



**EDUCATING TODAY, PREPARING FOR TOMORROW**  
**"A good school" Ofsted February 2022**

# Applicant Information Pack 2025-26

**Teacher of Modern Foreign Languages**

**Required from September 2026**

**MPS/UPS**

**11-18 MIXED COMPREHENSIVE SCHOOL**  
**1032 STUDENTS INCLUDING 139 IN SIXTH FORM COLLEGE**

[www.thirskschool.org](http://www.thirskschool.org)



[www.facebook.com/BeMoreThirsk](https://www.facebook.com/BeMoreThirsk)



[bemorethirsk](https://www.instagram.com/bemorethirsk)





## An introductory note from Miss Emma Lambden the Headteacher

Dear Applicant,

We are delighted that you are interested in joining us here at Thirsk School & Sixth Form College. We are pleased that you are interested in both the post and in becoming part of our community. I hope that what we can offer you inspires you to apply. We do appreciate that applying for a post is a time-consuming process and would like to do whatever we can to help. Please do look at our recently overhauled website and do not hesitate to get in touch should you require more information or wish to arrange to visit the school.

We are a school which is constantly seeking ways to further improve, and we pride ourselves on our focus in putting people at the heart of what we do, both students and staff. There is a strong sense of collegiality amongst staff and Thirsk is a very good place to come and work. We were very pleased to continue to be a good school following Ofsted's visit in February 2022, but we have much to do to push us on to the next phase of being consistently excellent. We hope that with your skills, experience and ambition, you will become a part of achieving this aim.

We will offer you:

- Great students, "A feature of the school is the friendly and warm relationships between the staff and pupils. This ensures that pupils behave well and apply themselves. There is a calm and settled atmosphere", Ofsted report 2022
- Great colleagues who go the extra mile for our students, "The school has added more staffing to support pupils' pastoral needs. This means the staff know the pupils well. Safeguarding leaders have particularly detailed knowledge of the most vulnerable pupils", Ofsted report 2022
- Innovative professional development both within school and as part of the Red Kite Learning Alliance, the Leeds Learning Alliance and other professional networks
- An opportunity to access leadership training and development, for example via NPQ programmes
- A very supportive leadership team who have an open-door approach
- A school that has clear ambition expressed in its strategic plan and fully supported by its Governing Board
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If this interests you, we'd love to hear from you. Please complete the application form and write a letter of no more than two sides of A4. You should outline:

- Your values and principles, with examples of how they have underpinned your work and evidence of impact.



- Your teaching philosophy and approach, including how you meet the needs of all learners.
- How your experience thus far will enable you to take up this post successfully.

Please email your application to [andrew.rickard@thirskschool.org](mailto:andrew.rickard@thirskschool.org). Alternatively, your application can be sent to us by post. Also, please ensure that you have identified in your application when you would be available to commence employment with us.

The deadline is 9am on Friday 1<sup>st</sup> May. Interviews will take place on Thursday 7<sup>th</sup> May.

I know from my own experience that applying for a post is an intensive process and if you do choose to apply, I am grateful for the efforts that this will require of you. I look forward to receiving your application.

Best wishes and good luck.



Emma Lambden  
Headteacher





## Thirsk – the Heart of North Yorkshire

### *A great place to live, learn and work*

As a market town serving the heart of North Yorkshire, Thirsk has all the facilities you might expect from a larger town, but with an intimacy and sense of community. The town itself has a traditional marketplace, banks, shops, supermarkets, pubs and restaurants, medical facilities, primary schools, and childcare providers.

### **Culture**

There is a unique community-run cinema in Thirsk which is small and characterful but has all the latest releases along with more unusual productions. The arts scene is complemented by several galleries and Thirsk is the home to North Yorkshire's Rural Arts Centre which promotes exhibitions, workshops and classes in a variety of the arts. Thirsk is also the home of the nationally recognised Herriot Museum and this reflects its traditional roots as the centre of the agricultural community. Local history is well promoted with information boards linking walks around the town. Additionally, Thirsk remains the centre of the hand-made furniture industry with several nationally renowned brands, each with distinctive carved trademarks. Some showrooms have workshop tours and cafes.

