

Teacher of Modern Foreign Languages (German)

September 2019

Thank you for your interest in this post and we look forward to receiving your application.

We are seeking someone with the commitment and enthusiasm to be part of a lively, well managed and successful team. The staff in the Modern Languages department enjoy their work and strive to deliver interesting and stimulating lessons. There is a supportive climate in which there is much cooperation, resulting in detailed schemes of work and excellent resources.

Our strong preference would be for a candidate who can teach German to at least Key Stage 3, and German to KS4 and A level. There are also opportunities to teach French, Spanish and Italian.

The successful candidate will be given full support and will be encouraged to engage in further **professional development** which we believe will benefit both the individual and the school. We have a strong induction programme, particularly for NQTs who will be registered with George Abbot Teaching School, and whose salaries will be backdated to 1st August. The successful applicant is likely to be a form tutor. As the school transitioned from being a Local Authority Community School to forming a MAT, a key element was maintaining the full benefit and protection of the **national Pay & Conditions**. Similarly, staff appointed from other academies are not disadvantaged, e.g. by counting service towards sick pay and maternity leave. The school takes a constructive approach towards Performance Management & Appraisal and Pay Progression and offers many opportunities for career development through paid responsibilities.

Please note that NQT salary is backdated to 1st August

This document contains information about the department and the person specification.

Separately, there are documents:

- overview information about the school including extracts from the January 2015 Ofsted report and information about being a Leadership Partner School
- an introduction to the school, its ethos and approach
- new staff welcome package (including Summaries and extracts from the ‘Investors in People’ Reports in July 2014 – July 2018)
- examples of how staff have joined the school and developed their careers
- a location map for the school

Applicants should submit the Application Form and a letter of application which should not normally exceed two sides. A curriculum vitae is not necessary as all relevant information should be included on the application form or in the letter.

Visit our website www.ashcombe.surrey.sch.uk for information about the school. In particular, if you look at the “About the School” section, there is a range of information including [“Information for prospective staff”](#).

This school/college is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any successful applicant will be required to undertake an Enhanced Disclosure check by the Disclosure and Barring Service (DBS)

Candidates selected for interview will be informed by telephone. We do not generally contact candidates who are not shortlisted.

Thank you for taking the time to complete your application.

Current Information on the Modern Languages Department

Current Information on Languages at the Ashcombe School

The Ashcombe School has been a specialist Language College since 1998. French and German are taught as joint first languages in KS3, but pupils also have the opportunity of learning Spanish from Year 8. In KS4 it is compulsory for all students to study at least one foreign language (French or German) to GCSE. French, German, Spanish and Italian are presently taught. In the sixth form, A-level French, German and Spanish are offered. We are committed to communicative methods and are eager to make learning languages an enjoyable experience for pupils of all abilities, whilst achieving the best examination results possible.

Staffing and accommodation

The department has seven full-time and four part-time teachers of languages. One other member of staff teaches languages in addition to carrying out other duties in the school. All language lessons are taught in an adjacent set of rooms in the Bradley building, and these include two fully equipped ICT rooms with excellent facilities, each with a Sanako Language Lab 1200. This allows for very efficient management in the rooms, and most importantly gives wide scope for valuable independent listening and speaking practice. The Department also has a well-resourced languages office.

<i>Head of Department</i>	<i>Leda Trotman</i>
<i>2i/c MFL</i>	<i>Sarah Bird</i>
<i>Full-time teachers</i>	<i>Deniz Holloway, Rebecca Maconochie, Emily Pye, Kris Biggs, Elodie Caron (maternity leave)</i>
<i>Part-time teachers</i>	<i>Mel Harte, Anna Leon, Anthia Poleviou, Helen Myers</i>
<i>Other teachers</i>	<i>Jay Simmonds</i>

Key Stage 3

All pupils study French and German for a total of 6 periods per week (210 minutes). There are also groups in Spanish. The department uses Heinemann's 'Studio' for French and is currently using a combination of Logo and Echo for German and Mira Express 1 and 2 for Spanish.

Key Stage 4

All pupils study for a GCSE in one language (French or German) and a number study 2 or more languages. In addition there are Italian and Spanish courses. Pupils use the Studio for GCSE higher and foundation text books for French and the Stimmt higher and foundation text books for German. Viva Higher and foundation text books are used in Spanish.

Sixth Form

There are French, German and Spanish groups in both the Lower and Upper Sixth. Pupils and teachers use the Hodder textbooks approved for Edexcel, including the online 'Dynamic Learning' resources.

Resources

In all languages at all levels, we use a variety of materials to supplement specific course books. We have a large collection of prepared worksheets, audio, films, subscriptions to many software packages and easy access to the internet. As a language college we are well equipped to exploit the latest that technology can offer in computer -aided language learning. Each ML classroom is equipped with a digital projector and all staff are given a laptop. All pupils are timetabled in the multi-media rooms at least once per fortnight and many have access on a weekly basis.

Visits and exchanges

We have well-established links with both France and Germany. Our regular visits include a Year 7 visit to the Rhineland (with nearly all the pupils in Year 7 going), a Year 8 visit to Normandy (over half of Year 8 participate) and a German exchange with Troisdorf near Bonn. We have formed an exchange partnership with a Parisian school and have organised annual study visits to

Paris for Y11 pupils at February half term. Year 11 and Lower Sixth Spanish pupils are involved in an exchange with a school in Madrid.

Teacher of Modern Languages (MPS) - Person Specification

In selecting candidates for interview and eventual selection, the Governors will be looking for teachers with relevant education, experience, job related knowledge, aptitudes and skills, and many of the personal qualities listed below. The Governors welcome applications from teachers who consider that they could meet most if not all of the requirements listed.

PERSON SPECIFICATION

EDUCATION/QUALIFICATIONS

- Qualified teacher status
- First degree or equivalent in Modern Languages
- Our strong preference would be for a candidate who can teach German to at least Key Stage 3, and German to KS4 and A level. There are also opportunities to teach French, Spanish and Italian in addition to the above.

EXPERIENCE

- Either successful progress on a PGCE course or in a teaching post, preferably (but not necessarily) in a mixed-comprehensive school.
- An excellent record of attendance and punctuality.

JOB RELATED KNOWLEDGE, APTITUDE AND SKILLS

The curriculum:

- Commitment to the comprehensive ideal and to the principles and practice of equal opportunities.
- The knowledge and vision to put these into practice in order to meet current and future challenges within Modern Languages.
- A keen interest in children as individuals, in how they learn, and in a collaborative approach to learning.

Contribution to the Department

- An ability to contribute to the coherence, effective planning, implementation, monitoring and evaluation of the Modern Languages development plans within the school development plan.
- A commitment to the development of a collaborative approach to decision-making, implementation and evaluation of the work in both departments.
- A commitment to using a wide range of teaching and learning styles to suit the needs of a comprehensive intake.
- An ability to communicate effectively both orally and in writing.
- A willingness to use or acquire relevant I.T. skills for administration purposes.

PERSONAL QUALITIES

- Confidence, imagination and drive
- Flexibility and adaptability
- A sense of humour and perspective
- A capacity for hard work and the ability to manage its pressures
- The ability to be self-critical
- An ability to establish good working relationships with a wide range of people including students, parents, governors and colleagues.

The successful candidate is likely to be a form tutor.