



Teacher of French

Bassingbourn Village  
College



## Welcome from the Chief Executive Officer

Thank you for your interest in the position of Teacher of French at Bassingbourn Village College, part of Anglian Learning.

We are an ambitious, outward looking school trust consisting of six secondary schools and ten primary schools, the latest to join our community being Wimbish Primary Academy in September 2023. While each of our academies retains very clearly their own identity and ethos, we are collectively passionate in our belief that all young people deserve to have access to an outstanding education, and which crucially enables them to thrive in the local, national, and global communities in which they live.

Anglian Learning has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to innovative ideas and alternative perspectives. We also passionately believe that our most valuable resource is our people, and if you apply and are successful in your application, we promise to develop and support you in your career, as well as providing a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact Keely Burgess Office Manager at [kburgess@bassingbournvc.org](mailto:kburgess@bassingbournvc.org).

I hope that you find the following information useful. If you wish to make an application for this vacancy, please see contact information within.

We look forward to hearing from you.

Yours sincerely



Jonathan Culpin  
Chief Executive Officer



## Anglian Learning

Our mission is to build an innovative partnership of academies that excites, inspires, and empowers our people – pupils, staff, and the community in which we work - to be the absolute best they can be, to have the confidence to think creatively, and embrace new challenges. Through this we will seek to support and inspire our young people to be dynamic learners who will live, grow, and thrive in the local, national, and global community in which they live and will work.

Currently, the Trust educates more than 8000 pupils and employs over 1000 members of staff in 16 schools across three counties, with a 17<sup>th</sup> school due to open in the near future. Several of our schools provide adult education opportunities, reflecting our commitment to lifelong learning and we also operate our own sport centres, under the banner of Anglian Leisure.

We are recent winners of the NGA Outstanding Governance Award; have a unique partnership with Arts Council England, reflecting our commitment to arts education; and are one of the eight National Creativity Collaborative pilot hubs. We are strategic partners in the local teaching school hub, working closely with other trusts to provide professional qualifications in addition to our own very extensive professional learning programmes.

We provide school improvement support to our schools, alongside finance, human resources, ICT, and estates support. Many of our leaders, teachers, and professional services staff are involved in networks across the Trust to share best practice and build skills and knowledge, with some taking on cross-trust leadership positions.

Our most recent staff survey indicated that a high proportion of staff:

- ✓ Feel as though they belong within Anglian Learning
- ✓ Agree that they are provided with relevant opportunities for professional development
- ✓ Feel that there is a positive culture of psychological safety within their school
- ✓ Have high levels of job satisfaction and happiness at work
- ✓ Would recommend our organisation as a great place to work
- ✓ Almost all staff who responded to the survey feel part a team within their school and can rely on colleagues for support when needed.

### Our four core values and principles guide our work to achieve our vision:



#### Aspiration

We are ambitious for ourselves and all those in our community to be the best we can be



