



Curriculum Lead of MFL Application Pack

Dear Colleague

Welcome to Kingsway Park High School and thank you for your interest in us.

Kingsway Park High School is proud to be a vibrant, inclusive and diverse school with approximately 1350 students, 47 different nationalities and 25 spoken languages. We have state-of-the-art facilities, and we provide an individualised and unique curriculum offer for all students regardless of their starting point, gender, ethnicity, faith or need.

We care for, nurture and develop the whole child while improving aspirations, learning and achievement for all. In addition to ensuring each student's academic potential, we also prepare them to be socially responsible citizens who can flourish in society and give back to their local community. We seek to remove any barriers of inequity, which prevent equality of opportunity so that all students can aspire and be inspired to realise their dreams.

Our school has a strong sense of community, purpose and belonging. We value our students and recognise that success looks and feels different for each one of them. However, what is consistent is our team of passionate, enthusiastic and committed staff who work relentlessly in the pursuit of excellence for the students and community we serve.

We have a strong commitment and belief in developing staff at all levels. We seek to recruit and retain colleagues whose drivers match our school ethos and are committed to their own professional development. Successful candidates will receive a high-quality induction, appraisal, continuous development programmes (including nationally recognised leadership qualifications), and opportunities to contribute to whole school impact projects throughout their Kingsway careers.

I hope you find this application pack helpful in making your decision to apply for this exciting career opportunity. If you have any questions for us, do get in touch, we are always here to help.

I would like to thank you for your application, investment of time and - whatever the outcome - I wish you well in the future.

Yours sincerely



Simon Ward
Headteacher

Making your application

I hope that when you read this pack you are inspired to apply for the post.

Application

- To apply, please visit our website and apply through **My New Term**.
- Our website: [Our Vacancies - Altus Education Partnership](#)
- Provide a supporting statement of no more than two sides of A4, addressing the criteria in the person specification.

Deadline

The deadline for the post is **Monday 18th May 2026** (to arrive no later than 12.00 midday). Interviews are expected to be held **Thursday 21st May 2026**.

Shortlisting

Regrettably, we are unable to inform candidates who have not been shortlisted. If you do not hear from us, please consider your application unsuccessful this time.

Salary

The post will be paid on the **Main/Upper Teacher Pay Scale plus TLR2C**

Start Date

September 2026

For an Application Pack

1. Visit www.altusep.com
2. Contact Caroline Sullivan – HR Officer: recruitment@altusep.com
3. Telephone 01706 769999

Reward Package & Additional Benefits

We offer a comprehensive package, including membership of our outstanding Teachers' Pension Scheme; our 'Employee Benefits Programme' which provides a range of options including:

- Our Cycle to Work Salary Sacrifice Scheme
- Free access to Employee Assistance Programme, offering guidance, support and counselling on a range of subjects
- Generous holiday entitlement

Altus Education Partnership is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. This position is subject to an Enhanced DBS check under the Rehabilitation of Offenders Act 1974. In accordance with the recommendations set out in KCSIE the Trust carries out online searches on shortlisted candidates. It is also Trust policy to contact at least 1 reference prior to interview.

Background Information

Kingsway Park High School

Kingsway Park High School joined the Altus Education Partnership in February 2022. KPHS students live in and travel to us from communities all over Rochdale and the surrounding areas. We are very proud of the high-quality facilities, resources, and environment that we provide for both staff and students.

We hold our school values of **Trust, Professionalism, Integrity, Respect, Kindness and Effective Communication** at the core of everything we expect from our students. Students are awarded when they consistently demonstrate our values.

If you would like to visit the school to get a feel of who we are and where we are going, we would warmly welcome you.

Altus Education Partnership

Altus Education Partnership is a Multi Academy Trust and was established in 2017 through Rochdale Sixth Form College, an Ofsted Outstanding provider, and grew from the Trust's desire to improve education in the borough of Rochdale as a whole.

The Trust currently comprises five academies, including ourselves. The other four academies are:

- **Rochdale Sixth Form College**, opened in 2010 to address the significant underachievement in A level performance in the borough. Since then, it has dramatically raised achievement in the area and is recognised nationally as a centre of excellence. The College is Ofsted Outstanding, Sixth Form College of the Year 2021, and regularly ranks among the highest performing colleges in the country in both the DfE's Performance Tables and the National Achievement Rate Tables.
- **Edgar Wood Academy** opened in 2021 under Wave 13 of the Free Schools Programme. While the school was judged Requires Improvement at its first inspection, Ofsted has since recognised that the school is improving, and we are confident in the direction of travel. The Academy is building a strong reputation locally and benefits from a committed staff and leadership team focused on rapid progress.
- **Bamford Academy** is an Ofsted-rated Good primary school providing a caring and nurturing environment. It is a popular first choice for many families in the area.
- **Caldershaw Primary School** joined the Trust on 1 July 2025. It is Ofsted Outstanding and one of the most oversubscribed primary schools in Greater Manchester.

Altus is on the cusp of further growth, with three additional schools currently considering academisation in the autumn term.

