



The
Burgate

School & Sixth Form

Recruitment Pack

Teacher of MFL

Key Information

Role: Teacher of MFL (French and/or Spanish)

Required for: September 2026

Whether you have a passion for Spanish, or your heart belongs to France, we have a fantastic opportunity for an innovative and enthusiastic MFL teacher to help bring languages to life at The Burgate.

Deadline for applications: 09:00 Wednesday 11 March 2026

Interviews will take place week commencing 16 March

You are strongly encouraged to contact us in advance to learn more about MFL at The Burgate and the specifics of this post.

If you would like to have an informal chat, or a visit, please contact our Assistant Headteacher, Simon Mallace-Goulbourne.

Salary: Main Pay Scale

Contract: Permanent/Full-Time

Executive Headteacher: David Pover

Associate Headteacher: Ben Clemson

The Burgate School and Sixth Form, Salisbury Road, Fordingbridge,
Hampshire, SP6 1EZ

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Email: burgate@burgate.hants.sch.uk



Dear Prospective Applicant

I am delighted that you are interested in applying for the post of Teacher of MFL at The Burgate School and Sixth Form. We believe our school is an exceptional place to work, where students and staff share collective values in a happy and inclusive environment. This is encapsulated in our school vision of *'We want every student to enjoy their learning and feel valued for who they are'*.

Each member of our staff team matters, and creativity and innovation are embraced and developed. Our students are a pleasure to work with and we encourage you to come and see this for yourself. 'Learning for Life', our school and college motto, underpins our culture and applies to every member of our school and sixth form community, whatever stage they are at.

Our desire to be one of the top comprehensive schools nationally continues with great enthusiasm and this appointment is a key factor in ensuring that we achieve that objective. Please take your time to explore our school's website, recent Ofsted report and this recruitment pack which will give you a greater understanding of what we believe is an ambitious, creative and successful school.

I very much look forward to receiving your application to work with us at The Burgate.

Yours sincerely

David Pover
Executive Headteacher



The Role

We are looking for a well-qualified, innovative and inspirational teacher who can help bring French and/or Spanish to life through engaging and exciting lessons. The ability to teach to A Level is desirable.

This would be an ideal opportunity for an early careers teacher to join a strong team working together in a highly successful department within a friendly, supportive and thriving school which was once again judged 'Good with Outstanding features' by Ofsted in November 2024.

If you are someone who can inspire a love of learning in others, motivate and challenge our students, we'd like to hear from you.

As our new Teacher of MFL, you will have:

- A passion for languages and a commitment to inspiring a love of French and/or Spanish in students of all abilities.
- Strong subject knowledge and the ability to deliver engaging, and high-quality lessons that support excellent progress.
- High expectations for student achievement and behaviour, with a drive to help every learner reach their potential.
- The ability to create a positive, inclusive and supportive learning environment.
- A commitment to continuous professional development and willingness to contribute to the wider life of the school.
- Effective communication and organisational skills, with the ability to work collaboratively as part of a dedicated team.

We're looking for someone who:

- Is enthusiastic, creative, and able to bring languages to life in the classroom.
- Has QTS or an ECT on course to gaining QTS
- Can use a range of teaching strategies and assessment methods to meet the needs of all learners.
- Is reflective, proactive, and keen to innovate in curriculum delivery.
- Builds positive relationships with students, colleagues, and parents, promoting our school values at all times.
- Shows resilience, flexibility, and a strong commitment to safeguarding and student wellbeing.

In return, we offer:

- A flexible approach to curriculum design
- A supportive school community with friendly, enthusiastic and caring colleagues
- CPD and career opportunities for staff at every stage of their career
- A collaborative working environment within a strong support network
- Curious and ambitious students who are inspired to collaborate, explore and question
- A laptop for every member of teaching staff
- A school with fantastic grounds on the edge of the New Forest
- Electric vehicle charging points
- Cycle to work scheme

MFL at The Burgate School and Sixth Form

Students in Years 7 and 8 have three hours of curriculum time each week. All students study both French and Spanish up until October half term, at which point they are given the choice to study French, Spanish or both. We have a highly motivated dual linguist group in each of these year groups. The ability to offer both French and Spanish at this level would therefore be desirable.

Students choose their GCSE options at the end of Year 8, and then embark on a three-year programme of study. This allows us to deliver a rich and ambitious curriculum that goes beyond the GCSE specifications. Languages are highly valued at The Burgate and there is an expectation that the majority of students continue to study a language to GCSE. The ability to offer French or Spanish to GCSE is therefore essential.

Students follow the AQA specification at GCSE and results are consistently high. In summer 2025, over 90% of students achieved grade 4 or above in Spanish and almost 80% achieved grade 5 or above.

As a department we also run residential foreign visits for Years 8 and 11 as well as trips closer to home to support the learning of our students and to increase their cultural capital.

Our Facilities

There are currently six teachers in the MFL department and we have four dedicated language classrooms. There are several IT equipped rooms in the Main School and in the Sixth Form which can be booked for class teaching. The school's main systems are SIMS, MintClass and Office 365, all of which are integrated. All of our teaching staff have their own laptop to support their role.

