



# **Deputy Head of Modern Foreign Languages**

**Starting Summer 2026**

**Closing date: 23 February 2026 9am  
Interviews: W/c 23 February 2026**



**John Hampden  
Grammar School**

# Our School

Welcome to John Hampden Grammar School – a thriving, innovative boys Grammar School where everyone can **#BeMore**. We are a friendly and caring community of over 1200 boys and 125 staff who all support each other to be the best we can be.

John Hampden really is a special place to work and this was recognised in our Outstanding Ofsted report in September 2022. The report noted that our boys are ***“ambitious, confident, happy and kind”*** and ***“they behave exceptionally well and display exemplary character”***. In addition ***“teachers challenge and nurture all pupils”*** and ***“Leaders have designed a rich and ambitious curriculum for all year groups and for all pupils, including for those with special educational needs and/or disabilities (SEND).”***

We are not an 'exam factory' and recognise that a student's mental wellbeing and happiness contributes to their overall success. The JHGS staff, parents/guardians and Governors are committed to ensuring that every student exceeds his potential whilst having the time of his life, making memories, and building skills to equip him to be successful through his future years.

Staff are supported in their roles through Department Heads, and SLT links, with wellbeing at the heart of staff satisfaction and the positive morale which we pride ourselves on. A comprehensive CPD programme allows for staff members to grow personally and professionally and broaden their skills in their specialist areas allowing them to #BeMore in ways individual to them and their personal and department goals.

I look forward to receiving your application to join JHGS.

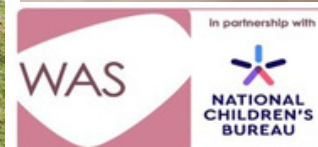
**Miss Tracey Hartley,**  
Headteacher



**#BeMore**



September 2022



In partnership with  
**NATIONAL  
CHILDREN'S  
BUREAU**

Wellbeing Award  
for Schools

2023-2026

# Meet the Department

The MFL Department is a lively and dedicated team of specialists, consisting of eleven members of the department, three of whom are foreign language assistants. All classrooms are well-equipped with written and electronic resources including computers, projectors, chromebooks.

**KS3:** At KS3, all students study 2 Modern Foreign Languages (French, German or Spanish) and receive three lessons per fortnight per language in Year 7 and then 4 lessons per fortnight per language in Year 8. Our curriculum is self designed and follows some of the principles of Dr Conti's EPI approach as well as the national curriculum.

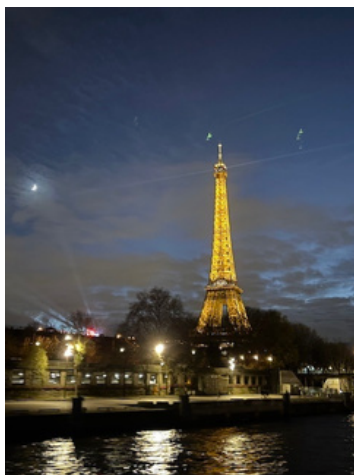
**GCSE:** All students study at least 1 GCSE in their chosen language option. Students follow the AQA GCSE course with additional cultural enrichment modules as designed by the department. Four lessons are taught over the two week timetable in Year 9 and Year 10. This is extended to five lessons for Year 11 students. Students additionally have some conversation lessons with the Foreign Language Assistant.

**A level:** Students have the opportunity to study the AQA AS and A Level courses with 8 lessons running over the two week timetable. In addition to this, all Sixth Form students have a weekly conversation lesson with the Foreign Language Assistant.

## **Extra Curricular and Educational Visits:**

The MFL department at JHGS aims to provide the students with experience of travel to Europe in order for them to practise their language skills and discover the culture of the country. This includes KS4 trips to Barcelona, Munich or Berlin and Paris as well as KS5 visits to London to hear lectures, and see films and/or plays.

In addition to foreign travel, we have invited travelling theatre companies into school and take part in a range of national competitions such as the Routes into Languages Spelling and Translation bees. There is a lunchtime MFL club where our pupils can practise for these competitions and also our excellent MFL primary school project, where our pupils teach pupils from feeder primary schools a carousel of language lessons that they create themselves. Further information on the MFL curriculum can be found by clicking [here](#).





# The Job Description

**Salary:** Teachers' Main Scale/Upper Pay Scale plus TLR 2.2 currently £5,871 per year. A relocation and/or recruitment allowance may be available for the right applicant.

