



INFORMATION FOR APPLICANTS

TEACHER OF FRENCH

MPS/UPS



Dear Candidate

Welcome to All Saints Academy Dunstable.



As I enter into my tenth year as Principal I feel extremely proud to have worked with the local community in transforming this Academy. When I joined in 2015 the Academy was in a category of Serious Weaknesses, and although the improvement journey has not always been smooth, our most recent Ofsted in November 2024 has judged that Personal Development is **Outstanding**, and Behaviour, Sixth Form and Leadership are all **Good**. Historically exam results have been below national average however the recent upward trajectory fills us with confidence that the Quality of Education will soon also reach a good standard.

The following extract from our recent Ofsted report demonstrates how the Academy's strong Christian ethos is driving improvements:

"Pupils enjoy attending All Saints Academy Dunstable. It provides an exceptional range of opportunities that raise pupils' aspirations, develop their character, and broaden their interests.

The school's ethos is at the heart of its exemplary approach to developing pupils' personal qualities and their sense of right and wrong. Pupils fully understand the importance of diversity and respect for all. They embody this in how they treat each other around school. Pupils look out for and help one another. This is because the school is exceptionally inclusive in its culture and approach to teaching difference. It ensures, for instance, that all pupils, including those who are disadvantaged, participate in the rich 'electives' offer, trips and visits."

In December 2024 we had a SIAMS inspection which was again very positive about the work of the Academy and the following strengths were noted:

"The school community greatly value the school's vision, with its focus on dignity and aspiration. It is an appropriate Christian response to the complex context of the school.

Leaders work tirelessly to ensure that the school vision is made real through their strategic and day-to-day decisions. As a result, both adults and students flourish. The meticulous mapping of collective worship alongside the curriculum ensures that students' spiritual and character development are given priority. This enables them to develop as reflective and well-considered young people.

All Saints Academy is a community where adults and students treat each other with dignity and kindness. This means that students, particularly those who are vulnerable, have a fulfilling time at the school.

Students know that their voices are heard by adults at the school. As a result, they grow into a quiet assurance, which enables them to discuss issues with dignity and good humour.”

We now need to ensure that all areas of Academy life become Outstanding. We are highly ambitious for everyone and fundamentally believe students should not have ceilings placed on their ability. We welcome teachers and associate staff who believe in having the highest academic expectations for all our students.

If you feel you want to be part of our journey to be an outstanding academy and have a genuine desire to make a difference to children's outcomes, then please apply for this post. We firmly believe that visiting a school is key to deciding whether you should apply for the role, so please wherever possible contact the school to make an appointment to look around.

I look forward to meeting you.

Yours sincerely

Liz Furber
Executive Principal

INFORMATION ABOUT THIS VACANCY

At All Saints Academy our vision is “Living Well Together with **Dignity, Faith and Hope**”. We strive for excellence in all that we do, enabling our students to transform their lives and to hope for happy and successful futures. Our vision translates into our everyday practice and our values are particularly relevant in ensuring all in our community are encouraged to strive for excellence.

We are seeking to appoint Teacher of French, who is enthusiastic, conscientious and highly motivated to join our team of teachers in the Languages Department. Whether you are an experienced teacher or just starting your career, we are looking for someone who has energy, a fantastic sense of humour and the desire to help students achieve their full potential in languages.

All Saints Academy is a fantastic school in which to work, with exemplary relationships at all levels. All staff and students are valued highly. We have a first class commitment to developing individuals and working with others to reach their full potential.

ACADEMY FACILITIES

We are proud of our building and facilities. Our classrooms are bright, our corridors wide and spacious, and our learning environment is calm. You will see an abundance of colour, high ceilings and lots of natural light. All classrooms are equipped with an Interactive Whiteboard.

