



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

Applicant Information Pack 2023-24

Teacher of MFL

MPS/UPS 0.52 FTE from September 2024

11-18 MIXED COMPREHENSIVE SCHOOL
1030 STUDENTS INCLUDING 120 IN SIXTH FORM COLLEGE

www.thirskschool.org



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 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 in our focus on 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 external professional networks
- An opportunity to access leadership training and development
- A very supportive leadership team who all teach and have an open-door approach
- A school that has clear ambition expressed in its strategic plan and fully supported by its Governing Board

If this interests you, we'd love to hear from you! Please complete the application form and write a letter of no more than three sides of A4. You should outline:-

- Your values and principles, with examples of how they have underpinned your work, with evidence of impact
- What skills, knowledge and experience you would bring to the post.



Please email your application to 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.

Closing date for applications is 9am on **Tuesday 16th April 2024** and interviews will take place on **Wednesday 24th April 2024**.

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 and hope to meet you.

Best wishes and good luck.

E Lambden

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, it 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. The local running club, Thirsk and Sowerby Harriers, meets at the school twice a week. There are thriving local clubs - 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 along with Thirsk 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 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 from 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

THE DEPARTMENT:



Modern Languages has a good reputation in the school, and a good academic record across all three key stages. Over the last five years, a number of our students have gone on to study Foreign Languages or Linguistics at prestigious institutions including Oxford, Bristol and St Andrews. The team comprises seven colleagues, two of whom support the teaching of MFL in addition to their main subject specialism. Two of our team are part-time and one member of the department holds additional responsibilities as part of the Senior Leadership Team. The team is led by a very experienced Curriculum Leader. All of the colleagues teaching solely within the department teach both French and German at some level. We are all fully committed to the department and its inclusive philosophy. We have a strong team spirit and enjoy sharing our ideas and resources. We are committed to helping all of our students fulfil their potential. We have high expectations and monitor progress through rigorous, standardised assessments. These cover all the four skills of listening, reading, writing and speaking.

THE CURRICULUM:

In Year 7, students are taught either French or German in mixed ability groups and have five one-hour lessons per fortnight. In Year 8, approximately one third of the students go on to pick up a second foreign language in addition to their first foreign language from Year 7. These students study both French and German. The remaining two thirds of students continue studying the language they started with in Year 7. In Years 8 and 9, students have six periods of MFL per fortnight.

Numbers opting for a language at KS4 are consistently strong. The school has adopted a policy of requiring year 9 students in the top sets to select French or German as one of their GCSE subjects. For students in other sets, teachers guide students as to their chances of success at GCSE level, but we adopt an inclusive approach as we believe languages are for everyone. In our current year 10, there is one GCSE French group and three GCSE German groups and the same in the current year 11.

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.