### **Sport**

Sporting interests are facilitated by a local leisure centre with swimming pool, newly expanded and upgraded gym and other facilities. Local clubs including Thirsk and Sowerby Harriers and Thirsk Netball, meets at the school twice a week. Thirsk Hockey Club, and Thirsk Falcons Football Club run a full spectrum of junior and senior teams for both genders. There is a rich tradition in rugby and cricket with clubs based in the town and many local football and cricket teams in the local villages. A squash club and a golf club lie on the town's fringes and of course, Thirsk has its own well-regarded racecourse. A fantastic development has been the establishment of the Sowerby Sports Village on the school's doorstep. This developing facility provides for a variety of clubs and individuals, offering a measured one-kilometre track that attracts runners, cyclists, and walkers.



## Leisure

Thirsk lies between two National Parks, The Yorkshire Dales, and the North Yorkshire Moors, which are easily accessible and provide wonderful walking, mountain biking, fell running and bird-watching opportunities. The hosting of the Tour de France in 2014 elevated the cycling tradition in the area and the school has previously hosted the London to Edinburgh cycle venture. North Yorkshire's stunning coast is within easy reach, offering wild and dramatic cliffs, beautiful fishing villages and traditional seaside resorts along the bracing North Sea coast.

## Housing and Transport

There is a variety of housing available in the area, including more traditional market town houses and local village cottages, family houses, apartments, and terraced properties. The Sowerby Gateway development on the southern fringe of the town offers a wide range of housing on a modern estate. Fantastic transport links via the A1 (M), A19, A61 and the mainline railway running from London to Edinburgh enhance Thirsk as a great place to locate. Many staff members live within the school's catchment and send their children to our neighbouring primary schools or to our school, whilst others choose to live in York, Harrogate, Ripon, Northallerton and Teesside.





## Department Background Information

We are a strong, committed, enthusiastic and supportive team who strive to deliver the best possible results for our students. This is an ideal opportunity for someone looking to contribute to the success of the department and enhance their own professional development. The MFL department has a good reputation in the school and a good academic record across KS4 and 5, with consistently strong outcomes. Over recent years, a number of our students have gone on to study foreign languages or linguistics at prestigious institutions, including Oxford, Bristol, St Andrews, Sheffield and York.

The department currently comprises six colleagues, two of whom teach some MFL in addition to their main subject specialism. One of our team is part-time and one member of the team holds additional responsibilities as part of the Senior Leadership Team. The team is led by a very experienced Curriculum Leader. As a department, we have a strong team spirit and enjoy sharing our ideas and resources. We are committed to helping all our students reach their potential. We have high expectations and monitor progress through standardised assessments.

In year 7, students are taught either French or German in mixed ability tutor groups and have four one-hour lessons per fortnight. In year 8, students are placed into ability sets. Two sets pick up a second foreign language (either German or French), in addition to the language studied in year 7. The remaining students continued solely with the language that they studied in year 7. In years 8 and 9, students have six periods of MFL per fortnight.

Following changes to national accountability measures, the school reviewed its approach to the GCSE options process. Students in year 9 now have greater choice than in the past in terms of subjects they can choose. While this has resulted in reduced uptake of MFL, there will continue to be classes in both French and German at KS4. We have an inclusive approach and encourage students at all levels to opt for a language. In the 2026-27 academic year, there will be three groups of German and one group of French in year 11, plus one group of German and one group of French in year 10.

At KS5, we offer French and German A Level. Although numbers tend to be small in our sixth form classes, we maintain a commitment to post-16 study of MFL. For both GCSE and A Level, we teach the AQA specifications.

The department occupies five specialist teaching rooms and has a small office. Our newly appointed colleague will have their own classroom. Each classroom is equipped with a TV screen and the sharing of resources is facilitated by the availability of common files on Teams. In KS3, we follow the Studio schemes of learning in French and the Stimmt schemes of learning in German. We also subscribe to Active Learn, which allows for the setting of online homework. In KS4, we use the Pearson for AQA Active Hub resources for both French and German.



## Benefits of working at Thirsk School & Sixth Form College

Our range of employee benefits aims to support the health and wellbeing of our staff ensuring they are valued and supported throughout their time at work.

### Pension Scheme

As an employee of Thirsk School & Sixth Form College you are offered membership of either the Teachers' Pension Scheme; or for support staff, the Local Government Pension Scheme. As well as employee's paying contributions into the scheme (banded, based on earnings level) the school also pays into the scheme on your behalf.