We also benefit from strong local partnerships. Most notably, and uniquely within the post-16 sector, Altus has a Memorandum of Understanding with Hopwood Hall College, coordinating curriculum and supporting seamless transition for students into post-16 education.

Role Description

Job Title:	Curriculum Lead for MFL
Reports to:	Faculty Lead
Contract:	Permanent – Full Time
Salary:	Main/Upper Teacher Pay Scale plus TLR2C
Start Date:	September 2026

Primary Purpose:

We are looking to appoint an experienced teacher of MFL or established head of MFL who is looking for a new challenge and is willing to join an innovative and forward-thinking department. The ideal candidate must have a real passion for languages and be equipped with the skills to maximise outcomes for students at both Key Stage 3 and Key Stage 4. This would suit an MFL leader with either French or Spanish as their main language. From September 2026 Y7 will study French or Spanish for one hour a week with curriculum time increasing to two hours a week in Y8 and Y9. At KS4 option subjects have three hours a week and whilst languages are not compulsory all students must study at least one of the Ebacc subjects at KS4. At KS3 we teach in mixed ability groups and then, where possible, in Higher/Foundation sets in KS4. We work closely with Rochdale 6th Form, as part of the wider Altus trust, to ensure progression from KS4 to KS5 and have access to the Trust Language Co-ordinator who works with KS4 classes in both French and Spanish one day a week. Additionally, as a rich linguistically diverse school, via the EAL team, Kingsway Park High School supports the students to achieve GCSE in their home language. Most years we have over 50 students sitting additional MFL exams in their home language. We are looking for someone with the drive and passion to continue to increase the subject popularity on a whole school scale.

The MFL department at Kingsway Park High School is a supportive and established department that is well resourced with 4 teaching rooms with interactive whiteboards. The team currently comprises of 4 teachers and outcomes at KS4 are one of the best in the school and are above national averages in 2025. Planning is shared, with each teacher taking a lead on a specific language/year group and then individual teachers being responsible to adapt to the specific needs of their students. There is a work area for staff within the department which allows the team to work cohesively. We currently use a range of pedagogy in KS3, including E.P.I, and then follow the Edexcel Pearson course at KS4. Finally, this is a really exciting opportunity for someone who is vibrant, passionate and pioneering about languages for all and will raise the languages profile on a whole school scale.

Leadership Responsibilities:

- To effectively lead the teaching staff in your department by seeking to continuously maximise the

outcomes of students at both KS3 and KS4. Strategically evaluate previous performance at KS4 and create detailed and effective action plans to improve progress for all.

- Ensure the teachers within your department are planning and working in accordance with subject area course outlines and examination specifications. Ensure all internal and external deadlines are met.
- Display sound knowledge and understanding of your subject area and communicate this effectively with staff, students and stakeholders.
- Monitor and intervene effectively when leading staff to ensure consistency and high expectation across your subject area.
- Co-operate with other curriculum leaders and colleagues to ensure the achievement of the aims, values and visions of the school are demonstrated consistently across the school.
- Assess academic performance in your subject area. Evaluate how well learning outcomes have been achieved and use them to improve specific aspects of learning and teaching.
- Assess and record students' progress systematically and keep accurate records to check work is understood and completed consistently across your subject area. Have the ability to monitor strengths and weaknesses, inform planning and recognise the grade/level at which all classes and overall year groups are achieving.
- Ensure staff within your department set sufficient work for formal assessment, such that students understanding of skill and subject knowledge can be regularly checked and so that students can be fully prepared for the demands of public examinations and/or coursework.
- Ensure all teachers within your department attend parent's evenings according to the school calendar to keep students' families up to date with academic and personal progress. Ensure all staff within your department have regular contact with parents/ carers to ensure positive interaction between school and home.
- Promote positive student behaviour in line with school policies within your department and across school. Have a thorough awareness of, and regard for, the confidential nature of many aspects of school information relating to individual students, groups of students and year group analysis.
- Work collaboratively with colleagues, parents/carers, educational psychologists, therapists, social services, and other outside agencies who may be involved with students for whom you have a responsibility.

Teaching and Learning Responsibilities

- Ensure students within your subject area have a broad and balanced curriculum which is strategically mapped, sequenced and implemented across KS3 and KS4 with key attention paid to transition points.
- Work collaboratively with the team that you lead to ensure students are engaged and sustained through the provision of clear structured for lessons, maintained pace, motivation, and challenge within your lessons and schemes of work.
- Plan and prepare lessons and schemes of work in accordance with school policy, ensuring a variety of learning opportunities for the development of key skills. Encourage the use of a variety of teaching strategies, which involve planned formative assessment and active learning strategies across your subject area.
- Ensure lessons across the department are effectively differentiated for the individual needs of students. Share effective strategies for individual students and groups both across the faculty and whole school.
- Self-evaluate teaching of self and others critically to improve effectiveness across the department. Develop a strategic understanding of the teaching profile across your department and be able to articulate strengths and development points to SLT/ external agencies.
- Work alongside SLT to maintain individual records of all student experiences and achievements within

the department and use data to inform future planning.