Across the Academy as a whole the accommodation includes:

- Five Science labs
- Six Maths classrooms
- Five English classrooms and a Languages Lecture Theatre
- Four Humanities classrooms
- Further rooms for the teaching of Business Studies and ICT
- A Modern Library with 30 computers
- A Modern Hall with tiered seating
- Specialist rooms for each of Art, Dance, Drama, Food, Media and Music and a Recording Studio
- An amazing Sports Hall and a Sports Exercise Room
- 3G All Weather Pitch and Multi Use Games Area
- A nurture area to support students with a variety of needs
- A Hair and Beauty Salon and design technology workshop
- Management Suite
- Spacious staff room
- Separate Departmental staff workrooms

BENEFITS

Benefits of working at the Academy include:

	Training & support		Generous pension schemes (TPS / LGPS)
	Free Car Parking		Access to Occupational Health Services
	Free access to the gym		Staff social committee
	Employee Assistance Programme		Regular staff well-being initiatives
	Weekly PPA time worked from home		

PERSON SPECIFICATION

Classroom Teacher

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • University graduate • Postgraduate teaching qualification 	<ul style="list-style-type: none"> • Evidence of continuing professional development, eg attendance at relevant INSET
Teaching Experience	<ul style="list-style-type: none"> • Evidence of successful teaching experience across the whole age and ability range in the secondary sector • Teaching Experience in key stages 3 and 4 (or equivalent) • Evidence of consistently good teaching and learning • The ability to use ICT effectively to engage students • An understanding of how to use assessment to inform planning for good teaching and learning • The ability to differentiate materials to meet the needs of learners • Evidence of pastoral experience • An interest in the wider curriculum 	<ul style="list-style-type: none"> • Successful teaching experience in an urban school • Teaching experience in key stage 5 (or equivalent) • Evidence of outstanding teaching and learning • Experience of being a form tutor • The ability to offer an extra-curricular activity
Leadership and Management	<ul style="list-style-type: none"> • Evidence of good classroom management skills 	
Knowledge, Skills and Aptitudes	<ul style="list-style-type: none"> • Up-to-date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people 	

Personal Qualities	<ul style="list-style-type: none"> • A strong commitment to comprehensive education • Excellent communication skills • The proven ability to work in teams and partnerships with staff and students alike • Have high expectations of themselves and others within the Academy community • Be pro-active to innovate • A willingness to learn and develop new skills • A desire to make a difference to the lives of young people • A proven commitment to develop own professional learning • Displays commitment to the protection and safeguarding of children and young people • An excellent attendance record • Vision, energy and resilience, and a sense of humour • The ability to remain calm under pressure • Enhanced DBS Check • Certificate of Good Conduct/Overseas Police Check (if required) • Online search 	
---------------------------	--	--

TIMELINE FOR RECRUITMENT PROCESS

Closing date for applications **Wednesday 25th February 2026 at 9am.** (The Academy reserves the right to close the advert earlier than the given closing date.)

Interviews **Thursday 26th February 2026**

HOW TO APPLY

Please apply through Mynewterm. Please note we do not accept CVs or applications submitted through email. Applications will be shortlisted throughout the process and we may interview and close the advert early if we

are in a position to recruit a suitable candidate. We therefore encourage interested candidates to apply early.

REFERENCES & PRE-EMPLOYMENT CHECKS

We will seek references for candidates after the shortlisting process which may include approaching previous employers for information to verify particular experience or qualifications.

The first referee should normally be your present or most recent employer. If you are currently working in education this should be your Headteacher or equivalent person. Please ensure your referees are aware of your application as references will be obtained prior to interview where applicable.

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

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of authority and maintaining discipline

In accordance with our statutory obligations under Keeping Children Safe in Education we are required to conduct an online search as part of our due diligence on shortlisted candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which we may want to explore further with you. Further information on online searches can be found in paragraph 221 of Keeping Children Safe in Education.

CONDITIONAL OFFER – PRE-EMPLOYMENT CHECKS

Any offer to a successful candidate will be conditional upon:

- Verification of right to work in the UK
- Receipt of at least 2 satisfactory references (if these have not already been received)
- Verification of identity checks and qualifications
- Satisfactory Enhanced DBS with Children's Barred List Disclosure
- Section 128 check (where required)
- Prohibition Check (where required)

- Verification of professional status such as QTS Status, NPQH (where required)
- Completion of Employee Health Declaration
- Satisfactory completion of the 6-month probationary period
- Where the successful candidate has worked or been resident overseas in the previous 10 years, such checks and confirmations as may be required in accordance with statutory guidance