### Staff benefits platform



Our dedicated employee benefits platform Vivup provides staff with access to all of our benefits in one easy to use and convenient place. Vivup also provides exclusive benefits through their platform, including discounts from major retailers as part of the lifestyle savings benefit and the option to spread the cost of purchasing items straight from your salary through the home and electronics and cycle to work benefits.

### Financial Wellbeing – Mental Wellbeing – Physical Wellbeing



A confidential support service for employees and their immediate family members. A FREE 24-hour personal support service. Your call will always be answered by a qualified and experienced counsellor who will offer support in a professional, friendly and non-judgemental manner.



MyView is a self-service facility and can be accessed via your PC or via an app on your mobile. Within MyView, you can access and change your personal details, view payslips online, P60s, input and view expense and timesheet claims.



## Advert

### Teacher of MFL

Required from September 2026

### Full Time MPS/UPS

Are you looking to advance your career in a school that values integrity and community engagement? At Thirsk School and Sixth Form College, we are proud of our commitment to fostering a supportive and inclusive environment.

We invite applications for a Teacher of Modern Foreign Languages, teaching French and/or German. The successful candidate will be confident delivering at least one of these subjects, inspiring and engaging our students through engaging teaching methods.

We seek an enthusiastic, creative, and talented educator who can ignite a passion for learning in our students. You will thrive in a collaborative atmosphere, where you will have the support to enhance your teaching practice in a positive environment.

This role includes form tutor responsibilities, allowing you to build meaningful relationships with a designated group of students. You will be part of a friendly team that values your contributions and fosters professional growth.

We are dedicated to your career development through a tailored CPD programme, including opportunities for classroom observations and peer learning.

Our ambitious school is based in the easily accessible market town of Thirsk (recently declared one of the best places to live in England) which lies very close to the A1(M), A19 and mainline rail links, between two beautiful National Parks.

Closing date for applications is 9 am on Friday 1<sup>st</sup> May with interviews to take place on Thursday 7<sup>th</sup> May.

Prospective candidates are welcome to visit the school prior to the application deadline. Please contact school using the details below if you wish to arrange a visit.

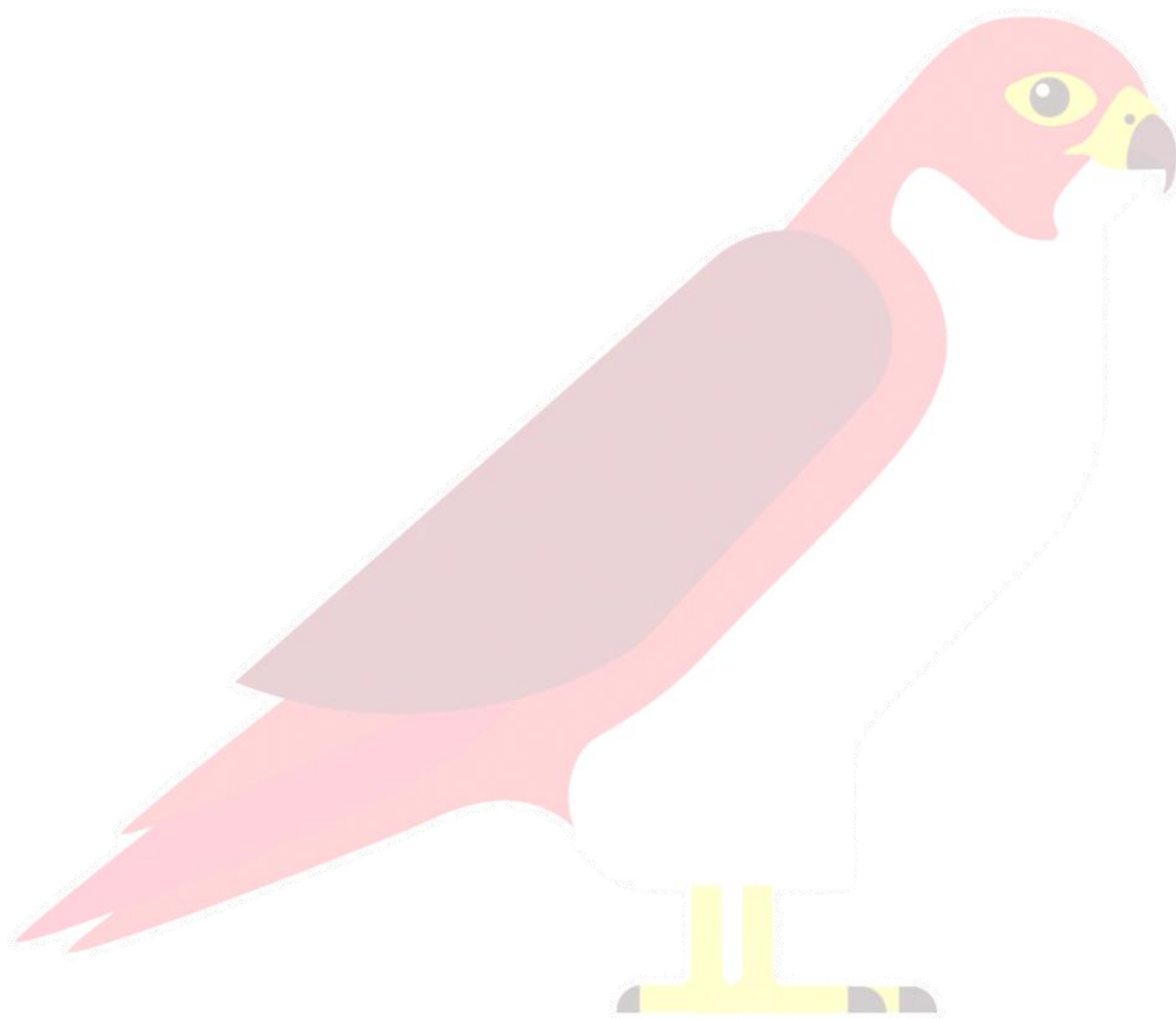
Further details of the school, the post and a downloadable application form are available from our website: [www.thirskschool.org](http://www.thirskschool.org)