#### Community

We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together



#### Empowerment

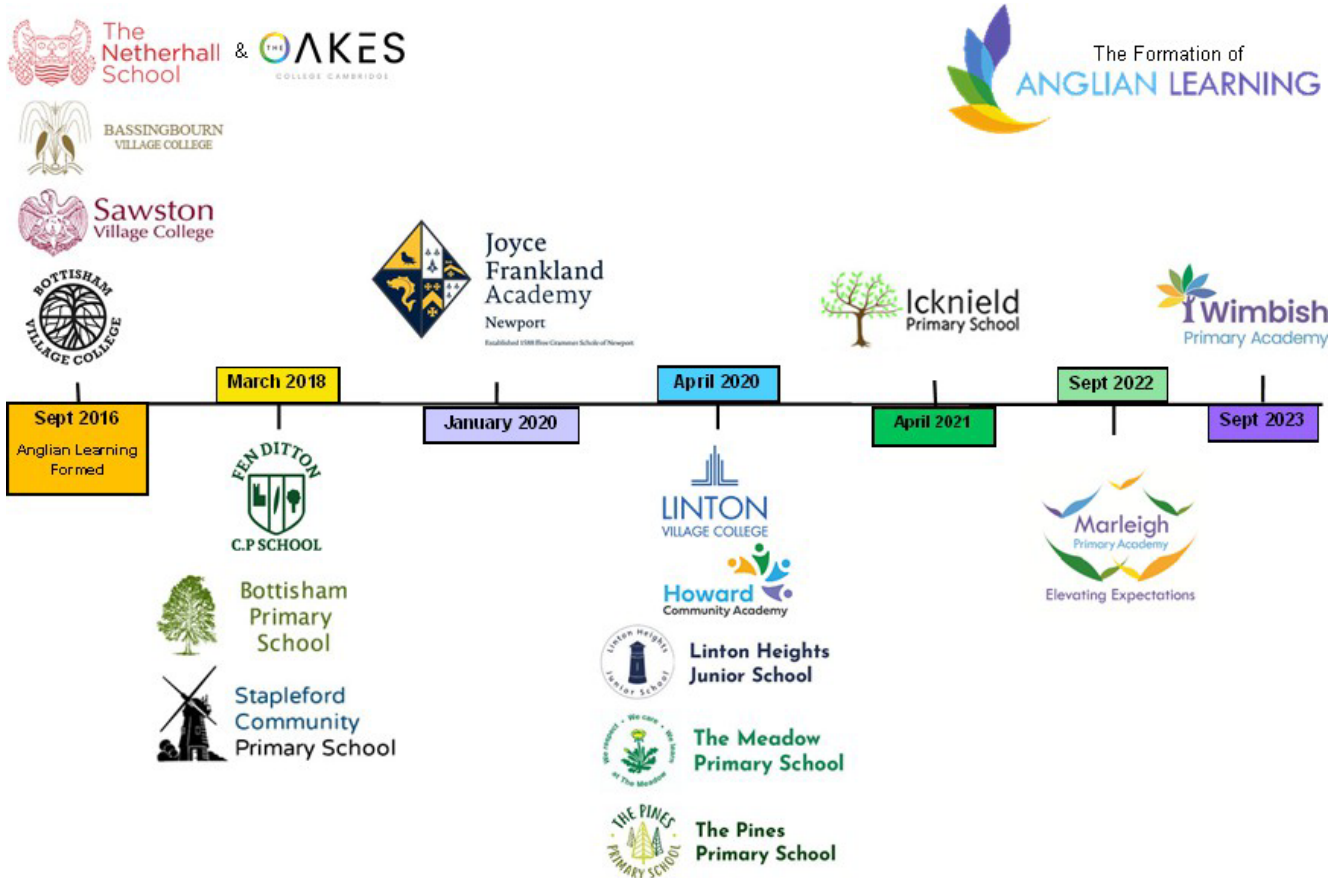
We enable our academies, staff and learners to embrace new ideas and think creatively



#### Inclusivity

We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds

It is an exciting time to join our growing community of schools.



We are committed to providing outstanding academies which are a source of pride for the communities that they serve.

We aim to achieve this by raising the educational attainment of all our young people and using the collective energy and cross-school educational fertilisation within the Trust to improve life chances by:

- Developing a dynamic and inspirational culture for teaching and learning excellence.
- Providing pupils with stimulating and valuable enrichment opportunities across the curriculum.
- Building a curriculum and assessment structure that will enable teachers, pupils, and parents to celebrate success and respond swiftly to challenge.
- Encouraging innovation and risk-taking through a focus on research and best practice locally, nationally, and internationally.
- Promoting, enabling, and supporting leadership at all levels to flourish in individual schools and across the Trust.
- Providing high quality professional learning opportunities for staff at all levels in the Trust



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## **Bassingbourn Village College**

Bassingbourn Village College is a popular 11-16 mixed comprehensive academy set in South Cambridgeshire. There is a strong positive ethos, where all students are known as individuals and achieve well-earned qualifications. Our current role stands at 674 with a waiting list for a number of year groups.

We are very proud of our school and the educational opportunities that it provides for our wonderful students. We like to ensure that each student achieves his or her full potential while enjoying an education that focuses on their own individual skills, strengths and aptitudes. We want our students to become responsible, respectful, resilient and healthy members of the local community, contributing greatly to the society in which they live. It is important for us to give our students a voice and the confidence to use it, both during their time with us and in their life ahead.

We value every member of our community and are passionate about the importance of outstanding achievement for all. We help our students to make the most of their talents, and to develop a sense of responsibility and an understanding of those things which matter most in an increasingly complex and demanding world.

We believe that education is most successful when the college, the students and their parents form a strong partnership. In its last inspection in April 2023, the college was rated “Good” by Ofsted.

We have an exciting future ahead of us, one which we hope you will want to be part of.

