

The people behind  
the magic.



JOIN OUR TEAM

# Trust Director of Modern Foreign Languages (MFL)

**Salary:** L7 - L11 £60,145 - £66,368

**Contract:** Permanent, Full time

**Closing Date:** Friday 15th May at 9am

**Interview:** week commencing Monday 18th May 2026

**Start Date:** September 2026 or earlier

We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible.



## WORKING TOGETHER

# When schools collaborate, incredible things happen.

**Together Learning Trust** is a thriving group local family of schools. We have three secondary schools, two school sixth forms, five primary schools and a special school, inspiring 5800 young people. We are driven by a shared commitment to providing magical learning experiences for all our children and a belief that all of them can achieve great things.

Exceptional achievement stems from developing world class teaching and learning. Creativity is the core of our values. Our staff are amazing, in both the relationships they forge and the incredible range of opportunities they make possible. We get great results, but we give and expect so much more. We are shaping a generation of future global citizens with the character they need to succeed; with the integrity and commitment to excellence that will enable them to thrive.

Together Learning Trust schools are wonderful places to work. We value and support our team across all our schools, and recognise the ideas, experience and expertise of our staff. Being part of the Trust opens up new opportunities for staff development. The Trust schools work closely together to identify and then implement the best school improvement strategies across its schools. Our aim is to grow great people and talent.

We cherish our staff, support their wellbeing and enable them to flourish. Being part of Together Learning Trust feels special due to the unique nature of the schools and the opportunities it brings for staff, students and communities to collaborate. For everyone involved in our Trust our mission is simple. To **Grow, Excel, and Learn Together.**

What could we do, together?

**DAVID LORD, CHIEF EXECUTIVE OFFICER**



*"Working with such creative, professional and dynamic staff from other schools in the trust has helped make my job much more enjoyable and manageable, whilst reducing workload."*

**- DAMIAN BALL**

**Assistant Headteacher, The Brooksbank School**

EXPLORE MORE



[www.togetherlearningtrust.co.uk](http://www.togetherlearningtrust.co.uk)

**Together**  
Learning Trust

## THE JOB

# Trust Director of MFL

Would you like to be part of an inspirational central team of talent that lead our growing Trust? Do you want to be part of a Trust where the members, trustees, and governors of Together Learning Trust cultivate a culture whereby our leaders can thrive. Do you believe you can be a dedicated, diligent and creative team player and become a driving force within our central team? If the answer is yes, we'd love to hear from you.

### What the role involves in a nutshell:

- You will join a team of school improvement leaders, including our CEO, Executive Headteacher and Executive Director of Education. As part of a team of Directors you will drive school improvement and secure outstanding outcomes and opportunities for all our students.
- Embrace and 'live' the vision and values of the trust.
- Lead from the front, demonstrating a strong work ethic and the tenacity to get things done
- Inspire confidence from stakeholders and the executive trust leaders;
- Be bold and creative seeking out new opportunities;
- Demonstrate the highest expectations of your own performance and in turn inspire others to be their best.

### What will you get in return?

This is a fantastic opportunity to work as part of a collaborative trust wide senior leadership team under the direction and with the support of the Executive Headteacher, Executive Director of Education and CEO of Together Learning Trust.

You will be based at one of our vibrant secondary schools where you will work closely with the Senior Leadership Teams across the Trust to promote the school's values and develop the school's vision.

The Trust is at an exciting point in its planned journey and as Director of Modern Foreign Languages you will really help shape our growth for the future. The central team have close links and work collaboratively with Heads of School, Headteachers, Senior Leadership Teams and other staff within our schools meaning you will be at the heart of shaping the framework that will deliver the best education and outcomes for all students.

In addition to this you will benefit from:

- Automatic enrolment to the Teacher Pension Fund.
- A Supportive and forward-thinking Leadership Team.
- Staff development through proactive personal and professional development.
- Free Parking.
- Eye Care.
- Annual Flu Vaccines.
- Home & Technology Scheme.
- Rewards and discounts.
- GP Online and Prescription Service.
- Your Care Wellbeing Platform & EAP.
- Lifestyle benefits & discounts.

Diverse perspectives and experiences are critical to our success, and we welcome applications from all people from all backgrounds with the experience and skills needed to perform this role.

