



Teacher of Modern Foreign Languages (Subject Lead) MPS/UPS

September 2025

Recruitment Information Pack



Five Islands Academy, Isles of Scilly

All Aboard! Navigating Together

“Hope is an anchor for the soul, steadfast and sure”

Five Islands Academy is an all-age, multi-site Church of England school, serving the communities of Bryher, St Agnes, St Martin's, St Mary's and Tresco

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ALL ABOARD! NAVIGATING TOGETHER

FIVE ISLANDS ACADEMY

EQUITY EVOLUTION EXCELLENCE

JOIN OUR SCHOOL IN THE ISLES OF SCILLY AS
FRENCH TEACHER

Ofsted
Good Provider

The poster features a photograph of two students in school uniforms, a girl and a boy, both with their hands raised in a classroom setting. The background is a solid blue color with white text and a small sailboat icon in the top right corner.



FIVE ISLANDS ACADEMY

ALL ABOARD! NAVIGATING TOGETHER

EQUITY EVOLUTION EXCELLENCE

Nous recherchons un.e francophone enthousiaste et motivé.e pour enseigner à nos élèves dans les îles Scilly. Et si c'était vous ?

Ofsted
Good Provider

Personal Development
Outstanding

The poster features a photograph of a sandy beach with blue water and a clear sky. The background is a solid blue color with white text and a small sailboat icon in the top left corner.

Letter from Rachel Gibb, Headteacher

Dear Applicant

Thank you for exploring this exciting opportunity to join our friendly teaching team at Five Islands Academy. We are looking for an enthusiastic, highly motivated Modern Foreign Language specialist with excellent subject knowledge to teach our engaged, creative students up to Year 11. French is our core MFL curriculum offer and excellent French language and pedagogical skills are essential, while the ability to teach a second language or a second subject would be desirable.

Five Islands Academy is a small, voluntary controlled Church of England through school serving the five inhabited Isles of Scilly communities of Bryher, St Agnes, St Martins, St Mary's and Tresco. There are around 250 students on roll across four school sites. Secondary students and the majority of primary students are based on the Carn Gwaval multi age site on St Mary's. This new building was opened in 2011 and provides a bright, open, well-resourced learning environment for the students. Primary children on the off-islands study in small mixed-age school bases, then join their peers on St Mary's on a Friday for collaborative learning in specialist subjects, including French.

Central to the development of our academy during recent years has been the development of a through school curriculum that nurtures curious, collaborative, creative global learners with rich knowledge and confident oracy. An exciting aspect of the MFL teaching role is the opportunity to collaborate with Primary colleagues in our 4-16 through school to encourage the building of firm foundations for language acquisition in the Primary phase, enabling students to transition to Secondary French in Year 7 with confidence and enthusiasm.

French results at Five Islands Academy have been on an upward trend over the past three years, with increasing numbers of students choosing to take it as a GCSE option. We are seeking an enthusiastic, dynamic teacher who will further raise the profile of language learning in the school, developing Modern Foreign Languages as an area of excellence.

Our school takes every opportunity to engage with our unique islands' environment, while also ensuring that our children have access to as many of the opportunities as possible that their mainland counterparts enjoy in order to support involvement with competitive sport and to boost their cultural capital. It is important that we help our students to look beyond their horizons, making connections with other countries and cultures. We are keen that our Modern Foreign Languages curriculum should support the creation of new intercultural links, using our excellent digital technology to reach out across the seas, bringing foreign language speakers into school and planning for trips abroad.

We are proud to be an inclusive school, where each child is supported to achieve excellence. We have a powerful vision for navigating together to nurture curious, collaborative, creative global learners with rich knowledge and confident oracy. Our most recent Ofsted inspection (November 2023) judged our provision to be Good in all areas, with Outstanding for Personal Development, saying: "Pupils develop a powerful sense of community" through a culture and curriculum that "expands their horizons and helps them to keep their options open."

I look forward to reading your application.

Rachel Gibb
Headteacher



Teacher of Modern Foreign Languages (Subject Lead) MPS/UPS

We have a vacancy for an enthusiastic, highly motivated Modern Foreign Language specialist with excellent subject knowledge to join our friendly Five Islands team in September 2025.

