



Education  
Partnership  
Trust

High Expectations ♦ Commitment ♦ Ambition

# Candidate Information Pack

Modern Foreign Languages (MFL) Teacher

Pleckgate High School



# A message from the Headteacher

“The community of Pleckgate has a local secondary school it can be proud of. It provides an excellent education for all its pupils. They flourish in a bright, positive and secure environment.”

**Ofsted - January 2019**

Thank you for expressing an interest in the position of full-time MFL Teacher at Pleckgate High School.

This is a special opportunity for an outstanding, ambitious and dynamic teacher to join an outstanding school at an exciting stage of its journey.

We are a large secondary school, part of Education Partnership Trust (EPT), situated on the northern outskirts of Blackburn with Darwen. Our school community is made up of 1300 pupils and 180 staff with excellent facilities to benefit both the school and local community. Pleckgate High School is a thriving multicultural community that places the best interests of young people at the heart of everything we do.

In January 2019, the school was judged as outstanding in all areas by Ofsted, a copy of the report can be downloaded from the school's website. Inspectors found our school to have a “great sense of industry and endeavour” and described the school as “harmonious” with a “common goal to excel”. A copy of the report can be downloaded from the school's website.

At Pleckgate everyone is committed to providing the best educational experiences and opportunities for our pupils. At the heart of the school's work is a commitment to high quality teaching and learning and achievement for all: for our pupils to be safe, happy and successful developing as individuals into caring, responsible citizens who participate fully in school life and are proud of their achievements. Every pupil at Pleckgate is encouraged to have ambitious goals and everybody is responsible for creating a culture of high expectations and academic excellence.

We are proud of our achievements – our ambitious curriculum, our examination success, opportunities for pupils' personal development, our charity work and our community involvement. We are committed to the pursuit of outstanding teaching and learning alongside the highest possible academic, personal and moral standards.

This commitment is built upon a shared belief in hard work, self-reflection and a culture of respect and support for others.

Pleckgate is a successful 11 – 16 high school and over the past three years has achieved the following:

- Judged as outstanding across all four areas: Leadership and management, quality of teaching, outcomes and personal development and welfare.
- Outcomes in 2019 continued to demonstrate excellent progress with a fifth successive year of positive Progress 8 and in the top 20% of schools nationally.
- For the past four years each year group in school has been significantly oversubscribed

To apply for this post, please follow the instructions on the 'Vacancies' page on our website. For visits to the school or any other information, please contact [jferguson@pleckgate.com](mailto:jferguson@pleckgate.com)



**Aishling McGinty**  
Headteacher



## Education Partnership Trust

I am delighted that you are considering a role within the EPT.

The EPT was established in 2012 as a high performing multi academy trust and approved academy sponsor, that delivers the very best educational experience for our pupils within an ethos of collaboration and excellence.

Wishing you all the best with your application.



**Sharon Roscoe**  
Chief Executive

## Our Vision

Creating outstanding schools which transform learning, lives and communities

## Our Values

### High Expectations

of ourselves, our pupils and our school community

### Commitment

we are dedicated to raising standards and improving opportunities

### Ambition

we constantly strive to improve by setting ourselves challenging goals

# Modern Foreign Languages (MFL) Teacher

**Start Date:** January 2023

**Salary:** MPS/UPS applications from ECTs are welcome

Pleckgate High School wishes to appoint a hardworking, enthusiastic and committed MFL Teacher. If you are experienced, enthusiastic, open to new ideas and have a flexible 'can do' approach, we would welcome an application from you.

## The Job

- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils and to support a designated curriculum area as appropriate.
- To monitor and support the overall progress and development of pupils as a teacher/form tutor.
- To contribute to the subject area's Development Plan and its implementation.
- To assist the Head of Department to ensure that the curriculum area provides a range of teaching which complements the Academy's Strategic Objectives.

## What are the job requirements?

- Qualified to degree level ideally in the subject discipline
- Qualified teacher status.
- Ability to deliver consistently high-quality lessons to pupils of all ages and abilities.
- Experience of teaching the subject throughout the Key Stages (including the new GCSE specifications) and securing good outcomes
- Knowledge of the requirements of the new National Curriculum and reformed GCSE qualifications in MFL.
- A commitment to continued professional development and a readiness to reflect and self-evaluate to change, improve and develop.