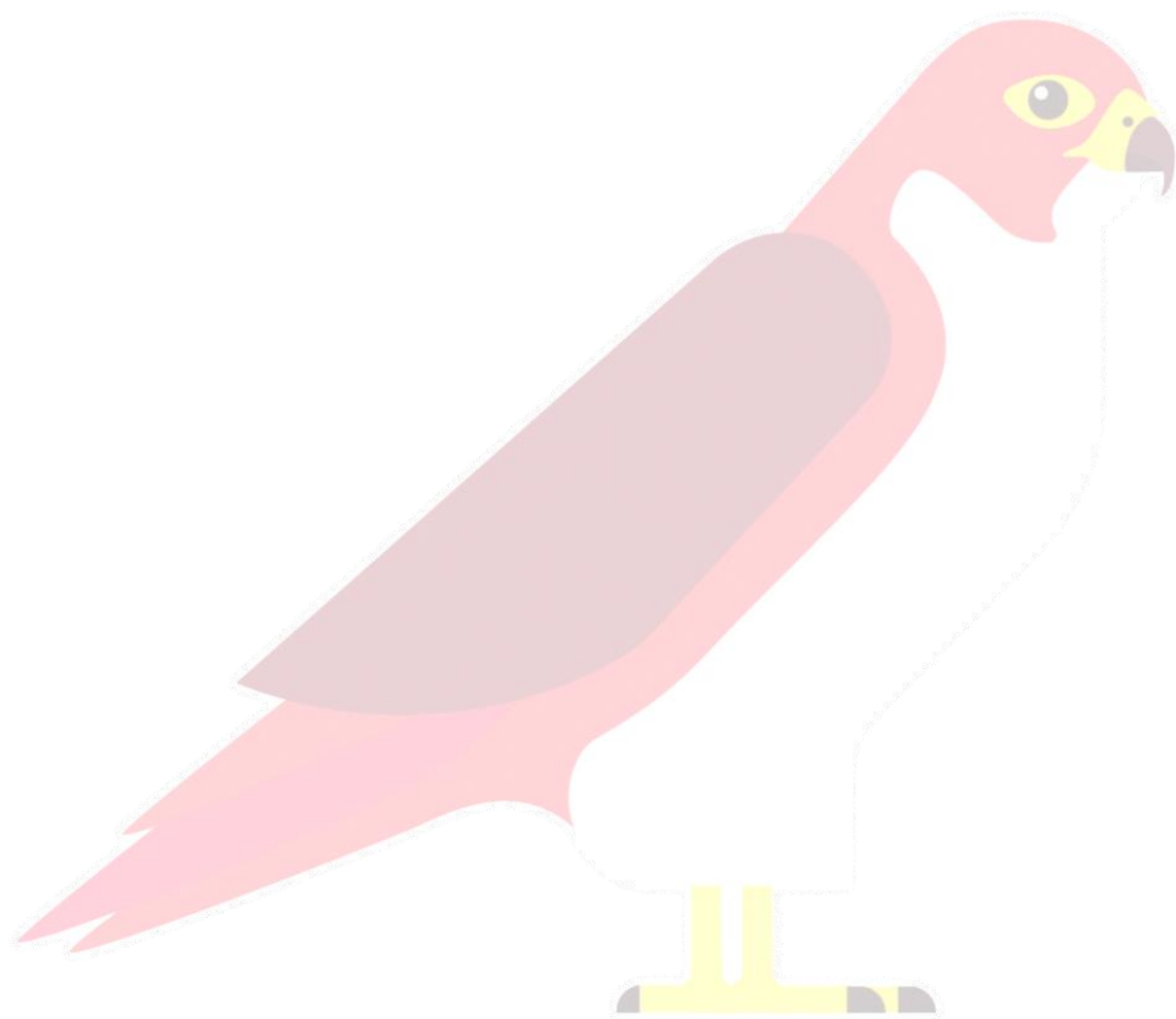
FACILITIES:

The Department occupies five specialist teaching rooms and has a small office. Each classroom is equipped with a screen and the sharing of resources is facilitated by the availability of common files on Teams. In French, we follow the Studio Schemes of Learning, but have recently begun to transition to the Dynamo Schemes of Learning for KS3. In German, we follow the Stimmt Schemes of Learning at KS3 and 4. We also subscribe to Active Learn which accompanies Stimmt and Studio/Dynamo and the department has developed Memrise vocabulary learning courses for each class. These form a central part in the setting of homework.



ETHOS:

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.





Advert

Teacher of MFL

MPS/UPS 0.52 FTE from September 2024

This post would suit a newly, or recently qualified, teacher as well as more experienced teachers. The hours for this post will be over three days per week.

Are you an inspiring and ambitious teacher? Would you like the opportunity to develop your career, working in a 'good' school, within our exciting MFL Department?

Ideally, the successful candidate will be able to teach KS3 and 4 French and KS3 German.

The successful candidate will work within our excellent collegiate MFL Department with a strong track record in securing excellent pupil progress.

We will help you develop your teaching in a positive environment. The post carries form tutor responsibilities and the successful candidate will benefit from working in a supportive and friendly atmosphere where they will feel very much part of the team. We are committed to supporting you to develop your career through a tailored CPD programme and the chance to be released to observe outstanding practice in our school and our collaborative partners.

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

Closing date for applications is 9am on Tuesday 16th April 2024.

Interviews will take place on Wednesday 24th April 2024.