### Are you ready to be an ambassador for our Trust?

If our school sounds like a place in which you could really make a difference, then we'd love to hear from you.

# Modern Foreign Language at Together Learning Trust

As Trust Director of Modern Foreign Languages, you will oversee the Modern Foreign Languages curriculum across our Trust secondary schools (currently Honley High School, The Brooksbank School and Ryburn Valley High School). Brooksbank and Ryburn are 11-18 schools with external post-16 provision including A level French and Spanish. These are currently offered across a collaboration of schools across Calderdale (known as the C6 collaborative).

All schools follow the AQA GCSE Modern Foreign Languages specification. At Honley High School, students study Spanish, students at both The Brooksbank School and Ryburn Valley High School study French. All Trust schools use Senneca and Language Nut to support pupils' independent study.

The development of teaching and learning is always our key priority as a Trust, and for the schools as a whole. The Modern Foreign Languages Departments are progressive, constantly striving to meet the varied needs of comprehensive pupils. Alongside this they aim to achieve the rigorous demands of an ever-evolving curriculum. All schools have strong and dynamic teams who meet regularly to discuss the development of teaching and learning, to share ideas and to support each other.

The Trust encourages the enjoyment of Modern Foreign Languages through quality teaching on a day-to-day basis, at the start of all lessons students participate in activities to support recall and retention of key skills including listening. Learning a new language is a fundamental part of student development, and all the Modern Foreign Languages Departments strive to ensure that

all pupils within the Trust leave with these key skills.

As Director of Modern Foreign Languages, you will work closely with our existing excellent leaders to secure outstanding outcomes for all students via a rich and rewarding curriculum for all. Student leadership is at the forefront of everything we do, and our staff work tirelessly to provide opportunities for students to ensure they have a voice. Key to student progression is ensuring all students can access a curriculum which is broad and balanced, as well as providing additional opportunities for extra curriculum events such as trips, visiting foreign countries and



exchanges to provide links to real life.

Modern Foreign Languages are popular amongst pupils and enjoys high esteem within the school's community. Our teams work hard and support each other to ensure students have the best chance of success.

Above all, the Trust is a great place to work with a passionate, supportive and forward-looking team of staff and in a subject which offers so much to inspire and improve the life chances of all our students.

**Kath Parker** Executive Director of Education

# ROLE PROFILE | Director of Modern Foreign Languages (MFL)

<b>Accountable to:</b>	Executive Director of Secondary Education
<b>Accountable for:</b>	Oversee Modern Foreign Languages Department
<b>Job Family:</b>	Senior Leadership
<b>Salary:</b>	Leadership: L7 – L11 (£60,145 - £66,368)
<b>Hours:</b>	32.5 hours per week, full-time
<b>Location:</b>	Across all Trust locations

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## CORE PURPOSE

The postholder is committed to delivering high-quality performance each day to ensure students and schools thrive. They act as an ambassador for the Trust, modelling its values and expected behaviours. They maintain credibility by consistently applying the technical expertise and professional standards required for the role.

Accelerate improvement, attainment and progress within a specialist subject area by working collaboratively with Senior Leaders, leading departmental quality assurance, and providing constructive feedback and professional challenge to strengthen teaching practice. Act as a visible and credible leader by modelling outstanding pedagogy, designing and developing the curriculum including resources and learning strategies, and delivering high-quality intervention teaching for Key Stage 3 and 4 students.

## KEY DUTIES AND OUTCOMES

Each individual task will not be identified within the role profile; Employees will be expected to comply with all reasonable requests to ensure the role delivers the expected outcomes linked to its core purpose and accountabilities.

### Curriculum Development

- ✓ Lead Trust-wide strategies that secure high-quality Modern Foreign Languages provision, resulting in consistent and effective curriculum delivery across all schools.
- ✓ Design curriculum plans that meet curricular and exam board requirements to ensure coherent learning pathways and strong exam preparation.
- ✓ Develop programmes of learning, resources and teaching strategies that enhance lesson quality and student engagement.
- ✓ Support Curriculum Area Reviews to ensure robust implementation and continuous improvement of the MFL curriculum.