## Amongst the many benefits of working within the Trust you will receive:

- Employee cash back plan provided free by the Trust includes optical, dental, physio, diagnostics, health assessment, NHS prescription charges, hospital cover, discounted gym memberships plus lots more.
- 6 sessions of free counselling including CBT, wellbeing and bereavement.
- Cycle to work scheme.
- Access to government pension schemes.
- Free parking
- Training and development opportunities
- Personal development and promotion opportunities across the Trust
- Trust wide focus on staff wellbeing

**Closing date:** Monday 17 October 2022 at 09:00  
**Interview Date:** Thursday 20 October 2022

### Safeguarding

The Education Partnership Trust is committed to safeguarding its children; therefore, an enhanced DBS clearance will be undertaken for the successful applicant(s). The Trust (and its schools) are legally obligated to process a Disclosure and Barring Service (DBS) check before making appointments to relevant posts.

Incomplete application forms will not be shortlisted, if you need to discuss a reason for being unable to complete a section, please contact the recruitment team [HR@ept-uk.com](mailto:HR@ept-uk.com)

Applications for this exciting post are to be made through <https://ept.face-ed.co.uk/vacancies>

# Modern Foreign Languages (MFL) Teacher

**Reports to:** Head of Department

**Grade:** ECT/MPS/UPS

## Job Purpose

- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils and to support a designated curriculum area as appropriate.
- To monitor and support the overall progress and development of pupils as a teacher/form tutor.
- To facilitate and encourage a learning experience which provides pupils with the opportunity to achieve their individual potential.
- To contribute to raising standards of pupil attainment.
- To share and support the Academy's responsibility to provide and monitor opportunities for personal and academic growth.

## Key Roles and Responsibilities

### Operational/Strategic Planning

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the subject area.
- To contribute to the subject area's Development Plan and its implementation.
- To attend all appropriate meetings.
- To plan and prepare courses and lessons.
- To contribute to the whole Academy's planning activities

### Curriculum Provision

- To assist the Head of Department to ensure that the curriculum area provides a range of teaching which complements the Academy's Strategic Objectives.

## ROLE OF SECONDARY SUBJECT TEACHER

### Staff Development

- To take part in the Academy's staff development programme by participating in arrangements for further training and professional development.
- To continue personal development in the relevant areas including subject knowledge and teaching methods.
- To engage actively in the Performance Management Review process.
- To ensure the effective/efficient deployment of classroom support.
- To work as a member of a designated team and to contribute positively to effective working relations within the Academy.

### Quality Assurance

- To help to implement Academy quality procedures and to adhere to those.
- To contribute to the process of monitoring and evaluation of the subject area in line with agreed Academy procedures, including evaluation against quality standards and performance criteria.

- To seek/implement modification and improvement where required.
- To review from time to time methods of teaching and programmes of work.
- 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 Academy.

### Management of Information

- To maintain appropriate records and to provide relevant accurate and up-to-date information for Management Information Systems (MIS), registers etc.
- To complete the relevant documentation to assist in the tracking of pupils.
- To track pupil progress and use information to inform teaching and learning.

### Communications

- To communicate effectively with the parents of pupils as appropriate.
- Where appropriate, to communicate and cooperate with persons or bodies outside the Academy.
- To follow agreed policies for communications in the Academy.

### Management of Resources

- To contribute to the process of the ordering and allocation of equipment and materials.
- To assist the Head of Department to identify resource needs and to contribute to the efficient/effective use of physical resources.
- To cooperate with other staff to ensure a sharing and effective usage of resources to the benefit of the Academy, subject area and the pupils.