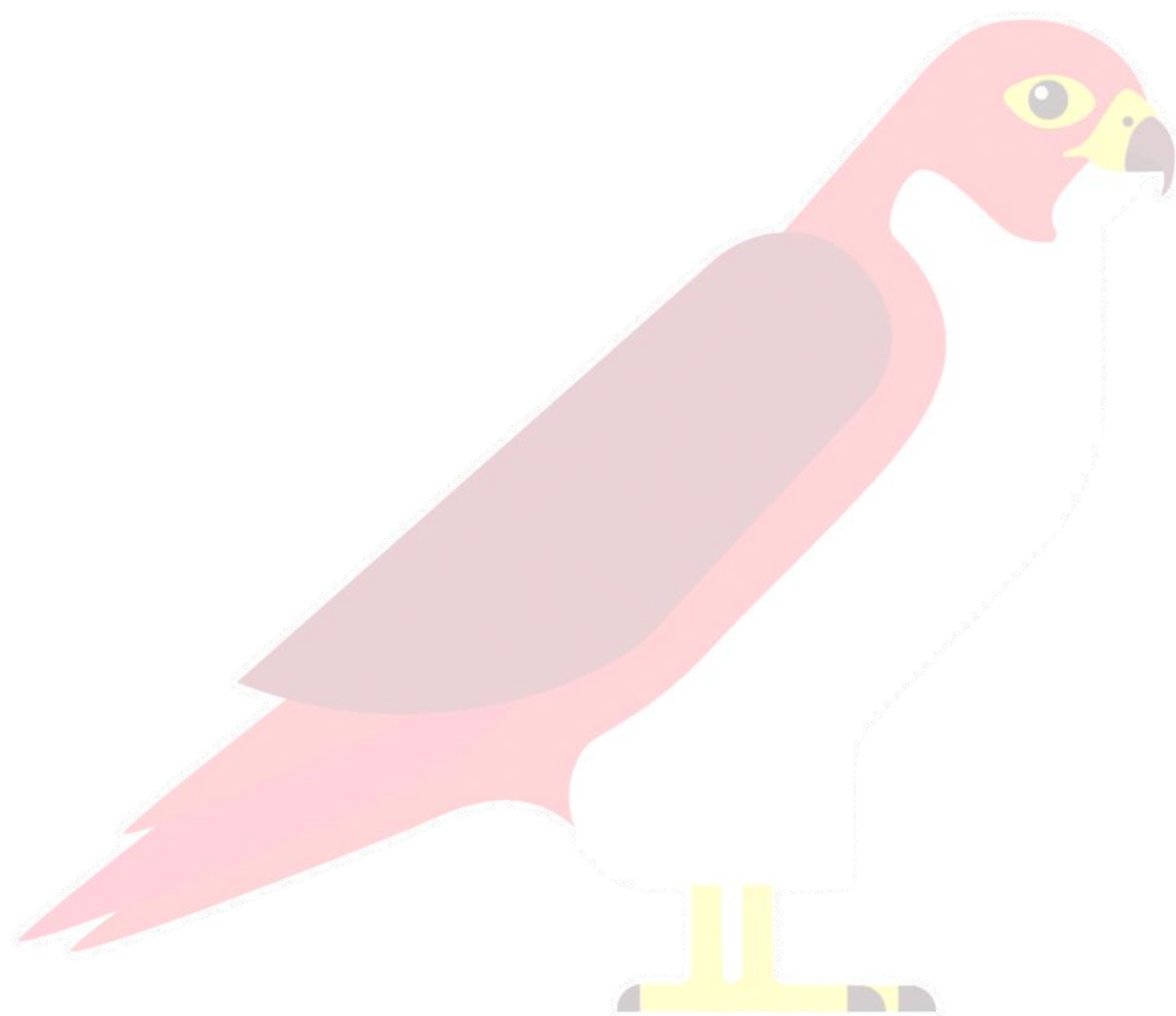
Prospective candidates are welcome to visit the school prior to the application deadline. Please contact school using the details below if you wish to arrange a visit. Further details of the school, the post and a downloadable application form are available from our website: www.thirskschool.org or upon request from andrew.rickard@thirskschool.org

Completed forms should be returned to andrew.rickard@thirskschool.org

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 satisfactory approved references and enhanced Disclosure and Barring Service criminal records check for work with children. Candidates invited to interview are required to complete a self-disclosure proforma; this will be opened in the event of a job offer being made.



Job Description

KEY PURPOSE:

Promote effective learning, appropriate achievement and educational, social and personal progress of all pupils for whom the teacher is designated as being



responsible, consistent with the aims of the school and the unique needs of each individual.

