

Teacher of MFL

French & Spanish Specialism

Thistley Hough Academy

September 2025



**THISTLEY
HOUGH
ACADEMY**
*Creative
Education
Trust*



Dear Colleague

Thank you for your interest in the role of Teacher of MFL at Thistley Hough Academy.

Thistley Hough Academy is a modern school with drive and motivation to provide the best outcomes for the students and community. Ofsted continued to rate us as 'good' in May 2022.

Thistley Hough Academy joined the Creative Education Trust in September 2013 and has been on a journey to now become one of Stoke-on-Trent's most improved schools.

As our Academy sponsor, the Creative Education Trust is focused on the quality of the educational experience it provides for students. At Thistley Hough Academy we pride ourselves on delivering an ambitious, broad and balanced curriculum, enabling every student to be successful, responsible, resilient, confident and skilled young people. We are passionate about enriching the lives of our students, which is not just academic, but social and emotional. We aim for our students to leave Thistley Hough Academy as highly positive and active members of the community.

Our highly qualified teachers and effective support staff are committed to ensuring that our students achieve excellence and develop to be leaders both now and in the future. We always aim for disruption free learning, allowing our teachers to do what they do best.

"Ofsted rated us as 'good' in May 2022" We have a happy and safe school, where we are multi-cultural, something that we celebrate and encourage. We are a true reflection of the local Stoke-on-Trent demographics.

Our vibrant, energetic school can be sampled on our website. We are keen to develop our community links further and encourage prospective candidates to arrange a visit. We look forward to the chance to meet you and showing you what we have to offer.

I look forward to receiving your application.

Yours sincerely,

Noel Kennedy
Principal

“We believe every student is entitled to outstanding educational provision”

You can find out more at:
www.creativeeducationtrust.org.uk

ABOUT CREATIVE EDUCATION TRUST



Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience and employability. We believe that a rewarding educational experience and the highest possible qualifications are the best way to ensure social mobility for young people.

Creative Education Trust is a growing multi-academy trust educating over 13,000 children in England. It was established in 2010 to work in England's post-industrial cities and coastal towns: areas of economic disadvantage and with a history of academic underachievement. We transform these schools by integrating a knowledge-rich curriculum with skills and creativity.

Creative Education Trust defines creativity as the ability to find connections between the things we know and turn these connections into new ideas and action. The academic arts and the sciences, practical subjects and life skills all need this creativity, and creativity is valued highly by employers. Our staff and expert advisers use imaginative methods for linking knowledge across subject boundaries, fostering personal development and resilience and developing practical skills that prepare students for their transition to adult life and employment.



Our Mission

To give every child in our schools the best possible start in life through excellent education and wide-ranging co-curricular opportunities

Our Vision

To send out into the world educated, creative, confident and responsible young people, who can succeed in their ambitions and make their communities better places

Our Values

Ambition

We are ambitious in everything because only the best will do

Excellence

We do not stop at 'good enough'

Creativity

We connect our knowledge in innovative ways

Resilience

When the going gets hard, we up our game and reach our goal

Inclusion

Every child and every colleague matters – we will work for and with them all

Respect

We value the ideas of others and make sure all voices are heard

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ABOUT THISTLEY HOUGH ACADEMY



Thistley Hough Academy is a mixed school catering for students aged 11-16 located in the village of Penkhull, Stoke-on-Tren.

The Academy joined the Creative Education Trust in September 2013 and is now one of Stoke-on-Trent's most improved schools and is graded as Ofsted 'good'.

With strong pastoral support for both staff and students, coupled with a broad range of co-curricular activities, Thistley Hough Academy offers a supportive learning community where you can reach your full potential.



MORE ABOUT THISTLEY HOUGH ACADEMY:

- £15m state-of-the-art building and facilities;
- Rated 'Good' by Ofsted with 'outstanding features';
- Winner of the Happiest School Award 2018;
- TES Community and Collaboration Award 2018 – shortlisted;
- Hall complete with tiered seating;
- Dedicated staff CPD programme & wellbeing group;
- Training and mentoring opportunities through the Creative Education Trust



‘Leaders are ambitious for every pupil. They have developed a broad, balanced curriculum to support this ambition in conjunction with trust leaders. ‘

Ofsted, May 2022

To see full details of the school performance data please visit:

<https://www.compare-school-performance.service.gov.uk/school/139068/thistley-hough-academy>

SUPPORT FOR OUR STAFF

Our staff are dynamic individuals who believe passionately in making a difference to every student, and we are committed to providing them with the highest quality support and opportunities to increase their skills and progress.

Personal and professional development is supported through our 'Growing Our Own' model of bespoke continuous professional development which enables professional learning pathways for individuals, departments and groups of staff.

OUR 'GROWING OUR OWN' MODEL

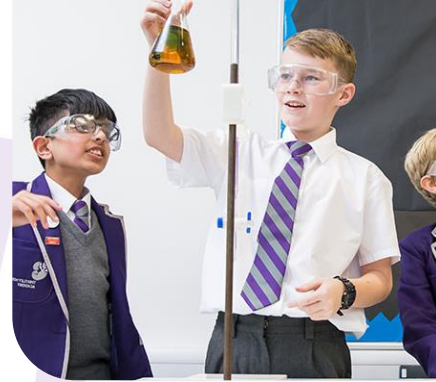
- Coaching entitlement at all career levels including mindfulness coaching.
- Undertake externally recognised accredited training e.g. for aspiring middle and senior leaders NPQML, NPQSL etc.
- Leadership secondment opportunities.
- Subject specific development - exam specification training, teacher subject specialist training etc.
- Access to cross-trust learning support - focus groups, year-specific forums
- Weekly professional development entitlement.

