



HATHERSHAW  
COLLEGE

# Applicant Pack



Teacher of French

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PART OF



[www.pinnaclelearningtrust.org.uk](http://www.pinnaclelearningtrust.org.uk)



# Welcome from the HR Central Services Team

We are delighted you have expressed interest in a vacancy with The Pinnacle Learning Trust. Should you have any questions over the position or the application form, please contact the Human Resources Department for assistance on 0161 287 8001.

All completed applications must be returned by 12 noon on the closing date on the advert.

We cannot accept information held on CV's and therefore your application and accompanying statement must show all information about yourself and how you meet our requirements, using the job description and person specification will assist you with this. Please provide a day-time contact number on your application form.

You should remember to include information on all your previous employment roles and qualifications gained from secondary school onwards, covering any gaps in employment which are longer than 2 months, detailing what you were doing and how you were supported.

Teaching staff roles only are requested to provide results from the last three academic years within the application process.

In the meantime, may we take this opportunity to thank you for your interest in working with us and we look forward to receiving your completed application.

Best regards,  
HR Central Services

\*If you require this or any of the documents in an alternate format please contact a member of the Human Resources Department.





# Modern Foreign Languages

We are an open, friendly and hardworking Faculty with a strong sense of teamwork, mutual support and a genuine passion for teaching and languages. At present there is a Curriculum Leader, one Lead Teacher and two full time members of staff. We collaboratively share lesson planning to ensure consistently high levels of resources are produced for use of teaching across all classes, and to aid with work load. We regularly have access to faculty support to help with the preparation of resources and to contribute towards administrative tasks. In order to support the learning of our SEND students we also have designated Learning Support Assistants. As part of the Kinder Language Hub, we have access to specialist training, networking opportunities, and additional resources, ensuring that our language provision remains innovative, engaging, and inclusive for all students. The Faculty has four language classrooms and access to ICT facilities including interactive whiteboards and a class set of laptops and tablets to support teaching and learning. All staff are provided with a personal laptop.

We deliver a comprehensive three-year KS3 French curriculum, providing students with a strong foundation to confidently progress to GCSE in years 10 and 11. Our teaching follows the Dynamo Pearson textbooks at KS3 and the Edexcel Specification at GCSE, ensuring a structured and engaging learning experience. At GCSE, students are strongly encouraged to follow the EBacc pathway, enabling us to highlight the importance of languages in broadening future opportunities. French is a popular choice, thanks to the positive relationships between our dedicated teaching staff and students, fostering a supportive and inspiring learning environment.

We have high expectations of our students and strive to achieve the highest possible standards of achievement for all. Lessons are purposeful and carefully sequenced to ensure students are fully engaged and enjoy their foreign language learning experiences. Where possible we enrich students' cultural understanding and language skills through extra-curricular opportunities, such as visits abroad to Paris, local trips to develop their language skills and visits from guest speakers who use languages in their day to day lives. As a College and as a Faculty, we reward and celebrate students' achievement at all levels of ability by means of a wide range of reward schemes.



# Job Description & Person Specification

**Purpose of the post:** Teacher of French

## **Summary of Main Duties and Responsibilities**

### **Core Purpose:**

- To teach students assigned to the teacher and to ensure that planning, preparation, recording, assessment and reporting meet their varying learning and social needs.
- To contribute to continuing to raise standards of student attainment.
- To monitor and assess student progress to improve their quality of learning and personal growth
- To undertake the duties of a Form Tutor when required to do so in accordance with the role description
- To undertake the duties and responsibilities specified by the current STPC document.

### **Core responsibilities:**

- To assist in the development of appropriate medium term plans, resources, feedback policies and teaching strategies in the department and contribute to the improvement plan and its implementation.
- To take part in the school's professional development programme and apply learning from it to your own role.
- To actively engage in our staff development and improvement policy (previously referred to as performance management).
- To ensure the effective deployment of classroom support.
- To be involved in internal quality assurance processes.
- To maintain appropriate records and to provide relevant accurate and up-to-date information for assessment and registers.
- To take part in marketing and liaison activities such as open evenings and parents' evenings.
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- To communicate, as appropriate, with the parents of students and with external agencies concerned with the welfare of individual students, after consultation with the appropriate staff.
- To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To teach students according to their educational needs.
- To set work and provide feedback as required in line with the relevant policy.
- To assess record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- Be responsible for the condition of the teaching space used and report any damage to fixtures or fittings to the curriculum leader.
- Attend departmental meetings for those subjects to which a contribution is made as a teacher, and any other meetings as reasonably directed by the Principal.
- Consult with pastoral colleagues over individual students and co-operate in any agreed courses of action.
- Attend appropriate parents' evenings, well prepared to discuss the work and progress of students with parents.