1

TEACHING

- 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 keep up-to-date with national developments in educational research on effective pedagogy, maintaining skills specific to the subject area(s), teaching practice, methodology and the development of MFL within the subject
- 1.3** Develop and maintain an up-to-date knowledge and understanding of the areas of teaching and student support for which the post-holder is responsible
- 1.4** Plan work to meet the learning needs of allocated students in a consistent and appropriate way
- 1.5** Use appropriate teaching and classroom management strategies to motivate students and to enable each to progress
- 1.6** Monitor the progress of students for whom the post-holder is responsible; to assess and feedback in accordance with the school's policies and procedures
- 1.7** To maintain appropriate records to demonstrate progress made by students
- 1.8** To support interventions that enable students to keep up or catch up where appropriate
- 1.9** To set an impeccable example in punctuality, energy and effectiveness and to act as a positive role model
- 1.10** To be responsible for the efficient and effective deployment of the department's technicians/support staff where applicable

2

CURRICULUM PROVISION

- 2.1** To liaise with the Curriculum Leader to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme which complements the school's improvement plan and the school's self-evaluation
- 2.2** To develop and maintain curriculum expertise to ensure sound and effective delivery of the planned curriculum and any relevant cross-subject or thematic curriculum dimensions

3

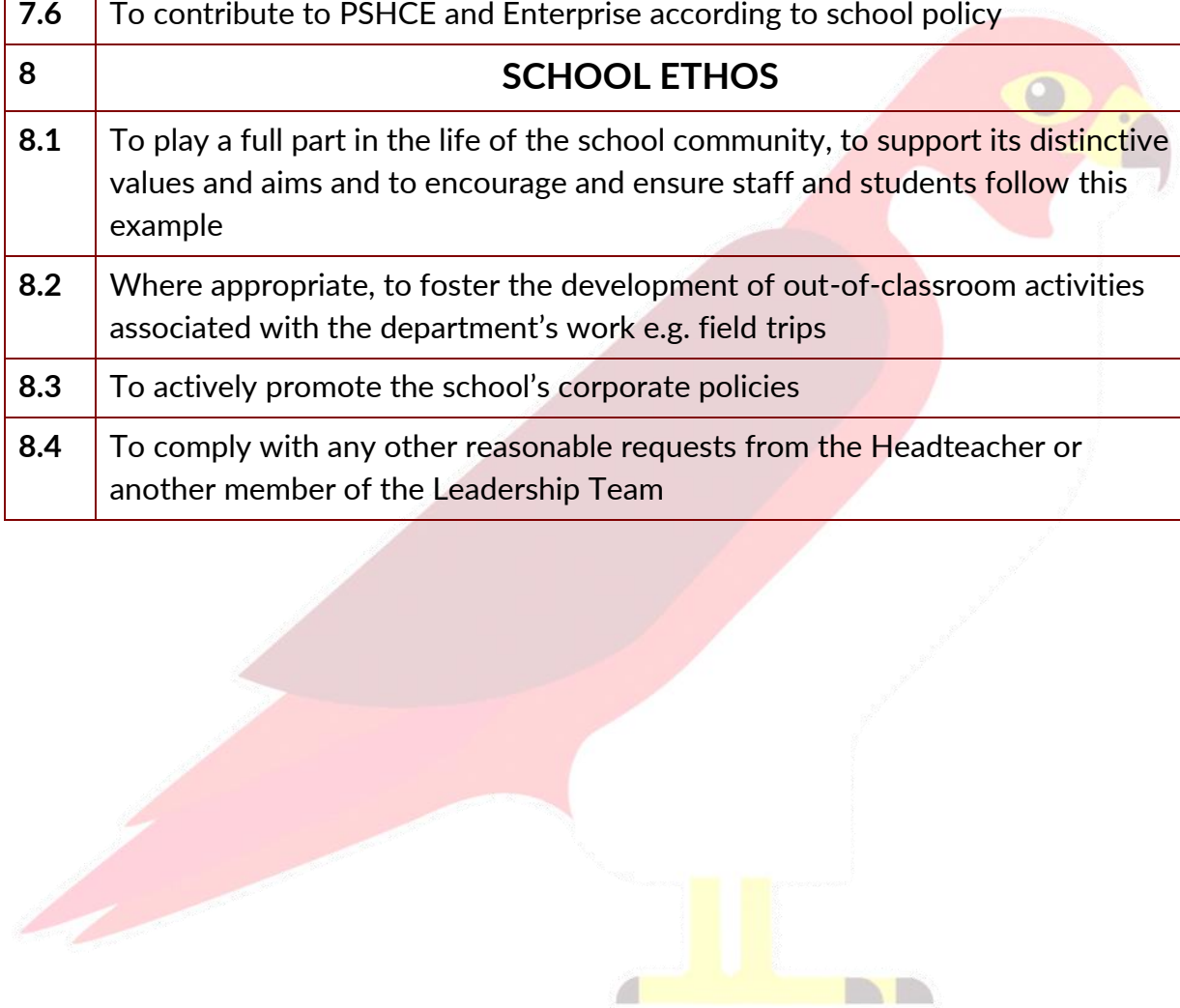
OPERATIONAL/STRATEGIC PLANNING



3.1	To implement 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 organisational / procedural GDPR safeguards are adhered to including records managements, in line GDPR principles and the school's requirements
4	CONTINUED PROFESSIONAL DEVELOPMENT
4.1	To participate fully in professional development activities; to commit to developing practice and to sharing learning, and contributing to CPD where appropriate
4.2	To participate in, and contribute towards, Performance Management Reviews, or induction meetings and programmes during ECT induction as appropriate
5	MANAGEMENT INFORMATION
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 management information system
5.2	To make use of, analyse and evaluate performance data provided
5.3	To identify and take appropriate action on issues arising from data, systems and reports
6	COMMUNICATIONS & LIAISON
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 the parents of students
7	PASTORAL SYSTEM
7.1	To be committed to safeguarding and promoting the welfare of children and young people, following correct procedures for safe recruitment, safe behaviour, and child protection as outlined in school policies
7.2	To monitor and support the behaviour and overall progress and development of students for which the post-holder is responsible and liaise with colleagues outside the department as appropriate, according to the Behaviour Policy