**Reports to/ accountable to:** Head of Modern Foreign Languages (MFL)

**Time:** 2 non-contact periods per fortnight

## Key Functions:

- To support the Head of MFL in the development and delivery of an outstanding curriculum.
- To provide high quality teaching for learning that meets the needs of all students and ensures high standards of attainment and progress.
- To establish a positive ethos in the school by promoting and demonstrating high standards.
- To continue to raise the standard of student achievement in Modern Foreign Languages at all levels.
- To support the Head of MFL to continue to raise the profile of Modern Foreign Languages.

## Key Areas of Responsibility:

- To support the Head of MFL to enhance the teaching and learning of Modern Foreign Languages throughout the school.
- To support the Head of MFL to develop innovative schemes of work which are inspiring for learners and teachers alike and feed into standards based assessments.
- To support the Head of MFL in the development of enrichment opportunities for students.
- To support the Head of MFL to observe and mentor colleagues in the department, including trainee teachers.
- Track and analyse progress and attainment data to make data driven changes to curriculum design, student intervention and set changes.
- To foster enjoyment and satisfaction in the study of Modern Foreign Languages by students.
- To contribute to whole school curriculum development through relevant committees and working groups.

## Key Accountabilities:

- To support the Head of MFL to establish a vision and development plan for students of all ages and abilities.
- To support the Head of MFL to monitor and evaluate progress and achievement in Modern Foreign Languages by all students, identifying clear targets for improvement.
- To use available data including PEPs to plan, review and monitor progress of all students in order to promote rigorous improvement of attainment.



# The Job Description

## **Key Accountabilities continued:**

- To support the Head of MFL to develop and deliver innovative schemes of learning and assessment in line with new specifications, curriculum requirements and related pedagogy.
- Complete data exam analyses and support with Team Development Plans as appropriate.
- To represent the department e.g. on induction days, open evenings and off-site events.
- To provide an excellent environment and culture for learning in the classroom.
- To ensure own practice is of the highest standard and continue to develop your professional skills and knowledge.
- Actively seek student voice/feedback to raise standards.
- To involve Learning Support Assistants /Foreign Language Assistants in planning to provide high quality individual support with targeted intervention.
- To provide students and parents with high quality feedback in order to drive attainment.
- To support professional development in the department.
- To set expectations for the work of all staff involved in the teaching of Modern Foreign Languages and to take action as needed to secure improvement.
- To support the Head of MFL to manage the financial resources allocated to the department effectively and efficiently.
- To actively encourage and develop the well-being and success of students.
- To be aware of and to execute effectively the postholder's responsibility for promoting and safeguarding the welfare of young people with whom he/she is likely to come into contact.
- To take responsibility for personal Health & Safety ensuring that all accidents and near misses are reported.
- Ensure that your department takes a responsible attitude to Health & Safety and that any hazards are reported to the School's Health & Safety Officer (Site Manager).
- To ensure the development and progression of equality within the sphere of responsibility of this post and the fair and equal treatment of all colleagues and clients.

## **Pastoral Care**

- To provide high quality pastoral care as a tutor to a group of students in one year group. To actively promote the wellbeing and self worth and confidence of all the students in your classes and across the school

## **General Responsibilities**

All staff employed by John Hampden Grammar School are expected to work within the following policies and procedures:

- Safeguarding
- Code of Conduct
- Equal Opportunities
- Health and Safety
- Security and Data Protection

# The Person Specification

## **Essential Qualities:**

### Qualifications:

- Educated to degree level or equivalent.
- Qualified Teacher Status.
- Professional development in preparation for the role.
- Ability to teach one language to A level and another to GCSE (French and German).

### Experience:

- Experience of working in a secondary school and an excellent understanding of the issues and pressures on boys within this age group.
- Ability to motivate, develop, support and challenge staff.
- Evidence of a successful teaching career; and excellent classroom practitioner.
- Demonstrable experience of improving student outcomes.
- Experience of dealing with challenging situations.
- Willingness to support extra-curricular activities.

### Knowledge/Skills:

- Ability to work hard under pressure while maintaining a positive, professional attitude.
- Ability to organise and prioritise workload and work on own initiative.
- Good interpersonal skills and the ability to work collaboratively.
- Commitment to personal career development.
- A passion for education and a desire to make a genuine difference.
- Strong attention to detail and rigour.
- Strong ICT skills and capable of managing the technical requirements of the role.
- Up to date knowledge of current educational issues and challenges.
- A vision for the ways in which technology can best support pedagogy and learning.
- Effective strategies for supporting staff to improve teaching and learning.
- Understanding of curriculum planning, options and timetabling.