Completed application forms should be returned to [andrew.rickard@thirskschool.org](mailto:andrew.rickard@thirskschool.org)

Please note that CVs will not be accepted.



Thirsk School and Sixth Form College is committed to safeguarding and promoting the welfare of our children and young people. We have a robust Child Protection Policy, and all staff will receive training relevant to their role at induction and throughout employment at the school. We expect all staff and volunteers to share this commitment. This post is subject to a satisfactory enhanced Disclosure and Barring Service criminal records check for work with children and approved references.





## Job Description

### KEY PURPOSE

As a Teacher of MFL at Thirsk School and Sixth Form College, you will play a pivotal role in delivering high-quality education. Your primary purpose is to inspire, challenge and support students to achieve excellent progress in MFL. You will contribute to the school's inclusive ethos by meeting the diverse needs of all students, including those with SEND and from Pupil Premium, EAL and Service backgrounds. Your work will support the school's vision of enabling all students to succeed and ensuring every learner is valued and supported.

1	<b>TEACHING AND LEARNING</b>
1.1	To undertake an appropriate programme of teaching in accordance with the School Teachers' Pay and Conditions document and to fulfil all of the requirements and duties set out in that document.
1.2	To plan and deliver engaging, well-structured MFL lessons across the required key stages, following the school curriculum and departmental schemes of learning.
1.3	To promote and maintain a safe, orderly and respectful learning environment, implementing behaviour management strategies effectively to support positive student conduct.
1.4	To use a variety of teaching strategies and resources to meet the individual needs of all pupils, including those with EHCPs, SEND, Pupil Premium and EAL backgrounds.
1.5	To set high expectations that inspire, motivate and challenge students to achieve their full potential.
1.6	To assess, monitor and record student progress accurately, providing constructive feedback to support learning and development, in accordance with the school's policies and procedures.
1.7	To support interventions that enable students to keep up or catch up where appropriate.
2	<b>FORM TUTOR RESPONSIBILITIES</b>