7.3	To monitor student attendance together with students' progress and performance in relation to targets set for each individual, ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary
7.4	To support pupils in Y9, 11, 12 & 13 in making informed choices
7.5	To act as a Form Tutor
7.6	To contribute to PSHCE and Enterprise according to school policy
8	SCHOOL ETHOS
8.1	To play a full part in the life of the school community, to support its distinctive values and aims and to encourage and ensure staff and students follow this example
8.2	Where appropriate, to foster the development of out-of-classroom activities associated with the department's work e.g. field trips
8.3	To actively promote the school's corporate policies
8.4	To comply with any other reasonable requests from the Headteacher or another member of the Leadership Team





Teacher of MFL

	<u>Essential</u>	<u>Desirable</u>	<u>How determined</u>
<u>Qualifications</u>	<ul style="list-style-type: none">• Good degree in French and/or German• QTS• Evidence of commitment to on-going training	<ul style="list-style-type: none">• Qualification in the second language (German/French)	<ul style="list-style-type: none">• Application form
<u>Experience</u>	<ul style="list-style-type: none">• Experience teaching French and/or German in a secondary context either as a trainee or a fully qualified teacher• Evidence of being a good classroom teacher or the potential to become a good classroom teacher	<ul style="list-style-type: none">• Experience teaching the second language (German/French)• Experience as a form tutor	<ul style="list-style-type: none">• Application form, letter, references, interview
<u>Knowledge</u>	<ul style="list-style-type: none">• Curriculum knowledge KS3 and KS4 in MFL• Examination and assessment methods• Pedagogy in MFL• How to motivate and inspire students		<ul style="list-style-type: none">• Letter, references, interview
<u>Skills</u>	<ul style="list-style-type: none">• The ability to enthuse and inspire• Communication and interpersonal skills• Analytical and problem solving skills• Good administrative skills and good organiser• Good classroom management skills		<ul style="list-style-type: none">• Letter, references, interview
<u>Qualities</u>	Energy, motivation and ability to use initiative Strong presence, self-confidence		References, interview



	<ul style="list-style-type: none"> • Approachability, commitment – a good team-player • Sense of humour and sense of proportion • The ability to prioritise and keep matters in perspective • The personality to handle challenging students successfully and treat students with respect • Optimism • A good tutor – patience, kindness and a drive to be ambitious for children 		
<u>Values</u>	<ul style="list-style-type: none"> • The power of education to shape lives • The value of hard work • Equality of opportunity • Moral purpose, integrity and compassion • Accountability to students, parents and community 	<ul style="list-style-type: none"> • Commitment to co-educational comprehensive education • A willingness to contribute to extra-curricular activities 	<ul style="list-style-type: none"> • Letter, references, interview