## **Essential Qualities:**

### Personal Qualities:

- A firm belief in the potential of every student.
- Commitment to hard work and perseverance.
- A sense of humour and perspective.
- Willingness to learn new skills and undertake training as required.
- Reliable team player who is willing to make a full contribution to the department.
- A commitment to high standards in personal work.
- Understands and is willing to uphold the values of John Hampden Grammar School.





# The Person Specification

## **Desirable Qualities:**

### Qualifications:

- Further degree/qualification e.g. Masters.
- Management or Leadership qualification.

### Experience:

- Understanding of the effectiveness of digital technology to improve student performance.
- Ability to support and coach colleagues to enable them to embed best practice and successful teaching and learning techniques.

### Knowledge/Skills:

- Willingness to be involved in extracurricular activities.
- Ability to effect change.
- Evidence of helping students fulfil their academic potential.
- Innovative approaches to learning.

### Working with children and young people:

In addition to the candidate's ability to perform the duties of the post, the interview will explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with young people.
- Ability to form and maintain relationships and personal boundaries with young people.
- Emotional resilience in working with the challenges that teenage boys can present.
- Attitudes to the use of authority and maintaining discipline.



# #BeMore at JHGS!

When you join the JHGS team, you become part of a community with a long and proud history of educating able boys. Academic excellence pervades all that we do but JHGS offers far more: we encourage boys to enjoy as wide an experience as possible. A JHGS education is inspirational and we are proud of the young men who leave us to make their mark locally, nationally and internationally.

In addition to our hard working and rewarding students, by joining JHGS you can also look forward to:

## **Staff Development and Opportunities**

- Excellent induction programme including a buddy system.
- Professional support for ECTs provided by experienced teams of staff in school and out.
- Well designed, sequenced and resourced curricula developed collaboratively by creative and innovative department staff.
- Excellent in-house and external CPD opportunities.
- Positive Behaviour Policy and an outstanding Pastoral Team.
- Highly experienced SEND department to help and support you and the boys.
- The opportunity to go on or lead Educational Visits in Britain and abroad.
- Many staff have gained internal and external promotions.

## **Financial and Practical**

- Membership of the Teacher Pension Scheme with a generous employer contribution.
- Long service awards.
- Free parking on site.
- Good local transport connections; just off Junction 4 of the M40. The train takes 30 minutes to central London and 33 minutes to Oxford Parkway.
- Cycle to Work scheme.
- Staff accommodation may be available on site at below market rent.

## **Wellbeing and Social**

- Wellbeing Award for Schools accredited.
- Welcoming, friendly and supportive colleagues.
- Feedback and marking policies maximising student progress whilst managing staff workload.
- Additional non contact hours for all teachers.
- Supportive and appreciative parents.
- School canteen open from 7.30am serving a range of hot and cold food, salads, sandwiches, cakes/ desserts.
- 20% discount on membership to Wycombe Sports and Leisure Centre opposite the school.
- Access to an Employee Assistance Programme and wellbeing app.
- “Celebration” moments awarded termly.
- Regular Staff Social Events; book club, parties and meals, 5-a-side football, tea, coffee and cakes in the staffroom.



**...and don't forget our students!**  
**They're the ones who will make you laugh every day and give you**  
**memories of JHGS that you'll treasure!**



# How to apply

## Safeguarding

JHGS is committed to safeguarding and promoting the welfare of children and young people. All staff are required, before taking up post, to undertake an enhanced criminal record check through the Disclosure and Barring Service (DBS). Candidates for teaching and support staff posts will be assessed at interview for their suitability to work with children. Appointment is conditional upon at least two satisfactory references which include specific comments on working with children and young people. All staff at the school have a responsibility to promote and safeguard the welfare of students at the school.

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All Applicants must fully complete a JHGS Application Form to be considered for a role at our school, in line with our safeguarding protocols. CV's may be submitted in addition to the application form in order to supply any additional background information. All information within your application will be treated in confidence.

If you have any queries with regards to the role or recruitment process, please contact the HR Team on [recruitment@jhgs.bucks.sch.uk](mailto:recruitment@jhgs.bucks.sch.uk)



**[Click here to apply now](#)**

**Closing Date: 23 February 2026 9am**

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The school reserves the right to change these dates, and to close the vacancy at any time, so early application is advised.

## Equal Opportunities

JHGS is committed to equal opportunities for all its students and staff, irrespective of race, colour or nationality, gender, marital status, family circumstances, religion, sexual orientation, age or disability. There will be no discrimination on these grounds, or for any other reasons which cannot be shown to be justified. Students applying for admission to the school and candidates for posts at the school will be treated according to school policies on admission and recruitment and with regard to British and European legislation.

**Click on the text under the image to find out more!**



**Curriculum**



**Pastoral**



**Extra Curricular**