### Student Outcomes

- ✓ Promote high expectations and raise achievement, contributing to improved outcomes in Modern Foreign Languages.
- ✓ Deliver effective teaching and targeted intervention to accelerate student progress and reduce attainment gaps.
- ✓ Contribute to INSET planning and delivery to enhance staff expertise and impact classroom practice.
- ✓ Lead departmental action planning to drive focused improvements.
- ✓ Raise student aspirations through high-quality provision and supportive culture.

- ✓ Set common assessments and ensure high-quality feedback informed by KPIs and QLA to drive targeted teaching.
- ✓ Use interim data to monitor Trust-wide progress, identifying strengths and areas for intervention.
- ✓ Meet regularly with Heads of Department and Trust colleagues to review progress, share best practice and coordinate improvement strategies.

### Teaching and Learning

- ✓ Review, monitor and develop teaching practices across the Trust to ensure consistently high-quality classroom delivery.
- ✓ Lead pedagogical improvements to raise attainment in Modern Foreign Languages.
- ✓ Provide leadership and model outstanding teaching for Heads of Department and Subject Leads.
- ✓ Observe, coach and support colleagues experiencing difficulties to secure rapid improvement.
- ✓ Lead the adoption of new technologies that enhance learning, engagement and personal development.
- ✓ Work with Senior Leaders to design, implement and quality-assure teaching and learning strategies across the Trust.

### Staff Development

- ✓ Identify relevant educational research to strengthen and modernise teaching practice.
- ✓ Mentor Heads of Department to develop leadership capability and effective team management.
- ✓ Contribute to the training of ITT and ECT staff, ensuring strong foundations in MFL pedagogy.
- ✓ Deliver training on classroom management, differentiation, pace, challenge and co-coaching to enhance staff skillsets.
- ✓ Provide structured support for teachers facing challenges to improve confidence and competence.
- ✓ Design and deliver professional development activities that promote a culture of continuous improvement.

## EXPECTED BEHAVIOURS

All employees are expected to conduct themselves in line with the essential behavioural competencies, including any additional leadership competencies related to their job family level. These competencies are designed to support high performance and provide clear behavioural expectations at every level. Through active engagement with our personal and professional development offering we expect everyone to develop their skills and knowledge in line with our competency framework and the technical competencies outlined in the role profile. For more information on the behavioural competency framework please visit [Competency Framework](#).

## PERSON SPECIFICATION

Experience and Qualifications Required	Essential	Desired
Good degree in an appropriate discipline related to French and/or Spanish	✓	
Teaching qualification together with qualified teacher status (QTS)	✓	
Track record of delivering excellent student outcomes as a leader of Modern Foreign Languages	✓	
Experience of teaching intervention groups at KS3 and KS4	✓	
Experience of teaching intervention groups at KS5		✓
Experience of the AQA GCSE MFL specifications		✓
Experience of developing curriculum resources, strategies and practice	✓	

Experience of driving improvements through effective quality assurance and feedback	✓	
Experience of managing, developing and leading teams		
<b>Technical Skills Required</b>		
Excellent classroom teacher able to model best practice in teaching and learning and behaviour management	✓	
Secure knowledge of courses and requirements at KS4	✓	
Understanding of the strategies available for improving the learning and achievement of all students	✓	
Understanding of curriculum developments in MFL and how to apply effective practice and research evidence to improve outcomes	✓	
Strong organisational and personal management skills	✓	
Strong communication and directional skills; able to translate a vision into clear, transparent goals	✓	
Strong ICT skills including, SMART board or Promethean, and knowledge of ICT packages and how these can be used to enhance student learning.	✓	

## HOW TO APPLY

# Say yes to new adventures.

Could we be a good fit for each other? If you'd like a chat about the role, or have any questions ahead of making a formal application, we'd be delighted to hear from you. Please contact Dave Hewitt our Executive Director of Secondary Education via [d.hewitt@tlt.school](mailto:d.hewitt@tlt.school) or on 07970 807436.

If you're ready to apply, please complete our online application fully by clicking [here](#) before the deadline.

## SAFER RECRUITMENT

We are committed to safeguarding children, young people and vulnerable adults. All staff and volunteers are expected to behave in a way that supports this commitment and are subject to an enhanced DBS check. Please be aware that it is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children. If you are shortlisted for interview, we will undertake an online public search in line with guidance from the Department for Education and Keeping Children Safe in Education 2025.