Early Career Teacher Support

We have a proud tradition of providing superb support and career progression for teachers at the beginning of their career. We are part of SCITT ECT programme who use the Educational Development Trust programme to provide both face to face and on-line training to support teachers through the Early Career Framework (ECF).

In school you will be given a mentor with whom you will have timetabled weekly meetings, as well as additional time for planning and working through the ECF. Furthermore, you will be allocated a tutor who will oversee your progress and support you through the process. Additionally, you will be part of our induction programme that runs for all new staff members to orientate them through the first half term.

How to Apply

The following guidelines are designed to help you submit an application in line with our requirements. Please ensure that you comply with the instructions below otherwise the panel will not shortlist you. If you require clarification or have any questions regarding the application process, please contact Sarah Hewett, HR Manager/Headteacher's PA at shewett@burgate.hants.sch.uk

Application Form

Your application is an important part of the selection process so it's really important that you try to capture all of the relevant information we ask for on the form. All applications must be submitted through My New Term — the link to our careers page is here:

[The Burgate School and Sixth Form Careers Page Link.](#)

For safer recruitment reasons, only applications submitted via My New Term will be considered. CVs will not be accepted.

Don't wait until the deadline nears to submit your application

You are advised to submit your applications as soon as possible as, on occasion, we reserve the right to close a vacancy earlier than the advertised date, if we have received sufficient applications that meet the criteria, or a suitable candidate is found. We advise you to submit your application as early as possible to prevent disappointment.

Shortlisting

Shortlisted candidates will be contacted by telephone or email. We will endeavour to contact non-shortlisted applicants however, if you have not heard from us within three weeks of the closing date you should assume that you have not been shortlisted for interview.

Interviews

Interviews will be held at The Burgate School and Sixth Form. In addition to a tour of the school and informal discussions with key members of staff, each interviewee will be required to teach a lesson. The selection process will culminate in a formal interview. Full details of the interview process will be sent to candidates with the invitation to interview.

Candidates invited for interview will be required to provide proof of their eligibility to work in the UK by producing verifiable documents. Candidates will also be required to bring photo ID with them on the interview day, for example a valid passport or driving licence to provide proof of identity and, where available, a birth certificate should also be presented. If relevant to the role, evidence of all academic and professional qualifications disclosed on the application form should also be presented. Full details will be sent to candidates alongside their formal invite to interview.

References for shortlisted candidate

All referees whose details are included on the application form will be contacted before the interview unless you have indicated that you wish otherwise. Appointments will not be confirmed until The Burgate School and Sixth Form has received two satisfactory references (one must be from your current employer or, if you are not currently in employment, from your most recent employer) and all other necessary pre-employment vetting checks have been satisfactorily completed. This will include confirmation of your fitness for employment, an enhanced Disclosure & Barring Service disclosure, verification of your identity and confirmation of your right to work in the UK. Teachers will be required to provide proof of their qualifications (degree certificate(s), QTS) and a check will be undertaken to ensure they are not subject to a prohibition order.

Safeguarding and Child Protection Statement

Safeguarding determines the actions that we take to keep children safe and protect them from harm in all aspects of their school life. As a school and sixth form we are committed to safeguarding and promoting the welfare of all our students. The actions that we take to prevent harm, to promote wellbeing, to create safe environments, to educate on rights, respect, and responsibilities, to respond to specific issues and vulnerabilities all form part of the safeguarding responsibilities of the school and sixth form.

A copy of our child protection policy and our policy on the employment of ex-offenders are available to view on The Burgate School and Sixth Form's website at: <https://www.theburgate.com/policies>

Pre-employment Checks including an Enhanced DBS and Children's Barred List Checks

Due to the nature of the position for which you are applying, and to ensure your suitability for this type of work, all our recruitment and selection practices reflect this commitment. Should you be successful, any offer of a post will be conditional subject to an enhanced Disclosure and Barring Check as well as other relevant pre-employment checks including the receipt of two satisfactory references and medical clearance. As this is a post in regulated activity, the DBS check will include a children's barred list check. It is an offence to seek employment in regulated activity if you are on a barred list. All positions within The Burgate School and Sixth Form are exempt from the provisions of the Rehabilitation of Offenders Act 1974.

Online Searches

We will also consider carrying out an online search on the successful candidate to help identify any past or current incidents or issues that might affect an individual's suitability to work with children and undertake the role in question. Any online search will be carried out only on publicly available information and will be limited to issues relating to an individual's suitability to work with children and/or in a school environment. Any issues that arise from a search will be followed up with the candidate where it can be discussed more fully, including background information, or mitigating circumstances.

Equal Opportunities Statement

The Burgate School and Sixth Form is an equal opportunities employer and values the diversity of our workforce and welcomes applications regardless of age, gender, ethnicity, or religion.

General Information for Applicants

At The Burgate we want every student to enjoy their learning and feel valued for who they are. The school provides high quality comprehensive education for children aged between 11 and 18 and we enjoy an excellent reputation within the local community for our high standards. Consequently, many students attend the school through parental choice. We provide a broad curriculum and a creative approach to learning that inspires curiosity, builds collaboration, helps develop resilience and encourages flexibility of thought.