### Languages Department

The Languages department at Bassingbourn Village College is an innovative and supportive team who are passionate about inspiring students and broadening their horizons. Languages in the college is a thriving subject which is popular at both KS3 and 4. It is well respected by pupils as an essential and exciting part of their education. The department consists of four teachers who all share a genuine enthusiasm for the teaching of their subject. We are a supportive and friendly department and have an open-door policy of watching each other teach, and learning from each other. We pride ourselves on sharing best practice and resources across the department. We have a wide range of experience within the department and are experienced in supporting ECTs in their induction years.

In Year 7, pupils study either French or Spanish. They continue with this language in Year 8 before making their option choices to complete a 3 year KS4. We offer French, Spanish and Latin at KS4 and uptake of Languages at KS4 is high. We have a number of students who opt to study Latin alongside either French or Spanish.

We are passionate about giving our students opportunities to extend their learning and offer a range of additional activities to help foster this, such as intercollege competitions and taster sessions of different languages including Japanese, German, Portuguese and Italian. We usually run a number of residential trips each year as well as a day trip to Cambridge University to take part in their language events. There is a long-standing successful Year 8 trip to Normandy which is always oversubscribed and French and Spanish exchanges with our

partner schools which are open to all year groups. We have also recently had our first trip to Pompeii which we aim to offer to students every two years in the future.

The successful candidate will be able to teach French to KS3.



## **Teacher of Modern Foreign Languages**

### **French KS3**

**Hours: Full time**

**Working Pattern: To be agreed**

**Salary: MPS/UPS/ECT**

**Contract Type: Permanent**

**Location: Bassingbourn Village College, Bassingbourn, Royston, Hertfordshire, SG8 5NJ**

Anglian Learning is a high-performing multi-academy trust responsible for 15 schools in West Suffolk, Cambridgeshire, and Essex, educating over 8,000 pupils and employing more than 1000 staff.

Our vision is for dynamic, empowered learners who thrive and lead in their communities: locally, nationally, and globally. Our schools are at the heart of their communities and as well as providing a broad, rich, and vibrant curriculum to pupils they also provide sporting, community education and other facilities and opportunities to their local community.

We're committed to making Anglian Learning a place where everyone feels valued and has equal access to the opportunities our Trust offers. We are always open to discussing flexible working opportunities or making adjustments to ensure you thrive in your role with us.

As a result of the changes to the UK immigration rules which came into effect on 1 January 2021, Anglian Learning will offer sponsorship for a skilled worker visa under the points-based system, where a role has been deemed to be business critical'. Do contact us to discuss further.

### **The Vacancy**

The Governors of the College are looking to appoint an outstanding professional to the position of Modern Foreign Languages teacher for French. This position would be perfect for either an ECT looking for an excellent team to work with as they start their career, or someone with a bit more experience who has a desire to embed their practice among a gifted group of practitioners. We are looking to fill this position by January 2024, however a later start date could be considered.

We offer:

- a supportive, committed and motivated team full of specialist staff
- small class sizes
- additional non contact time
- a forward thinking team open to new initiatives and strategies
- well behaved and motivated students
- supportive parents and governors

- clear opportunities for both professional and career development

The successful candidate will:

- be a creative and dynamic teacher
- have excellent communication and inter-personal skills
- have the capacity to reflect, modify and implement learning to challenge and support all students
- be committed to raising standards of achievement for all

## Employee Benefits

Anglian Learning offers the following benefits to staff.

- o Career Average Revalued Earnings Pension Scheme (CARE)
- o Free membership to all [Anglian Leisure](#)'s Sports Centres - *Bassingbourn, Bottisham, Sawston, Joyce Frankland, Linton and Netherhall*
- o 20% Discount on Adult Education Classes run by Anglian Learning School's
- o Employee Assistance Programme via Health Assured
- o Perkbox discounts and offers
- o Cycle To Work Salary Sacrifice Scheme
- o Discounted Eye Care Vouchers
- o Annual Flu Jab Vouchers

## Application

If you would like to arrange a visit to our school please contact Keeley Burgess, Office Manager, at [kburgess@bassingbournvc.org](mailto:kburgess@bassingbournvc.org).

To apply for this vacancy please complete the application process via My New Term, outlining how your skills and experience will enable you to be successful in this role. Please note that CVs will not be accepted. If for any reason you cannot apply via My New Term and need to apply via an alternative accessible format, please do contact us to arrange by emailing [kburgess@bassingbournvc.org](mailto:kburgess@bassingbournvc.org).

