



Teacher of MFL – Spanish / German / French September 2024 Information for Candidates

Introduction

This document, which includes a Person Specification and outline Job Description, will give you an idea of the vacancy. We wish to appoint someone who is looking to make a valuable contribution to the MFL department, teaching French or German or Spanish (or a combination) and the wider school. The person appointed will be passionate about teaching and learning as a whole as well as their specialist subject. The ability to teach GCSE is essential and A-Level is desirable. The most important thing is that we appoint the best candidate. For ECTs, three weeks' work in July is offered as an induction to the school.

The School

Vyners is a well-established and heavily oversubscribed school with a reputation for high standards of behaviour and attainment. Our core values of Community, Aspiration, Respect and Endeavour underpin everything we do as does our absolute commitment to ensuring our students get a better deal here than they would in any other school in the country.

It was built in 1959 as a four form entry mixed grammar school. In 1977 it became comprehensive and expanded to five forms of entry and in 1996 expanded again to take six forms of entry. In 1991 the school became grant maintained and in 1999 a Foundation School. Specialist College Status in **Mathematics and Computing** was obtained from September 2003. The school converted to academy status on 1 November 2011, a move which allows us greater financial freedom and security, as well as giving us the opportunity to continue to push the boundaries of excellence. Since January 2018 the school has been part of the **Vanguard Learning Trust** which also includes one other secondary school and three local primary schools. The current school roll is **1490 with 274 in the Sixth Form**. Our standard admission number is 240 and we are an eight form entry school with a significant number of families wanting to send their children to Vyners to be educated.

Despite being a relatively small site, the school has developed some impressive facilities; a large sports hall, extensive ICT facilities and specialist teaching areas. Classrooms are equipped with interactive whiteboard technology and the school network is constantly upgraded. We have invested over £1,000,000 improving the learning environment over the past four years and have exciting plans for the future.

The school was graded Good overall by Ofsted in December 2013, with **Outstanding** judgements for Behaviour and Safety and, Leadership and Management. They visited us again in February 2018 under the short inspection framework for Good schools. In the final inspection report, the Lead Inspector noted and stated '*I am of the opinion that the school has demonstrated strong practice and marked improvement in certain areas. This may indicate that the school is improving towards being Outstanding*'. We were re-inspected in May 2019 under the full inspection framework and have now been designated an **Outstanding** school. The school continues to achieve excellent examination results. In 2023 our headline 'figure' at GCSE level for English and Maths was 82%. We are also very proud of our A-level results with nearly a third of all grades



achieved at A* - A and 54% A* - B grades. We firmly believe that we can build on this success again this year.

Location

The School is situated close to the 'village' of Ickenham in a very pleasant residential area on the edge of the Green Belt. Although only thirty minutes or so from the centre of London by underground, access to the countryside is equally quick via the M40, M25 or M4. The School itself is well situated on a residential road, surrounded by many mature trees, which provides a pleasant atmosphere for both work and leisure.

Teaching and Learning

The current agenda and aspirations for the school are challenging and motivating as we are classed as Outstanding. We continue to develop our curriculum to meet the needs of the learners and to improve the skills of our staff to deliver this curriculum. To support this work the whole school community is committed to improving teaching strategies and understanding better how students learn. We know that effective learning cannot be left to chance; we have to refine and change our approaches if we want to make real and lasting improvements. We recognise the need to prepare students for the 21st century and make extensive use of new technologies (mobile technology, Web 2.0 tools) and are striving to develop more independent learners. Google Classroom is embedded in the school as a tool to support learning. Our key focus this year is exceptional teaching, which promotes engagement with the processes of explanation, practising and testing to enhance learning.

Developing and training Middle Leaders in the effective use of data and helping them to develop a range of different teaching strategies within their teams have been priorities. Each year we deliver significant staff development, including our annual Staff Conference, which has a focus on developing specific aspects of teaching and learning.

The Staff

Staff morale at Vyners is high, supported by a positive working environment and reviewed through staff surveys. The school puts a great deal of time and resources into training and developing its staff. Appraisal is focused on school improvement, professional development and well-being. Staff meetings encourage high levels of discussion and feedback and some staff are involved in one of our Teaching and Learning bursaries to develop and recommend major changes to whole school policy. Professional development is run every Tuesday after school, and a 'Teaching and Learning Community' meets on Wednesday mornings to develop knowledge and understanding of pedagogy and share good practice. Many staff give freely of their time to run numerous lunchtime and after school activities.

The Students

Central to everything which happens at Vyners are our students. Staff seek to ensure that every young person feels valued and listened to. Relationships between staff and students at Vyners are excellent; raised voices are seldom heard and students appreciate the fact that they are encouraged to express and discuss their views. The Student Council plays an important role in the development of policy at Vyners. Students take part in the development of the school vision and values and all applicants for teaching posts are interviewed by a student panel.



The Modern Foreign Languages (MFL) Department

The Curriculum

Modern foreign languages are taught in mixed ability groups in Year 7 and 8. In Year 9 all pupils continue studying their first language beginning the first year of a GCSE course. In Year 10 pupils are able to choose if they wish to continue their studies of a language to GCSE.

Spanish is a relatively new language at Vyners which, owing to school expansion, we are now seeking to further develop. We currently have Spanish taught at KS3 and KS4.

We are extremely fortunate in having language assistants for all three languages, who offer vital support to our pupils both in lessons and in additional speaking sessions.

The department is constantly looking to improve the achievement of all students. We are an enthusiastic team of teachers willing to give freely of our time to offer extra help and support through intervention, revision classes and individual assistance. We are all very keen to raise the profile of MFL across Vyners and plan many activities including overseas trips.

The MFL qualifications we offer currently are: GCSE in French, German and Spanish. German is currently taught at Vyners to A level, with French and Spanish taught to A level within the consortium. However this arrangement is reviewed on an annual basis.

Results

KS4	2020/2021		2021/2022		2022/23	
	9-5	9-4	9-5	9-4	9-5	9-4
French	68%	84%	68%	86%	73%	86%
German	82%	97%	70%	87%	63%	87%
Spanish	76%	88%	100%	100%	-	-

KS5: A2	2020/2021		2021/2021		2022/23	
	A*-C	A*-E	A*-C	A*-E	A*-C	A*-E
German	100%	100%	100%	100%	80%	100%



Staffing

The structure of the department from September 2023 consists of one Subject Leader, specialising in German with French and Spanish and a Deputy Subject Leader, specialising in Spanish with French. We also have one assistant Head, specialising in French and German and a full time classroom teacher specialising in French with German. The MFL department comprises an excellent team of graduates most of whom are also A-level specialists. Each year we have three foreign language assistants working with us, who spend time talking and teaching students both individually and in small groups.

We are an outward looking department and keen to take on student teachers as often as possible.

Facilities

- The Department has its own dedicated language rooms with smart boards and access to Chrome books as well as a recreation room, which is also a study room for the language assistants and two further offices for assistant speaking sessions.
- Every MFL teacher has access to a wide range of online resources such as Kerboodle, Exampro; teachitmf, linguascope and its own shared online resources.
- All students have access to the online textbook and resources.
- All A-level groups have appropriate textbooks and online resources to match their courses.