- Mark, monitor and return work within a reasonable and agreed time span providing constructive oral and or written feedback that clearly indicates strategies for improvement. Ensure students are very clear as to how to move specifically to the next grade/level.
- Prepare, implement, and monitor Individual Learning Plans for students in accordance with school policy. Quality assure these plans with SENCO lead and pastoral staff and ensure information is communicated effectively across your department.
- Work actively to create an ethos that promotes equality, celebrates cultural and academic diversity, and ensures the inclusion of students of all abilities, including those with special educational needs.
- Establish good relationships with both staff and students that promote the achievement of learning, whilst maintaining a purposeful and positive atmosphere in the classroom

Other Responsibilities

- Lead regular department development time and attend Extended Leadership meetings. Be prepared to also actively take part, as required, in meetings in relation to the curriculum and strategic organisation of the school.
- Participate in arrangements for professional development as outlined in the school development plan or identified through the appraisal process and take responsibility for own development. Encourage all staff within your department to actively engage in both pedagogical and leadership CPL to regularly improve existing practice.
- Ensure the activities in which students are engaged in both inside and outside the classroom are conducted in a disciplined, safe and healthy environment and in line with school policy.
- Work on ways to engage the community and improve their literacy.

General Responsibilities

- To be an ambassador for the school and consistently embody the school intent of 'We Cooperate. We Pioneer. We Belong.'
- To model the core values of the school in your professional life and to promote and develop the school's vision, ethos, aims and objectives.
- To establish a culture that promotes excellence, equality, and high expectations for all students. This should be replicated across your department and faculty.
- To respond professionally to unplanned situations, crises, and emergencies whenever they arise to ensure the safety and efficiency of staff and students of the school.
- To attend meetings with external agencies and organisations. Work with other Curriculum Leaders to share good practice and constancy across all curriculum areas at KPHS.
- To foster and support extra-curricular activities in the interest of the school community e.g. school productions, concerts, sports activities, trips, and excursions.
- To take on additional responsibilities as directed by the Headteacher and/or SLT link.

Whole-School Organisation, Strategy and Development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures to support the schools' values and vision.
- Make a positive contribution to the wider life and ethos of the school.
- Actively participate in KPHS daily duty rota.

- Regularly contribute to internal CPL delivery, briefings, school newsletter and assembly rota.

Health and Safety

- Promote the safety and wellbeing of students and help to safeguard students' well-being by following the requirements of Keeping Children Safe in Education and our school's child protection policy.

Professional Development

- Keep your own knowledge and understanding relevant and up-to-date by reflecting on your own practice, liaising with school leaders, and identifying relevant professional development to improve personal effectiveness
- Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the school.
- Take part in the school's appraisal procedures.

Personal and Professional Conduct

- Uphold public trust in the education profession and maintain high standards of ethics and behaviour, within and outside school.
- Have professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality.
- Demonstrate positive attitudes, values and behaviours to develop and sustain effective relationships with the school community.
- Respect individual differences and cultural diversity
- Any other reasonable duties as requested by the Line Manager, Headteacher or member of the Senior Leadership Team that are not specified in this job description.

Person Specification

		Assessed by:				
No.	CATEGORIES	App Form/ Letter	Interview	Lesson	Refs	Results Sheet
ESSENTIAL CRITERIA						
1.	A high-quality degree in French <u>or</u> Spanish	√				
2.	PGCE with QTS/ QTLS and membership with DfE or IfL	√				
3.	Ability to teach either Spanish <u>or</u> French at KS4.	√	√			
4.	A passion for teaching languages	√	√	√	√	
5.	Ability to engage with students, inspiring learning & promoting success	√	√	√	√	
6.	Exceptional classroom practitioner	√	√	√	√	
7.	Ability to devise, adapt and differentiate new resources for learning	√	√	√	√	
8.	Knowledge of key trends in MFL pedagogy (EPI/NCLE)	√	√	√		
9.	Evidence of dynamic and innovative practice	√	√	√	√	
10.	Successful record of teaching including quality KS4 results.	√			√	√
11.	Commitment to leading quality teaching and learning within department	√	√		√	
12.	Competence in the use of ICT	√	√		√	
13.	Ability to lead teams positively	√			√	

14.	Ability to be adaptable & flexible	√	√		√	
15.	Effective inter-personal & communication skills	√	√	√	√	
16.	Commitment to valuing the individual and boosting their self-belief and worth	√	√		√	
17.	Commitment to high standards & expectations	√	√		√	
18.	Commitment to professional learning & institutional improvement	√	√		√	
19.	Commitment to high professional & personal standards of work & conduct	√	√		√	
20.	Determination to promote equality of opportunity		√		√	
21.	Ability to offer enrichment & contribute to wider school life	√	√		√	
22.	Commitment to professionalism, sharing, teamwork & collaboration	√	√		√	
DESIRABLE CRITERIA						
23.	GCSE experience in teaching Spanish and French	√	√			
24.	Experience of examining French and/or Spanish	√				
25.	Experience of contributing/ developing whole school experiences	√				
26.	Experience of leading trips abroad	√	√			



Kingsway Park
HIGH SCHOOL

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