**Closing Date:** Thursday 27<sup>th</sup> June 2024

**Interview date:** date and time to be confirmed

**Start date:** 1<sup>st</sup> September 2024

*Anglian Learning is committed to safeguarding and promoting the welfare of young people and vulnerable adults. We expect all staff to share this commitment and those in regulated activity will be subject to an Enhanced DBS Check and online checks. Certificate of Good Conduct and other applicable checks may be requested.*

*This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR, Safeguarding and Recruitment can be found on our website: [www.anglianlearning.org](http://www.anglianlearning.org)*

*We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Flexible working will be considered for all roles deemed suitable.*

*Please note the photo(s) of pupils attached to this notice were used under the legal ground of consent, for the purpose of preparing publications that promote the school.*





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## Teacher of Modern Foreign Languages – Job Description Spanish KS3 and KS4

<b>Salary</b>	MPS/UPS/ECT
<b>Hours</b>	Full time
<b>Pension</b>	Teachers pension scheme
<b>Disclosure Level</b>	Enhanced DBS with children's barred list check
<b>Location</b>	The post holder will be based at Bassingbourn Village College but may be required to work across the Trust and to travel between sites.
<b>Responsible to</b>	Head of MFL
<b>Job Purpose</b>	<ul style="list-style-type: none"> <li>• To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils and to support a designated curriculum area as appropriate</li> <li>• To monitor and support the overall progress and development of pupils</li> <li>• To facilitate and encourage a learning experience which provides pupils with the opportunity to achieve their individual potential</li> <li>• To contribute to raising standards of pupil attainment.</li> <li>• To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth</li> </ul>

<b>Main Duties</b>	
Operational/ strategic planning	<ul style="list-style-type: none"> <li>• To make a positive contribution to the work of the department, assisting in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies and taking responsibility for particular facets of the department's work</li> <li>• To contribute to the curriculum area and department's development plan and its implementation</li> <li>• To plan and prepare courses and lessons</li> <li>• To contribute to the whole school's planning</li> </ul>
Curriculum provision	<ul style="list-style-type: none"> <li>• To assist the Head of Department and Senior Leadership Team to ensure that the curriculum area provides a range of teaching that complements the school's strategic objectives</li> </ul>
Staffing	<ul style="list-style-type: none"> <li>• To take part in the school's staff development programme by participating in arrangements for further training and professional development</li> </ul>
Staff development	<ul style="list-style-type: none"> <li>• To continue personal development in the relevant areas including subject knowledge and teaching methods</li> </ul>

Recruitment/ deployment of staff	<ul style="list-style-type: none"> <li>• To engage actively in the Performance Management process</li> <li>• To ensure the effective/efficient deployment of classroom support</li> <li>• To work as a member of a designated team and to contribute positively to effective working relations within the school</li> </ul>
Quality assurance	<ul style="list-style-type: none"> <li>• To help to implement school quality procedures and to adhere to the requirements outlined in the school's quality assurance policy</li> <li>• To contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed school procedures</li> <li>• To seek/implement modification and improvement where required</li> <li>• To review from time to time methods of teaching and programmes of work</li> <li>• To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school</li> </ul>
Management information	<ul style="list-style-type: none"> <li>• To maintain appropriate records and to provide relevant accurate and up-to-date information for the MIS system, registers, etc.</li> <li>• To complete the relevant documentation/online records to assist in the tracking of pupils</li> <li>• To track pupil progress and use information to inform teaching and learning</li> <li>• To ensure the security and confidentiality of all such information</li> </ul>
Communications	<ul style="list-style-type: none"> <li>• To communicate effectively with the parents of pupils as appropriate</li> <li>• Where appropriate, to communicate and co-operate with persons or bodies outside the school</li> <li>• To follow agreed policies for communications in the school</li> </ul>
Marketing and liaison	<ul style="list-style-type: none"> <li>• To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings, Review Days and liaison events with partner schools</li> <li>• To contribute to the development of effective subject links with external agencies</li> </ul>
Management of resources	<ul style="list-style-type: none"> <li>• To contribute to the process of the ordering and allocation of equipment and materials</li> <li>• To assist the Head of Department to identify resource needs and to contribute to the efficient/effective use of physical resources</li> <li>• To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the School, department and the pupils</li> </ul>
Pastoral care	<ul style="list-style-type: none"> <li>• To take responsibility for a group of pupils whether as mentor or co-mentor</li> <li>• To play a full part in ensuring that there is a calm, orderly environment in and outside the classroom</li> <li>• To promote the general progress and well-being of individual pupils and class groups as a whole</li> <li>• To treat all pupils with respect</li> </ul>
Teaching	<ul style="list-style-type: none"> <li>• To undertake a designated programme of teaching</li> <li>• To ensure a high quality learning experience for pupils which meets internal and external quality standards</li> <li>• To teach pupils according to their educational needs, including the setting and marking of work carried out by the pupil in school and elsewhere</li> <li>• To assess, record and report on the attendance, progress, development and attainment of pupils and to keep such records as are required</li> <li>• To provide, or contribute to, oral and written assessments, reports and references relating to individual pupils and groups of pupils</li> </ul>

