	X	
Ability to track progress to develop student potential	X	

Additional Factors	Essential	Desirable
Personal impact, presence and integrity	X	
Have a good record of punctuality and attendance	X	
Enthusiasm and passion for Languages	X	
Excellent interpersonal skills, a high level of emotional intelligence and emotional resilience in addition to a sense of humour.	X	
Show keen interest and ability to keep abreast of new initiatives	X	
A positive and optimistic outlook	X	
Model and present a positive image of the school	X	
Demonstrate a deep commitment to school's ethos and its motto 'Learning for Life.'	X	
Strong willingness to contribute to the wider life of the school	X	
Show fairness and consistency	X	
Commitment to safeguarding and promoting the welfare of children and young people	X	
Commitment to equal opportunity	X	