### Pastoral System

- To be a form tutor to an assigned group of pupils.
- To promote the general progress and well-being of individual pupils and of the form tutor group as a whole.
- To liaise with the Subject Leader to ensure the implementation of the Academy's Pastoral System.
- To register pupils, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of Academy life.
- To evaluate and monitor the progress of pupils and keep up-to-date pupil records as may be required.
- To contribute to the preparation of Action Plans and progress files and other reports
- To alert the appropriate staff to problems experienced by pupils and to make recommendations as to how these may be resolved.
- To communicate as appropriate, with the parents of pupils and with persons or bodies outside the Academy concerned with the welfare of individual pupils, after consultation with the appropriate staff.
- To contribute to PSHE and Citizenship and enterprise according to Academy policy.
- To apply the Behaviour Management systems so that effective learning can take place

### Teaching

- To teach pupils according to their educational needs, including the setting and marking of work to be carried out by the pupil in the Academy and elsewhere.
- To assess, record and report on the attendance, progress, development and attainment of pupils and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual pupils and groups of pupils.
- To ensure that ICT, Literacy and Numeracy are reflected in the teaching/learning experience of pupils.



- To undertake a designated programme of teaching.
- To ensure a high-quality learning experience for pupils which meets internal and external quality standards.
- To prepare and update subject materials.
- To use a variety of delivery methods which will stimulate learning appropriate to pupil needs and demands of the syllabus.
- To maintain discipline in accordance with the Academy's procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of pupils as requested by external examination bodies, the subject area and Academy procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.

### Other Specific Duties

- To continue personal development as agreed at appraisal.
- To engage actively in the performance review process.
- To address the appraisal targets set by the line manager each Autumn Term.
- To undertake any other duty as specified by the School Teachers' Pay and Conditions Body (STPCB) not mentioned in the above.
- To play a full part in the life of the Academy community, to support its distinctive aim and ethos and to encourage staff and pupils to follow this example.
- To support the Academy in meeting its legal requirements for worship.
- To actively promote the Academy's policies.
- To comply with the Academy's Health and Safety policy and undertake risk assessments as appropriate.
- To show a record of excellent attendance and punctuality.
- To adhere to the Academy's Dress Code.

### Note:

This Job Description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be changed at management's discretion in the future. As a general term of employment, the Trust may affect any necessary change in job content or may require the post holder to undertake other duties, at any location in the Trust's service, provided that such changes are appropriate to the employee's remuneration, status and reasonable notice.