The successful candidate will teach French up to GCSE, and will lead Modern Foreign Languages throughout the school. We are seeking applicants who will be fully committed to our Five Islands Academy vision for inclusive education. Ability and willingness to teach an additional language or second subject would be of particular interest.

What can we offer?

- A fully-resourced, coherent French curriculum, with flexibility for further development and innovation
- Outstanding technology: a MacBook Air for each teacher; interactive whiteboard in the French Room and 1:1 iPads for each child; Firefly learning platform
- Opportunities to develop cultural links through the islands' tourism industry, digital pen-friend and conversation platforms and potential language-learning trips abroad
- Dedicated Project Weeks during the year offering adventure, creativity and deep learning, in which staff can explore their own interests and those of their students across the unique natural environment of the islands
- Small classes with engaged learners
- Supportive colleagues, committed to professional learning and development
- Mentoring and support for Early Career Teachers if relevant
- Strong professional links with our mainland Trust academies
- Support with finding suitable accommodation on St Mary's
- Bespoke learning spaces and resources to support students with SEND, including the Primary and Secondary 'Harbours' (personalised work and wellbeing spaces) and a dedicated Sensory Room on St Mary's
- Supportive discussion of flexible working hours if requested

Contract start date: September 2025

Hours of attendance: 1.0 fte

(flexible working discussion if requested and possibility of teaching an additional subject)

Salary: MPS/UPS depending on prior experience



The Application Process

The enclosed application form should be completed and emailed to John Mitchell (Finance and Operations Manager): johnmitchell@fiveislands.org.

Closing date for applications: 13 May 2025

Early applications will be considered

Interviews to take place week beginning: 19 May 2025

Rachel Lewin or Maddy Hicks (Deputy Heads) would be very happy to be contacted to discuss the post. Please email enquiries@fiveislands.org to arrange a telephone appointment for an informal conversation.

All Aboard! Navigating Together...

We are committed to promoting diversity and inclusion within our Academy community. We are proud to be an equal opportunities employer and actively encourage teachers and support staff from all backgrounds, cultures, perspectives and walks of life to apply to work with us.

We are a Church School, and as such nurture the wisdom of being in balance with doing. Inspired by our powerful Academy values, we appreciate the gifts that are ours and those we have to offer as members of a diverse global family.

The school is committed to safeguarding and promoting the welfare of all our students and all posts are subject to DBS check.



Job Description

Job Title:	Teacher of Modern Foreign Languages
Reporting to:	Senior Leadership Team
Job Purpose:	To be responsible for language learning and achievement up to GCSE. To support all Five Islands Academy students to flourish and achieve excellence.

Purpose of the job

As a Teacher of Modern Foreign Languages at Five Islands Academy, you are responsible for the learning and achievement of every child in your classes up to Year 11. You are expected to co-construct and implement a rigorous and relevant through school curriculum. Within this role you will ensure full coverage of the national curriculum, and follow the academy's Teaching & Learning Protocols. You will be expected to prepare students effectively for GCSE and to ensure that they have the rich knowledge and skills to succeed in education post-16. You will have high expectations of every student and provide challenge and support to enable every child to achieve at the highest level. You will also be expected to collaborate as Subject Lead with Primary teachers, to ensure that the curriculum is securely sequenced and makes the most of our unique environment as well as making powerful connections with the wider world.

Principal accountabilities for the Teacher of Modern Foreign Languages

Quality of Education:

- plan and deliver a Secondary French curriculum that is appropriate and engaging for all students;
- support the delivery of a Key Stage 2 French curriculum that is appropriate and engaging for all students;
- provide short and medium term planning that can be shared with students and parents;
- provide quality first teaching for all students in your class across all abilities;
- ensure effective implementation of teaching and learning initiatives within your own practice;

- ensure the curriculum of pupils with additional and/or special educational needs is appropriately personalised;
- use digital learning platforms including Firefly to provide high quality learning resources and develop students' effective use of IT;
- liaise with other teachers across phases and bases to develop cross-curricular links and develop excellent practice;
- assess students' work regularly to ensure that they are clear about their achievements and precise targets for development;
- make appropriate provision and intervention to ensure that all students are able to reach their full potential;
- work with the leadership team to promote rapid progress of students who are below expectation;
- monitor attainment and progress regularly;
- quality assure assessment results (internal as well as external) by moderating with colleagues from other schools;
- produce accurate and meaningful reports to parents and appropriate external agencies as required.