STAFF WELLBEING AND WORK LIFE BALANCE

Staff well-being and work/life balance are central to the success of our academy. We openly consult with staff over changes which impact on their working day, and actively encourage participation in our staff wellbeing group.

You will find an academy that:

- Provides strong and effective leadership at all levels.
- Fosters and develops a strong team ethos among all its staff.
- Is highly supportive and values and develops people.
- Is forward thinking and outwardly facing.
- Is committed to developing staff and student leadership skills.
- Encourages wider participation in local and national agendas.
- Offers an exceptionally supportive Academy Council and local community.
- A staff wellbeing group to ensure their views are represented at senior leadership team meetings.



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TEACHER OF MFL JOB DESCRIPTION AND PERSON SPECIFICATION

LOCATION

Thistley Hough Academy, Stoke-on-Trent

SALARY

MPS/UPS (£31,650 - £49,084)

THE ROLE

To teach exceptional lessons that engage and challenge all students, whilst creating a supportive and stimulating learning environment in the classroom. To make a significant contribution to the values and the ethos of the school and actively promote and uphold all school policies.

REPORTING LINES

Head of Department for MFL.

TEACHING AND LEARNING

- With direction from the Head of Department and within the context of the school's curriculum and schemes of work, plan and prepare effective lessons.
- Teach engaging and effective lessons that motivate, inspire and improve pupil attainment.
- Ensure students acquire and consolidate knowledge, skills and understanding appropriate to the subject taught.
- Ensure that all students achieve the least at chronological age or level or, if well below level, make significant and continuing progress towards achieving at chronological age level.
- Direct and supervise support staff assigned to lessons and when required participate in related recruitment and selection activities.
- Organise trips and visits to enhance the learning of all students.

ASSESSMENT AND REPORTING

- To monitor and evaluate the assessment and feedback to students in line with whole school and department policy.
- To follow department monitoring and tracking systems relating to student's attainment, progress and achievement.

- Undertake assessment of students as requested by external examination bodies, curriculum areas and school procedures.
- Assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- Complete the relevant documentation to assist in the tracking of students.
- To follow department policy regarding department tracking of student progress and use information to inform teaching and learning.

SCHOOL CULTURE

- Support the academy's values and ethos by actively promoting and contributing to the development and implementation of policies, practices and procedures.
- Help create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships.
- To be active in issues of student welfare and support.
- Support and work in collaboration with colleagues and other professionals in and beyond the school.
- Lead or help to lead an after-school activity once per week; either curriculum based or an extra-curricular club.

COMMUNICATION

- To communicate effectively and constructively with the parents of pupils as appropriate.
- Where appropriate, to communicate and cooperate with persons or bodies outside the school.
- To follow agreed policies for communications in the school.
- To take an active role in activities such as Open Evenings, Parents' Evenings, Sports days etc

PASTORAL DUTIES

- If required, be a form tutor to an assigned group of students.
- Promote the general progress and well-being of individual students and of the form tutor group.
- Liaise with the pastoral team to ensure the implementation of the school's pastoral system.
- Register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.

You can find out more at:

www.creativeeducationtrust.org.uk

- Contribute to the preparation of action plans and progress files and other reports.
- Alert appropriate staff to problems experienced by students.

OTHER PROFESSIONAL REQUIREMENTS

- Have a working and up to date knowledge of teachers' professional duties and legal liabilities.
- Always operate within the stated policies and practices of the school, including but not limited to, Health and Safety; Child protection; Assessment and marking policies; and Behaviour policies.
- Establish effective working relationships and be an effective role model to pupils through own personal presentation as well as personal and professional conduct.
- Have high expectations for every pupil and endeavour the opportunity to reach their potential and meet high expectations.
- Co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, department and students.
- Contribute to wider school life through effective participation in meetings and management systems necessary to coordinate the management of the school.
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.
- Undertake other various responsibilities as directed by the Head of Department or the Principal.

This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification or amendment at any time after consultation with the holder of the post. The duties may be varied to meet the changing demands of the school at the reasonable discretion of the Headteacher.

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines.

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PERSON SPECIFICATION	ESSENTIAL
QUALIFICATIONS	<ul style="list-style-type: none"> • Qualified to degree level or above in French and/or Spanish. • Qualified teacher.
EXPERIENCE	<ul style="list-style-type: none"> • Experience of raising attainment in a challenging classroom environment. • Experience of reflecting on and improving teaching practice to increase student achievement. • Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities. • Successful teaching experience in the Secondary phase. • Experience of raising standards through leading staff development.
KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> • Have the ability to teach all aspects of GCSE MFL – French & Spanish. • Passionate about your subject area. • Demonstrates the ability to lead and work within teams. • Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice. • Thinks strategically about classroom practice and tailoring lessons to students needs. • Understands and interprets complex student data to drive lesson planning and student attainment. • Commitment to regular and on-going professional development and training to establish outstanding classroom practice.
SKILLS AND PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> • Leads by example with high professional standards. • Resilient, energetic and enthusiastic. • Student focused commitment. • Has keen organisational skills and the ability to multitask and delegate. • Will play a full and active role in the wider development of the School. • Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards. • Good communication, planning and organisational skills. • Vision aligned with Creative Education Trust's high aspirations and high expectations of self and others.
EQUAL OPPORTUNITIES	<ul style="list-style-type: none"> • A demonstrable commitment to supporting and promoting safeguarding, student welfare, equality and diversity.
SAFEGUARDING	<ul style="list-style-type: none"> • A thorough understanding of up-to-date safeguarding requirements and best practice.
OTHER REQUIREMENTS	<ul style="list-style-type: none"> • High expectations for every pupil and a proven track record of making a difference to the learning and experiences of pupils inside and outside the classroom.

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