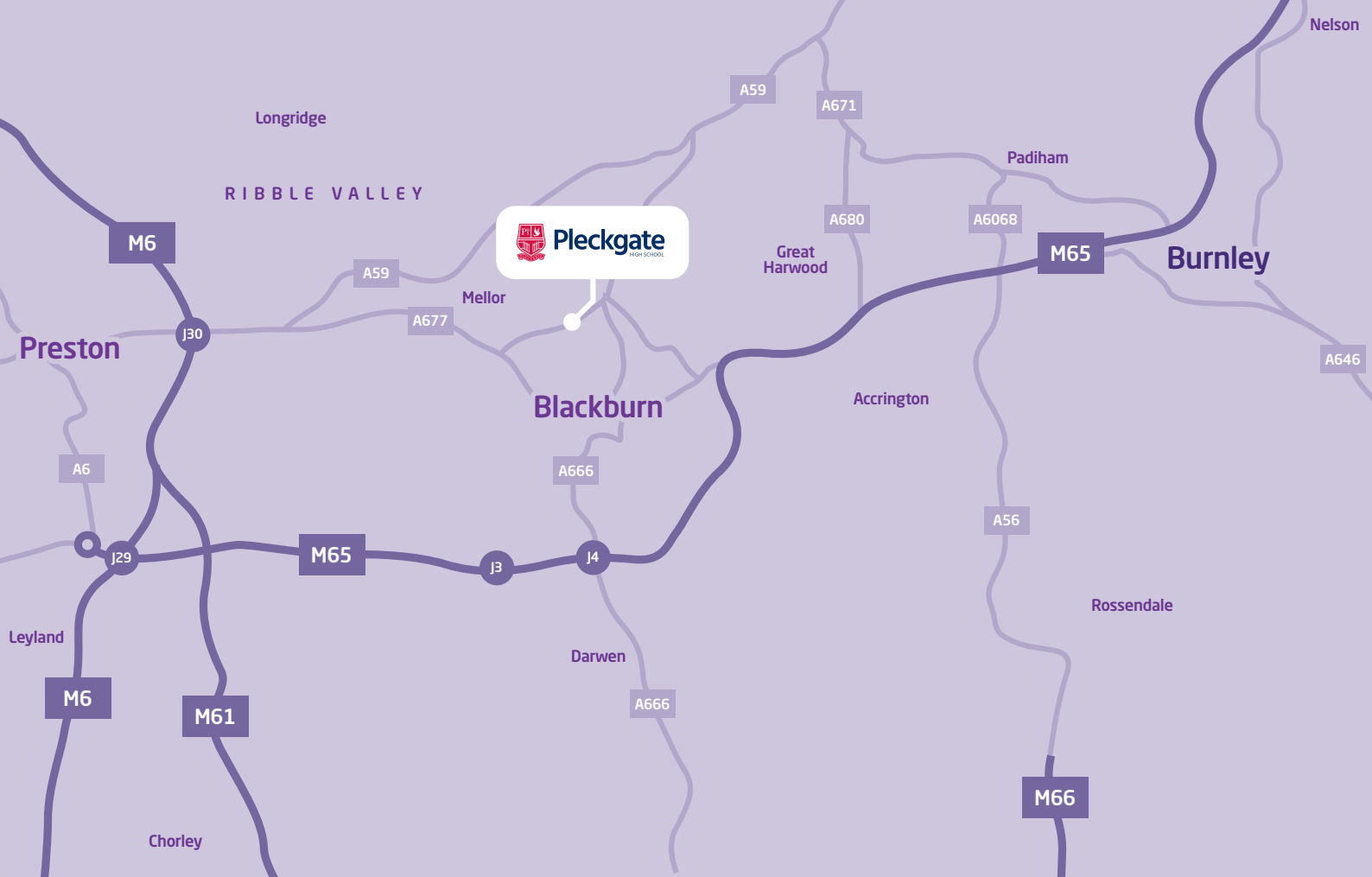


# Modern Foreign Languages (MFL) Teacher

**Reports to:** Head of Department

**Grade:** ECT / MPS / UPS

No	Categories	Essential / Desirable	App form / Interview
<b>QUALIFICATIONS &amp; TRAINING</b>			
1.	Qualified to degree level ideally in the subject discipline	D	✓
2.	Qualified Teacher Status	E	✓
3.	Evidence of relevant CPD	D	✓
<b>KNOWLEDGE &amp; EXPERIENCE</b>			
4.	Experience of teaching the subject throughout the Key Stages (including the new GCSE specifications) and securing good outcomes	E	✓
5.	Good knowledge of current educational developments and initiatives relating to the subject and their implications	D	✓
6.	Knowledge of the requirements of the new National Curriculum and reformed GCSE qualifications in MFL	E	✓
7.	Ability to deliver consistently high-quality lessons to pupils of all ages and abilities	E	✓
8.	An understanding of the ways in which children learn and how individual needs may be assessed and met	E	✓
9.	An understanding of the strategies needed to establish consistently high aspirations and academic / behavioural standards and a commitment to relentlessly implementing these strategies	E	✓
<b>PERSONAL QUALITIES AND ATTRIBUTES</b>			
10.	Ability to deliver consistently high-quality lessons to pupils of all ages and abilities	E	✓
11.	Excellent interpersonal and listening skills and a high degree of emotional intelligence	E	✓
12.	The ability to develop positive relationships with all young people and members of the department	E	✓
13.	Well-developed planning and organising skills including time management and prioritisation	E	✓
14.	A clear passion for your subject	E	✓
15.	The ability to enthuse and inspire young people	E	✓
16.	Confidence and self-motivation to work well and be decisive under pressure.	E	
17.	A firm and constant belief in the unlimited potential of every pupil and a commitment to inclusive educational provision	E	✓



# Contact

Pleckgate High School  
Pleckgate Road  
Blackburn  
Lancashire  
BB1 8QA

01254 249134  
[info@pleckgate.com](mailto:info@pleckgate.com)  
[www.pleckgate.com](http://www.pleckgate.com)

Twitter @PleckgateHigh



An Education Partnership Trust School