- Ensure the appropriate care of text and exercise books and expect a high standard of presentation in written work at all times.
- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
- To actively promote the school and trust's corporate policies.
- To continue personal development as agreed.
- To comply with the trust's safeguarding policies, contributing to the culture of safeguarding in the school.

**Requirements of All Trust Staff:**

- To promote and uphold the Trust Mission Statement, values and strategic aims and objectives.
- To comply with the Academy and Trust's policies and procedures, including those relating to health and safety, safeguarding, welfare and security.
- To work positively and inclusively with colleagues, students, parents and other partners regardless of their gender, ethnicity, sexuality, age or disability.
- To attend briefings and staff meetings as required.
- To participate in the Performance Management Review scheme and undertake professional development and training as required.
- To be a positive role model and take responsibility for promoting good standards of behaviour and conduct in students.
- To undertake other duties that are in accordance with the purpose and grade of the post as agreed with the Principal or designated alternate.

Person Specification	Essential	Desirable	Method of Assessment
<b>Education and Qualifications</b>			
Qualified Teacher Status (QTS)	X		Application/Interview
Educated to degree level or equivalent in French	X		Application/Interview
<b>Knowledge and Experience</b>			
Proven success as a teacher of French within a secondary educational setting, including whilst training	X		Application/Interview
Knowledge of the languages national curriculum	X		Application/Interview
Experience of teaching GCSE French, including whilst training	X		Application/Interview
Knowledge of the GCSE Edexcel Pearson French specification		X	
<b>Skills and Attributes</b>			
Strategies for rising student achievement through effective teaching and learning.	X		Application/Interview
Ability to inspire, motivate, support and challenge students	X		Application/Interview
Use of assessment data to identify underachievement and plan teaching and learning.	X		Application/Interview
Demonstrate behaviour management skills	X		Application/Interview
Promote equality and inclusive practices	X		Application/Interview
Actively demonstrates a passion for the value of education	X		Application/Interview
Demonstrates honesty and integrity	X		Application/Interview
Self-motivated, enthusiastic and energetic	X		Application/Interview
Excellent communication and interpersonal skills	X		Application/Interview
Ability to develop and maintain effective working relationships	X		Application/Interview
Excellent organisational skills, prioritises and meets deadlines	X		Application/Interview
Set high expectations for students	X		Application/Interview
Demonstrate initiative and problem-solving skills	X		Application/Interview
Flexible and positive approach to new challenges and opportunities	X		Application/Interview
Excellent attendance and punctuality Record	X		Application/Interview
Resilient	X		Application/Interview

# How To Apply

To apply, please click [here](#).

## Additional Reasons to Join Us:

- Automatic enrolment into a Pension Scheme
- Cycle to work schemes available
- Various health and wellbeing benefits (including on site gym membership at Oldham Sixth Form College and The Hathershaw College)
- Free on-site parking
- Excellent opportunities for CPD and career development
- Please see our Join The Pinnacle Learning Trust Booklet for more reasons to work for the Pinnacle Learning Trust.

## Commitment to Safeguarding

The Pinnacle Learning Trust is committed to safeguarding and protecting the welfare of children and young people and expects all staff, governors and volunteers to share this commitment. Applicants must be willing to undergo pre-employment checks. Safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced Disclosure and Barring Service (DBS) check. The Pinnacle Learning Trust is an Equal Opportunities Employer and welcomes applications from underrepresented groups and ethnic minorities.



**“Educational organisations can often have a culture that is somewhat bureaucratic and punitive, but our trust isn’t like that. We have a human side, which we show in abundance, and we really support each other. Things like behaviour management, for example, are a team effort - no-one is just left on their own.”**

**Rebekah Sutcliffe, Trustee and former senior police officer and director in local government**

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**To find out  
more or to  
apply:**

[pinnaclelearningtrust.org.uk](https://pinnaclelearningtrust.org.uk)  
[hr@pinnaclelearningtrust.org.uk](mailto:hr@pinnaclelearningtrust.org.uk)

**0161 287 8001**