	<ul style="list-style-type: none"> <li>• To ensure that Literacy, Numeracy and school subject specialisms are reflected in the teaching/learning experience of pupils</li> <li>• To ensure that pupils have the opportunity to further their experience of ICT within the subject area and to assess their competence and progress with this skill set</li> <li>• To prepare and update subject materials</li> <li>• To use a variety of delivery methods which stimulate learning appropriate to pupil needs and demands of the syllabus</li> <li>• To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework</li> <li>• To undertake assessment of pupils as requested by external examination bodies, departmental and school procedures</li> <li>• To mark, grade and give written/verbal and diagnostic feedback as required</li> <li>• To contribute to the development, promotion and active use of the school's learning platform</li> </ul>
Health & Safety	<ul style="list-style-type: none"> <li>• All employees have general health and safety responsibilities both under criminal and civil law. Staff must be aware that they are obliged to take care of their own safety and health whilst at work along with that of others who may be affected by their actions (Section 7 Health and Safety at Work Act 1974)</li> </ul>
Other specific duties	<ul style="list-style-type: none"> <li>• To be aware of and comply with policies and procedures related to child protection and safeguarding, health and safety, security, confidentiality and data protection, reporting all concerns to the appropriate person, and attend compulsory safeguarding training as a priority of your role</li> <li>• To undertake duties according to the rota and discharge the responsibility proactively</li> <li>• To contribute to good order across the College by responding proactively where there is a cause for concern</li> <li>• To play a full part in the life of the school community</li> <li>• To support its aims and values and to encourage staff and pupils to follow this example</li> <li>• To promote actively the school's policies</li> <li>• To attend staff briefings</li> <li>• To continue personal development as agreed</li> <li>• To undertake any other duty as specified by STPCD not mentioned in the above</li> <li>• To be involved in extra curriculum activities and future trips and visits</li> </ul>



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## Teacher of Modern Foreign Languages- Person Specification

Experience	Recent experience of teaching MFL or a related subject to at least GCSE or equivalent level (or evidence of teaching a range of classes if ECT applicant)	Essential
	Experience of involvement in extracurricular MFL activities	Desirable
	Evidence of the successful use of ICT within teaching and learning	Desirable
	Evidence of ability to develop positive and effective relationships with pupils, staff, governors, parents/carers and other stakeholders	Desirable
Skills, Knowledge and Aptitudes	An excellent communicator who is able to work effectively with pupils, parents, colleagues and outside agencies	Essential
	Good or outstanding classroom practitioner with evidence of setting appropriate expectations to advance learning and engage and motivate pupils	Essential
	Ability to establish productive working relationships and work well in a team	Essential
	Has excellent subject knowledge and is aware of best practice in teaching, including effective use of AfL	Essential
	An excellent communicator, both orally and in writing	Essential
	Commitment to equality of opportunity and high aspirations for the achievement of all pupils, including those coming from disadvantaged backgrounds	Essential
	Evidence of a commitment to the safeguarding of all young people	Essential
	An awareness of new technologies, their use and impact	Desirable
	Excellent teaching, pastoral and behaviour management skills leading to evidence of excellent pupil outcomes	Essential
	Excellent use of AfL strategies in teaching and learning within the classroom	Essential
	A personal commitment to the continuing development of teaching skills in order to have a positive impact on student outcomes	Essential
	Qualifications and Training	Good honours degree in a relevant subject
Qualified Teacher Status (or pending for ECT applicants)		Essential
GCSE grade C+/4+ or equivalent in Maths and English		Essential
Personal Attributes	Enthusiasm, energy and personal dynamism Approachable, friendly and patient Artistic, creative and passionate about their subject Able to prioritise and meet deadlines A liking and respect for young people Appropriate professional relationship with colleagues, parents and children High level of integrity, honesty and fairness	Essential

## Anglian Learning

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