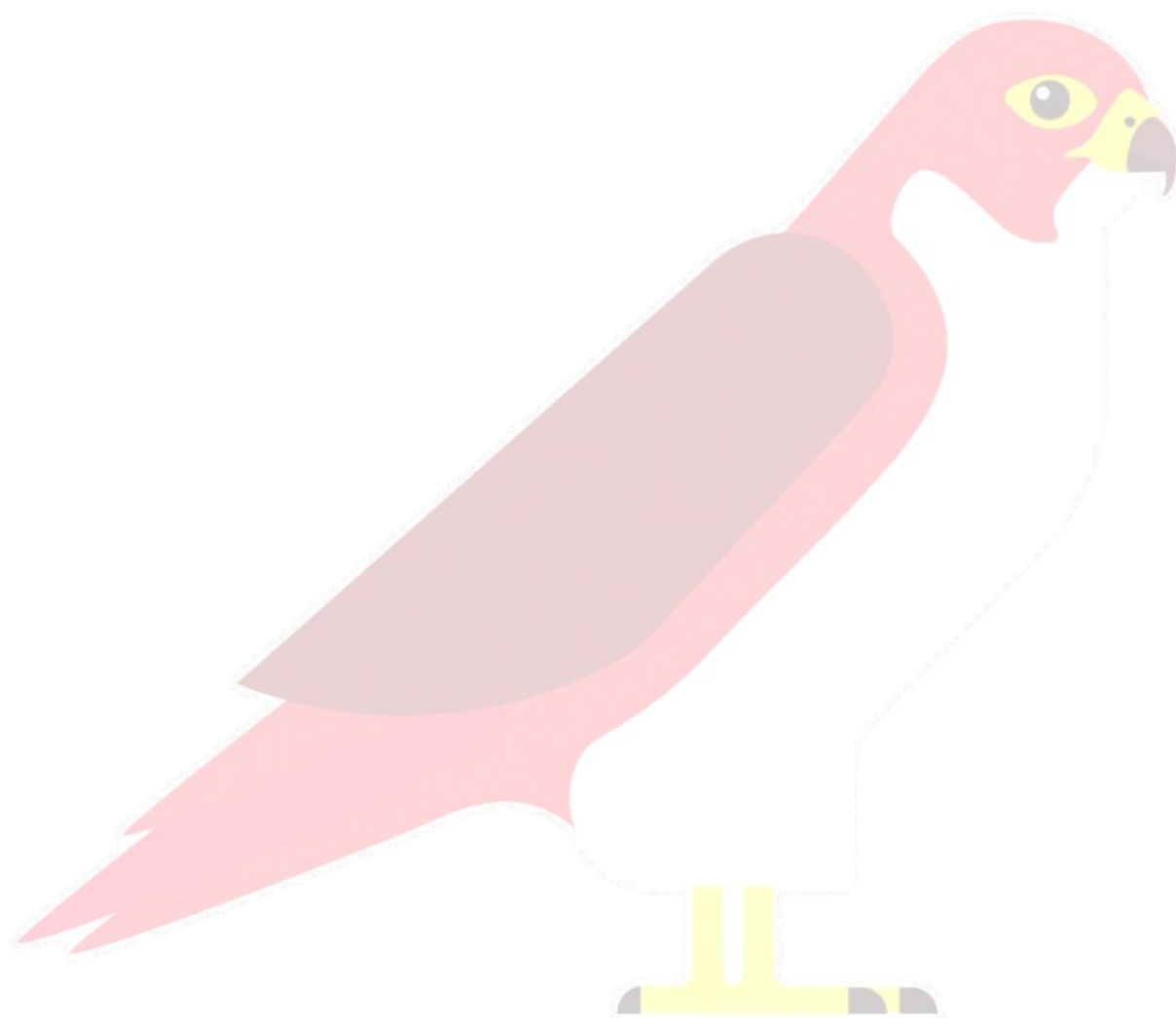
2.1	To serve as a form tutor, providing pastoral care and guidance to a designated group of students.
2.2	To monitor the attendance, behaviour and wellbeing of students in the tutor group, liaising with parents/carers and relevant staff to support individual student needs.
2.3	To deliver engaging PSHCE lessons to the tutor group, following the school curriculum and PSHCE schemes of learning.
2.3	To promote the school's values and inclusive ethos within the tutor group.
3	<b>OPERATIONAL RESPONSIBILITIES</b>
3.1	To adhere to school policies and procedures.
3.2	To comply with all whole school and departmental Health & Safety policies and practices, including actions within risk assessments.
3.3	To ensure that all GDPR safeguards are adhered to, including records management, in line with GDPR principles and the school's requirements.
4	<b>CONTINUING PROFESSIONAL DEVELOPMENT</b>
4.1	To participate fully in professional development activities in order to develop practice and keep up to date with subject knowledge, pedagogy and educational developments.
4.2	To work collaboratively with colleagues, sharing good practice and contributing to departmental and whole-school initiatives.
4.3	To engage in the school's Performance Management or ECT induction process (if relevant), actively seeking opportunities for professional growth.
5	<b>INFORMATION MANAGEMENT</b>
5.1	To ensure the maintenance of accurate and up-to-date information concerning the students for which the post-holder is responsible on the school's management information system (Bromcom).
5.2	To use, analyse and evaluate student performance and tracking data to inform teaching, monitor progress and identify areas for improvement.