This could not be a better time to join The Burgate; our GCSE results in 2025 were pleasing with 71% of students achieving a pass grade in both English and Maths. This is significantly above the national average, and a real source of pride for the school. Our A level outcomes were also outstanding this summer with a greater proportion of students achieving top grades in line with the national picture. Overall, 76.6% of grades awarded were A*-C, which is the highest set of results since the end of the pandemic.

We offer a wide range of subjects at GCSE and A Level, delivered by a highly qualified team of professional teachers and support staff who are committed to offering the highest quality of education to the students. All staff members participate in a well-established and bespoke performance management scheme. Induction and in-service training are provided for all teaching and support staff and there is a special programme for ECTs, as well as access to a wide range of CPD through National College and beyond. Internal promotion is a typical route for progression to higher levels of leadership for Burgate staff.

The school has a committed and supportive board of trustees, enjoys healthy links with the local community, our cluster primary schools and partnership schools. We build and consequently benefit from excellent supportive relationships with parents, and we encourage close contact with the school whenever they have concerns regarding their child's education. The Burgate School continued to be rated 'good with outstanding features by Ofsted in November 2024.

The Burgate School and Sixth Form is situated on the outskirts of Fordingbridge, in Hampshire. Salisbury, Bournemouth, Southampton and the Channel ports of Poole and Portsmouth are all within easy driving distance, and the major cities of Bath, Bristol and London all easily accessible by road and rail. With the New Forest National Park, Isle of Purbeck, Jurassic Coast and Salisbury Plain further enriching and enhancing the natural beauty of the local environment, the successful candidate will have a chance to live and teach in one of the most highly desirable areas of England, where the standard of living is of the best available nationally.

Job Description

Subject Teacher and Tutor

Impact Statement: To ensure effective teaching and learning takes place to improve educational outcomes for all students so that each achieves their full potential. To ensure all students are safe and supported with their wellbeing, through using the pastoral systems.

Level of responsibility: N/A

Line Manager: Head of Department/Head of Year

CORE RESPONSIBILITIES:

- Maintain high professional standards and level of conduct
- Adhere to statutory policies and procedures and undertake training as required
- Contribute to the delivery of the school's vision
- Uphold the values of The Burgate School and Sixth Form
- Help to foster innovation and the development of new capabilities
- Engage with school improvement plans and initiatives
- Support the pastoral care and behaviour standards of students to ensure they feel safe, secure, and valued

KEY RESPONSIBILITIES:

- Follow the safeguarding guidance of the school
- Maintain high standards of teaching and learning as set out in the Burgate Lesson Walk-Thru
- Ensure lessons, including PSHE, are well planned to facilitate learning
- Maintain high standards of behaviour for learning following the Burgate Restorative System
- Monitor and track the progress of all students, identifying underachievers and implementing measures to support them, in particular, disadvantaged students, Looked After Children, and students with high needs
- Role model positive behaviours and build positive relationships with students, parents and colleagues
- Uphold the Burgate Expectations with flexible consistency
- Ensure clear communication with colleagues, students, and parents through the accurate use of school systems
- Inform parents about their child's learning and development through termly progress reviews and parents evenings

This job description is not exhaustive and the post holder will be expected to undertake any other duties as reasonably requested by the Executive and Associate Headteachers

Role: Person Specification for Teacher of MFL

Safeguarding	Essential	Desirable
Commitment to the safeguarding and wellbeing of all students and the ability to follow all school policy and procedures	X	
Qualifications & Training	Essential	Desirable
Qualified teacher status or ECT on course to gaining QTS	X	
A good degree or equivalent	X	
A commitment to and evidence of professional development	X	
Experience	Essential	Desirable
Able to offer French or Spanish to GCSE	X	
Able to offer French or Spanish to A Level		X
Experience of teaching across the ability range of all year groups (Year 7 -13)		X
Able to plan and deliver high quality lessons	X	
Demonstrates and models excellence in the classroom	X	
A record of being able to work collaboratively as part of an effective team	X	
Able to track progress to develop student potential	X	
Experience of extra-curricular trips and visits	X	
Able to communicate effectively with all stakeholders including colleagues, parents and students	X	
Personal Skills and Attributes	Essential	Desirable
Able to motivate and inspire students	X	
Excellent communication skills, both written and oral	X	
Self-motivated, enthusiastic and optimistic	X	
Resilient/Emotional resilience	X	
Able to prioritise, meet deadlines and perform effectively under pressure	X	
Flexible and positive approach to new challenges and opportunities	X	
Strong record of punctuality and attendance	X	
Able to work with humour and positivity	X	
Understanding of the need for confidentiality and working in line with data protection and GDPR requirements	X	
Professional approach, able to model and present a positive image of the school	X	
Demonstrates a deep commitment to school's ethos and its motto 'Learning for Life.'	X	
Strong willingness to contribute to the wider life of the school including extra-curricular trips and visits	X	
Commitment to equal opportunities	X	