Personal Development:

- play an active part in the wider life of the school;
- be an efficient and effective Secondary form tutor;
- deliver aspects of our Jigsaw PSHE programme during Tutor/PSHE time;
- maintain regular and positive contact with parents and carers;
- participate in collective celebration and assemblies;
- contribute to and participate effectively in Project Week programmes, focusing on deep learning, personal development, adventure and creativity;
- offer at least one club or extracurricular activity each term;
- take responsibility for your own professional development in discussion with your Line Manager, keeping abreast of developments in your subject area and participating in the Academy's programme of staff training.

Behaviour and Attitudes:

- provide a stimulating, safe and supportive learning environment;
- follow the school's behaviour policy, which is based on the principles of Restorative Justice;
- model and promote our Academy Values: Excellence, Evolution and Equity - as well as our Church School Values of dignity, hope, community and wisdom;
- to be an efficient and effective member of a duty team, supervising session break non-teaching times according to rota;
- maintain an awareness of any actual or potential risks to the safety security and welfare of the Academy students and to ensure compliance with the Academy's safeguarding procedures and Health and Safety policy and practice;
- safeguard the welfare of pupils in your care or that you come into contact with in accordance with the whole school Child Protection Policy.

Subject Leadership:

At Five Islands Academy, Subject Leaders at all phases of education work collaboratively to:

- develop confidence that the 3-16 curriculum is fit for purpose, supporting the National Curriculum and external benchmarking;
- ensure the curriculum and its delivery meets the needs of all students;
- secure effective blended learning that shows clear progression through all key stages;
- understand how each subject works throughout the school, from EYFS to Y11 and beyond, integrating important links with other subject areas in their own teaching;
- check that each curriculum makes provision for learning key skills, recalling important information and building schema;
- reduce the negative impact of transition to a different phase or location for learning through knowledge of prior learning and locations, and future learning and locations;
- support colleagues to monitor the implementation and impact of the curriculum in the following ways:
 - through collaborative work with other subject leaders, both in the same curriculum subject and in other subject areas;
 - by visiting and observing learning within your phase of education and in other phases of education so that you can confidently describe and appreciate the progression of your subject and its benefits for our students;
 - through the moderation of standards and the outcomes for students throughout the year within FIA and in other LEAP academies.

Person Specification

Essential Criteria	Evidence
Qualified teacher status	Application
Good Honours degree in French or Modern Foreign Languages	Application
Recent experience of teaching at Key Stages 3 and 4 in the UK	Application
Willingness to collaborate with Primary colleagues	Application, interview
Excellent working knowledge of recent developments in the Modern Foreign Languages curriculum	Application, interview
Excellent interpersonal skills	Application, interview, reference
Outstanding personal classroom practice	Reference, interview
High expectations of all students	Application, interview, reference
Caring, friendly and approachable (for staff and students)	Interview, reference
Positive approach to excellent learning behaviour	Interview, reference
Excellent ICT skills	Application, interview
Ability to manage time, prioritise and meet deadlines	Application, reference
Proven track record of improving outcomes for pupils	Application, reference
Effective deployment of classroom staff	Application, interview
Open-minded, reflective and willing to embrace innovation or change	Application, interview, reference
Able to work constructively as part of a team understanding Academy roles and responsibilities including your own	Application, interview, reference
Commitment to diversity, inclusion and anti-racism in the Academy community and curriculum	Application, interview
Strong understanding of statutory educational frameworks, including Safeguarding and the SEND Code of Practice	Interview, reference
High standards of personal behaviour appropriate to a visible role in our small community	Interview, reference
Commitment to the highest standards of child protection and safeguarding	Interview, reference

Desirable Criteria	Evidence
Ability and willingness to teach a second subject or language	Application, interview
Active engagement with curriculum thinking or further professional studies	Application, interview
Experience of Primary MFL teaching	Application, interview
Experience of setting up intercultural links, and planning and running overseas trips.	Application, interview