5.3	To identify and take appropriate action on issues arising from data tracking, setting deadlines where necessary and reviewing progress on the actions taken.
6	<b>COMMUNICATIONS &amp; LIAISON</b>
6.1	To attend departmental meetings, whole school meetings and CPD sessions in accordance with the appropriate schedules and calendars.
6.2	To ensure effective communication/consultation as appropriate with parents/carers.
7	<b>SAFEGUARDING</b>
7.1	To be committed to safeguarding and promoting the welfare of children and young people, working in line with statutory safeguarding guidance and the school's Child Protection policy.
7.2	To collaborate with the Designated Safeguarding Leads and other relevant professionals to ensure the safety and wellbeing of all students, sharing concerns promptly and appropriately.
7.3	To promote a safe learning environment where students feel secure and supported, particularly students in vulnerable groups or who face particular challenges.
7.4	To remain vigilant to signs of abuse or neglect and to respond in accordance with school procedures.
8	<b>SCHOOL ETHOS</b>
8.1	To set an impeccable example in punctuality, energy and effectiveness and to act as a positive role model.
8.2	To play a full part in the life of the school community, to support its distinctive values and aims and to encourage students to follow this example
8.3	To contribute positively to the wider life and ethos of the school, supporting extra-curricular activities and school events.



8.4	To comply with any other reasonable requests from the Headteacher or another member of the Leadership Team
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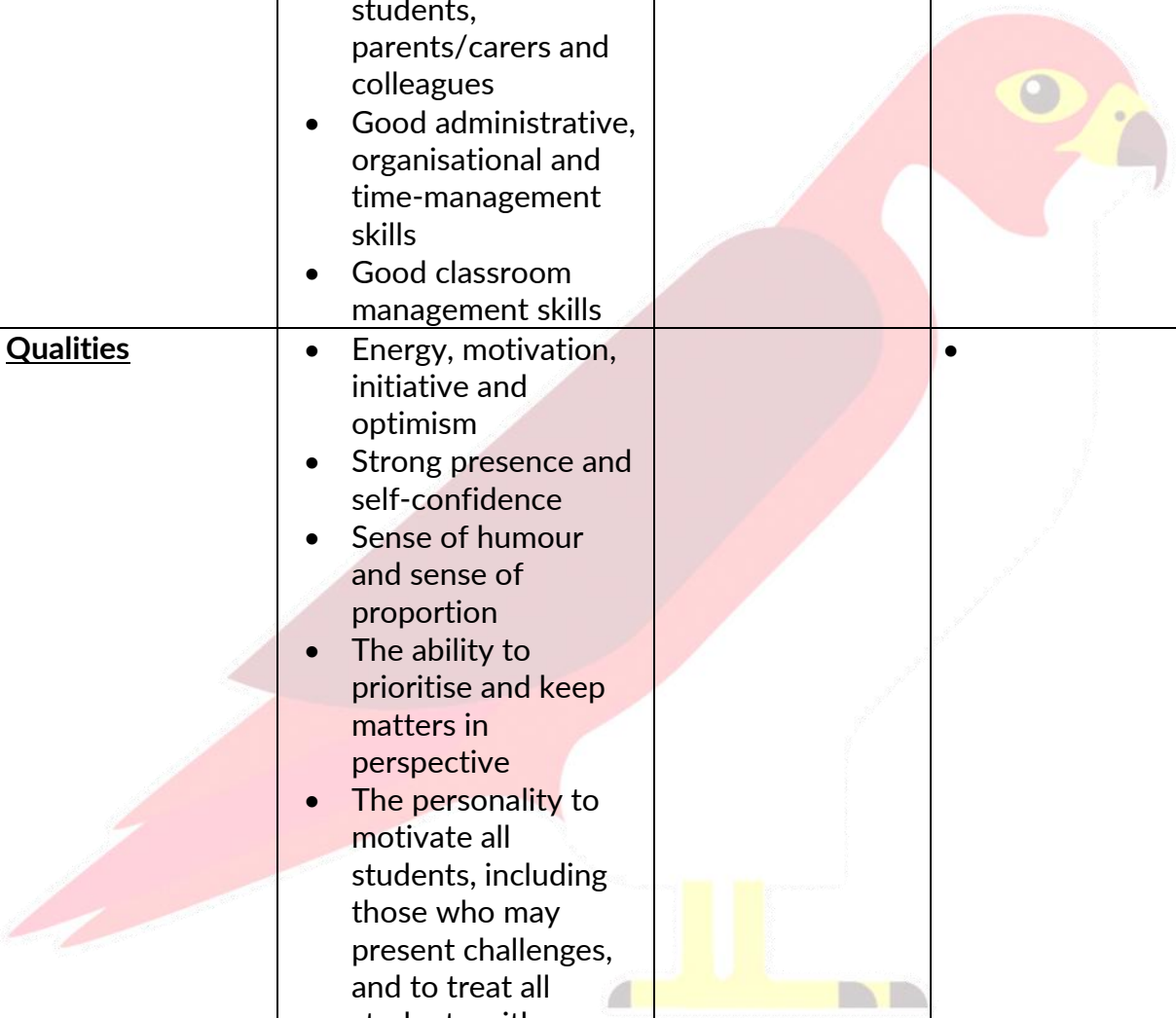


