



Teacher of Modern Foreign Languages (MFL)

Job Description & Person Specification

Reports to: Head of Modern Foreign Languages

Location: King's Academy Ringmer

Working Time: 195 days per year (including 5 INSET days), plus such additional hours as are necessary to fulfil the professional duties of the role

Salary: KGA Teachers' Pay Scale – Main Pay Range (MPR)

Main Job Purpose

At King's Group Academies, the Teacher role is dedicated to delivering high-quality teaching that places students at the centre of all decisions, enabling them to achieve strong academic outcomes and develop as confident, respectful, and resilient individuals.

Within this role, the postholder will contribute to the delivery of the MFL curriculum, teaching both Spanish and French. The successful candidate will be required to teach one language to GCSE level and the other to at least Key Stage 3, supporting students to develop confidence and proficiency in language learning.

Teachers are expected to act with honesty, taking responsibility for their practice through reflection, open communication, and accountability, and to build trusting, respectful relationships with students, colleagues, and stakeholders.

Through faith, teachers demonstrate compassion, collaboration, and a positive growth mindset, contributing to a supportive professional culture where colleagues feel valued and encouraged to improve.

With courage, teachers embrace change, engage constructively with feedback, and commit to continuous professional learning. They contribute to an inclusive environment, challenge practices that do not uphold dignity and respect, and role-model behaviours that inspire others and strengthen the Trust's culture and values.

Principal Accountabilities

Teaching and Learning

- Plan and deliver high-quality MFL lessons in Spanish and/or French, ensuring strong progression across Key Stages 3 and 4.
- Teach one language to GCSE level and support delivery of the second language at Key Stage 3.

- Set high expectations for all students and promote engagement, progress and achievement.
- Ensure curriculum delivery supports long-term retention and progression in language knowledge and skills.
- Use a range of evidence-informed teaching strategies to develop speaking, listening, reading and writing skills.
- Provide timely and effective feedback to support student progress.
- Assess, monitor and report on student progress, using data to inform planning and intervention.

Curriculum and Language Development

- Contribute to the planning and sequencing of the MFL curriculum to ensure progression and coherence.
- Promote a love of languages and cultural awareness through engaging and relevant content.
- Develop and adapt resources to support high-quality language teaching.
- Support enrichment opportunities such as trips, cultural events, or language-focused activities where appropriate.
- Contribute to raising standards of attainment and outcomes in MFL across the academy.

Inclusion and SEND

- Adapt teaching to meet the needs of all students, including those with SEND, EAL and high prior attainment.
- Work closely with the SENCO and wider staff to support students with additional needs.
- Promote inclusive practice and ensure all students can access the MFL curriculum.

Collaboration and Communication

- Work collaboratively with colleagues within the MFL department and across the academy.
- Share effective practice and contribute to curriculum development.
- Communicate effectively with parents/carers regarding student progress and support.

Pastoral Responsibilities

- Act as a tutor to an assigned group of students.
- Support the wellbeing, attendance and personal development of students.
- Contribute to the academy's pastoral systems and expectations.

Professional Responsibilities

- Engage fully in performance management and CPD.
- Contribute to departmental and whole-school development.
- Uphold the academy's values and adhere to all Trust policies, including safeguarding.

Safeguarding

- Safeguard and promote the welfare of children and young people.
- Follow all safeguarding policies and procedures.
- Report concerns promptly in line with academy expectations.

Health and Safety

- Take reasonable care for the health and safety of yourself and others.
- Follow all academy policies relating to health, safety and security.
- Ensure that learning environments are safe and suitable for teaching.
- Report any concerns, hazards or incidents promptly.

Equity, Diversity and Inclusion

- Actively promote and uphold the Trust's commitment to equity, diversity and inclusion.
- Create an inclusive learning environment where all students feel valued and respected.
- Adapt teaching to meet the diverse needs of learners.
- Challenge inappropriate behaviour or language in line with academy policies.

General Responsibilities

- Participate in professional development and training.
 - Attend relevant meetings and training sessions.
 - Comply with all Trust policies.
 - Undertake any other duties commensurate with the grade of the post as reasonably requested by the Principal.
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Person Specification

Essential

Qualifications

- Qualified Teacher Status (QTS)
- Degree or equivalent qualification (ideally in a relevant language subject)

Experience

- Experience of teaching in a secondary school setting
- Experience of teaching Spanish and/or French, including at Key Stage 3 and 4
- Experience of assessing, monitoring and tracking student progress
- Experience of adapting teaching to meet the needs of students with SEND and diverse learning needs

Skills and Knowledge

- Strong subject knowledge in Spanish and/or French
- Ability to teach one MFL (Spanish or French) to GCSE level and the second language to at least KS3
- Strong understanding of effective teaching, learning and assessment strategies in MFL
- Ability to plan and deliver engaging, differentiated lessons
- Ability to use assessment data to inform teaching and improve outcomes
- Strong classroom management skills

- Ability to work collaboratively with colleagues
- Excellent communication and interpersonal skills

Personal Attributes

- Commitment to high expectations and inclusive practice
- Ability to build positive and professional relationships
- Organised and proactive approach to workload
- Reflective practitioner committed to continuous professional development
- Resilient and adaptable
- Commitment to upholding the Trust's values, including equity, diversity and inclusion

Desirable

Experience

- Experience of teaching both Spanish and French across KS3 and KS4
- Experience of contributing to curriculum development in MFL
- Experience of leading or supporting enrichment activities (e.g. trips, language events)

Skills and Knowledge

- Knowledge of current research and best practice in MFL teaching
- Experience of using technology to support language learning
- Ability to contribute to wider curriculum or cross-curricular initiatives

This job description outlines the duties required at the current time and may be reviewed and updated in consultation with the postholder to reflect the changing needs of the Trust.