



SUBJECT INFORMATION PACK

TEACHER OF MODERN FOREIGN LANGUAGES

Full-Time

Team MFL: Broadening horizons

Our Team

Whatever it takes is the motto of our MFL team, who have regenerated the subject over the last few years, making it exciting and engaging for students.

The popularity and current success of the subject is down to the collaborative approach that the team take: we openly share best practice and have created a vibrancy and energy that other teams want to replicate.

The Post

We are seeking a colleague who will share the passion of the team to secure outstanding outcomes for our students.

Our ideal team member will be brimming with ideas about how to make learning purposeful, fun and active for our students.

Our Student Outcomes

French is a very successful subject at both KS4 and 5, with GCSE outcomes which are above national. Our key goal right now is to encourage more students to choose the subject for GCSE and beyond. We are working on replicating this through our innovative German curriculum.

Our Curriculum

We have implemented an exciting curriculum and a culture of praise in the department in order to promote high engagement. We use a blend of methods which suit our students, drawing on the work of Gianfranco Conti and using sentence builders as well as other more traditional methods. Our students are well-used to speaking and listening to French and German in their lessons, which are taught in mixed ability groups. We also have a small cohort of dedicated linguists studying French in the Sixth Form.

Centralised planning and copying of booklets is in place to enable staff to spend time tailoring the content to suit their own groups. We are continually reviewing and enhancing our curriculum, and are proud to be one of a very small number of schools in the UK who participate in the Manie Musicale every year in March. Films are also used in both KS3 and 4 to motivate and engage our students with Francophone culture.

We support resources produced in-house with listening and texts from an assortment of textbooks. We subscribe to Quizlet and SentenceBuilders.com to support independent vocabulary learning. Students have access to a set of tablets, and Gimkit and Blooket are often used to bring some fun to vocabulary learning. These, along with embedded AfL techniques deployed throughout the curriculum, have seen a real consistency in delivery and high expectations across the department.

Beyond the classroom, the team have worked hard to provide further opportunities for learning with 100 Year 8 students visiting Normandy for a week in July. We also have student Language Leaders at Latimer and celebrate European Day of Languages.

At GCSE, the department currently offers Edexcel GCSE French and secures excellent progress and results. French A-level is offered through AQA and we have also secured some excellent results with this—with students now at university developing their learning further. Students are taught in mixed ability groups with the exception of the Year 7 and 8 Literacy Focus Groups, who benefit from a totally bespoke French curriculum which aims to support the improvement of their literacy skills while giving them the French learning experience they deserve. Furthermore, we are looking to support students to achieve GCSEs in home languages as well as those who have English as an additional language.

Our Facilities

We have 3 dedicated MFL classrooms; all with digital projectors, visualisers and fully resourced Show-me sets. All staff have their own laptop. Following a promotion of our Progress Leader of MFL, MFL now forms part of the EBacc Faculty. We are excited about the potential for cross-curricular work with the History and Geography teams as a result and the subjects have been working collaboratively for several years.

Job Description—Teacher of Modern Foreign Languages

Role: Teacher of Modern Foreign Languages—French and German

Line Manager: EBacc Progress Leader

Direct Reports: None

Scale: TMS

General Responsibilities

- To teach French and/or German and carry out the specific responsibilities of the role as contained in the School Teachers' Pay and Conditions document.
- To be a form tutor and to carry out the specific responsibilities of the role.

Specific Responsibilities

Classroom Teacher

To fulfil and maintain the Teaching Standards by:

- Understanding and being fully committed to the duties and responsibilities in relation to child protection and safeguarding young people;
- Demonstrating consistently high standards of personal and professional conduct;
- Setting high expectations which inspire, motivate and challenge students;
- Demonstrating good subject and curriculum knowledge;
- Planning and teaching well-structured lessons to a range of age groups and abilities, ensuring that all students make outstanding progress;
- Managing behaviour effectively to ensure a good and safe learning environment in which students can learn effectively;
- Making accurate and productive use of assessment to track the progress of each individual student in timetabled groups and intervene to narrow the gap where progress starts to fall behind;
- Fulfilling wider professional responsibilities by contributing to department and whole school improvement;
- Communicating and consulting effectively with relevant stakeholders;
- Attending meetings as set out in the published meeting cycle.

Form Tutor

- To lead a tutor group and be responsible for the delivery of tutor time activities in accordance with the published schedule and as directed by the House Leader;
- To encourage tutees to comply with Latimer core values;

Job Description—continued

- To encourage the student voice and develop a Form and House ethos that is in harmony with our core values;
- To encourage high levels of attendance;
- To provide relevant information, advice and guidance to tutees.

Other

- To undertake any other reasonable duties as directed by the Principal.

Person Specification—Teacher of Modern Foreign Languages

SELECTION CRITERIA (no priority order)			
Qualifications	Essential	Desirable	Method of Assessment
Qualified Teacher Status (gained or pending) / Degree relevant to the subject	X		Application form/Verified at interview
High standard of literacy	X		Application form
Commitment to Safeguarding	Essential	Desirable	Method of Assessment
Motivation to work with children and young people	X		Application form/Interview
Commitment to, and belief in, the equal value of all students	X		Application form/Interview
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	X		Application form/Reference/Interview
Ability to raise the self-esteem and expectations of children and young people	X		Application form/Interview
Emotional resilience in working with challenging behaviours and attitudes to the use of authority and maintaining discipline	X		Application form/Interview
Teaching and Learning	Essential	Desirable	Method of Assessment
Proven track record of outstanding MFL teaching	X		Application form/Interview
Prior experience of teaching French across KS3 and 4	X		Application form/Interview
Prior experience of teaching French at KS5		X	Application form/Interview
Knowledge and understanding of the curriculum requirements in Modern Foreign Languages	X		Application form/Interview
Awareness of current developments in Modern Foreign Languages	X		Application form/Interview
Ability to teach German		X	Application form/Interview
Proven track record of outstanding student outcomes	X		Application form/Interview
Proven track record of strong and effective behaviour management strategies	X		Application form/Interview
Excellent ICT skills	X		Interview
Interpersonal Skills	Essential	Desirable	Method of Assessment
Ability to communicate effectively and relate well to all stakeholders	X		Application form/Reference/Interview
Willingness to contribute to extra-curricular activities	X		Application form/Interview
Ability to work as part of a team	X		Application form/Interview
Personal Qualities / Skills	Essential	Desirable	Method of Assessment
Creativity, energy and enthusiasm	X		Interview
Evidence of working effectively under pressure	X		Interview
Good sense of humour	X		Application form/Interview
A commitment to / interest in the Performing Arts		X	Application form/Interview