## Teacher of Modern Foreign Languages

	<u>Essential</u>	<u>Desirable</u>	<u>How determined</u>
<u>Qualifications</u>	<ul style="list-style-type: none"> <li>• Good degree in French or German or, for native speakers, a good degree in a relevant subject.</li> <li>• Qualified Teacher Status</li> <li>• Evidence of commitment to continuing professional development</li> </ul>	<ul style="list-style-type: none"> <li>• A relevant qualification in both French and German</li> <li>• Other professional study</li> </ul>	Application form
<u>Experience</u>	<ul style="list-style-type: none"> <li>• Experience of teaching MFL in a secondary context, either as a trainee or a fully qualified teacher</li> <li>• Evidence of being a good classroom teacher or the potential to become a good classroom teacher</li> </ul>	<ul style="list-style-type: none"> <li>• Experience teaching a post-16 course</li> <li>• Experience as a form tutor</li> </ul>	Application form, letter, references, interview
<u>Knowledge</u>	<ul style="list-style-type: none"> <li>• Good knowledge of the KS3 and 4 MFL curriculum</li> <li>• Knowledge of examination and assessment methods</li> <li>• Knowledge of how to motivate and inspire students</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of the Key Stage 5 curriculum in MFL</li> </ul>	Letter, references, interview



<b>Skills</b>	<ul style="list-style-type: none"> <li>• The ability to enthuse and inspire</li> <li>• Effective communication and interpersonal skills, with the ability to build positive relationships with students, parents/carers and colleagues</li> <li>• Good administrative, organisational and time-management skills</li> <li>• Good classroom management skills</li> </ul>		Letter, references, interview
<b>Qualities</b>	<ul style="list-style-type: none"> <li>• Energy, motivation, initiative and optimism</li> <li>• Strong presence and self-confidence</li> <li>• Sense of humour and sense of proportion</li> <li>• The ability to prioritise and keep matters in perspective</li> <li>• The personality to motivate all students, including those who may present challenges, and to treat all students with respect.</li> <li>• Patience and kindness</li> </ul>		•
<b>Values</b>	<ul style="list-style-type: none"> <li>• A belief in the power of education to shape lives</li> </ul>		Letter, references, interview





	<ul style="list-style-type: none"><li>• Moral purpose, integrity and compassion</li><li>• The value of hard work</li><li>• Equality of opportunity</li><li>• Accountability to students, parents/carers and the community</li></ul>		
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