



The Latymer School

Founded 1624

CANDIDATE PACK



Vacancy: MFL Teacher of French (with German)

Deadline Thursday 14 May 2026





Welcome

Qui Patitur Vincit

Thank you for considering applying for the role of **Teacher of French with German** at The Latymer School, North London. We are seeking an exceptional candidate with a strong passion for French and the ability to teach German, alongside a commitment to maintaining the highest standards of teaching and learning. The successful candidate will contribute to outstanding student outcomes and play a central role in supporting and further developing the department, enhancing the school's academic reputation.

As a selective state grammar school, our students achieve impressive outcomes placing us as one of the top state schools in the country for academic achievement. Our students progress to a range of competitive destinations, including a high number of students securing places at Oxbridge or on medical related courses. However, we are not solely academic, but are also driven by a desire to ensure we offer rich opportunities for personal development, including ones focused on building confident and considerate young people. Our school motto translates as 'Who endeavours win' which reflects our key values of hard work, dedication and grit. The successful candidate will have a firm grasp of how an established personal development and extracurricular programme can support academic success.

The Latymer School is a high achieving selective grammar school with a great tradition of success. We aim to provide a first class education for all students. In the academic year 2024/25 our GCSE results were outstanding, with 36.9% of students achieving a grade 9, 65.1% achieving level 9/8, and 84.4% achieving level 9/8/7. At A Level 30.7% of grades were A*, 65.1% were A*/ A, and 86% were A*/ B. As in previous years, the majority went on to attend the country's top universities, and a large number were successful in their applications to Oxford or Cambridge.

While we are committed to developing pupils' intellectual abilities and celebrating academic achievement, we want students to have a real thirst and love for learning so that they are well equipped for life after Latymer. However, the school prides itself on much more than its exam results. As our mission statement asserts, we aim to provide 'a first class liberal education', develop 'lively enquiring minds', and encourage students to 'achieve their full potential and show consideration for others'. Staff at Latymer foster an academic environment that takes students well beyond the classroom curriculum offering a wide array of exciting and worthwhile extra-curricular activities in areas such as music, drama, sport, and chess.

Although we expect applicants to demonstrate excellent subject knowledge, prospective applicants should not be daunted by working with high-ability students. We are an incredibly caring school and value our staff highly, as demonstrated through the excellent CPD and support we provide. If you would like to find out more about the school, we would be happy to arrange a visit prior to applying.

We look forward to welcoming you to our inclusive community and receiving your application for the post.

Joseph Gilford, Headteacher.



The Role

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Role: Teacher of French with German

Required: 1 September 2026

Scale: MPS1 (£37,870) Outer London - UPS5 (£56,154) Outer London

Contract: Part time, 0.4 FTE, 1-year fixed term contract ending 31 August 2027

We are seeking to appoint an enthusiastic and dedicated **Teacher of French with the ability to teach German** at The Latymer School. The successful candidate will set high expectations for both students and themselves, inspiring and motivating pupils to achieve their very best. You will have exceptional subject knowledge and the ability to deliver dynamic, engaging lessons that foster participation, performance, and a lifelong appreciation of modern foreign languages.

This one-year, fixed-term, part-time position (0.4 FTE), offering a competitive salary, is ideal for a dedicated teacher or an Early Career Teacher seeking to refine and enhance their teaching practice within a nurturing and well-supported environment. It provides the opportunity to develop professionally in a supportive and collaborative setting while contributing to the success of The Latymer School's thriving Languages Department.

You will be joining The Latymer School at an exciting time as we work towards completing the build of our new modern and impressive Library and Learning Resource Centre. Moreover, as we enter our 402nd year, we are extremely proud of our history and tradition, whilst also seeking to continue to modernise and ensure every aspect of our school prepares our young people well for life in modern Britain.

In our increasingly interconnected world, communication and collaboration are skills that have become essential. The Latymer School strongly promotes the study of languages, specifically French, German, Russian and Latin, and the advantages that the mastery of these subjects can offer. We believe that the study of Modern Languages and Classics opens up a whole world of cultures, values and opportunities.

The MFL department is a close-knit, thriving team that benefits from impressive resources and a supportive working environment. Our programmes of study across all key stages are designed to challenge and engage students of all abilities. The department has a strong track record of academic success, with 93.9% of pupils achieving grades 9 – 7 in GCSE French in 24-25. French remains a popular subject at A Level, where students continue to excel. Our most recent externally assessed results in 24-25 saw 90.9% of students achieving grades A*– C. Similarly, the German department upheld its strong reputation, with 88.9% of students achieving grades 9 – 7 at GCSE, and 100% of A Level students securing grades A – C*.



The Department

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Staffing & Accommodation

The Languages Department at Latymer is a large, well-established team of 10 modern language teachers and 3 language assistants. French, German and Russian are taught across Key Stages 3-5, with Latin taught at Key Stages 3 and 4. Language teachers are expected to teach their main language to A Level and, in many cases, a second language at Key Stage 3 or 4.

The department is well-resourced, with interactive whiteboards in all classrooms, access to textbooks and digital subscriptions, and the ability to book IT rooms or laptops. All staff are provided with their own laptop for planning, teaching and digital engagement.

The department is friendly and highly collaborative, with a strong culture of shared planning, resource development, team teaching and peer observation. Regular meetings focus on teaching and learning as well as departmental organisation. Staff are encouraged to engage in CPD and share good practice across the team.

A wide range of extra-curricular opportunities is offered, including residential exchange programmes in France, Germany and Russia, as well as Latin trips to Italy. Staff play an active role in organising and supporting these activities.

Students are taught in mixed-ability groups at KS3 before progressing to GCSE and A Level in well-supported, carefully structured pathways. Teaching is highly collaborative and well-resourced, with strong emphasis on assessment, progression and spoken fluency, supported by native speaker assistants. Languages are a popular choice at all levels, with many students taking two languages at GCSE and continuing to AS and A Level. Outcomes are consistently excellent, with many students progressing to top universities, including Oxford and Cambridge.

Teaching in French

French is a popular and highly successful subject at The Latymer School, taught from Key Stage 3 through to A Level. Students are supported to develop strong linguistic skills and cultural understanding through a carefully sequenced curriculum, leading to excellent outcomes at GCSE and A Level.

Key Stage 3: Most pupils begin French with no prior knowledge and enjoy learning the language from scratch, developing the four key skills; listening, speaking, reading and writing across a range of topics. Teaching is varied and engaging, including pair and group work, whole-class discussion, independent online learning, games, songs, penfriends, cultural activities and exchanges. Grammar is taught from the outset to help students understand how the language works and to enable them to apply and adapt their learning across topics.

Key Stage 4: Students follow the AQA GCSE French specification, developing the four skills across a wide range of themes. A strong emphasis is placed on extensive reading and writing to deepen vocabulary, strengthen grammatical control, and build confidence in communication.

Students benefit from immersion in rich, authentic materials, supporting both exam success and genuine linguistic development.



The Department Continued...

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Key Stage 5: French is a very popular A Level subject, following the AQA specification. Students are taught by native speakers and benefit from weekly one-to-one sessions with the French Assistant to prepare for the speaking examination. The course explores a broad range of social, historical and cultural themes across French-speaking countries, while developing advanced skills in reading, listening, speaking, grammar and critical thinking. Students also engage with French current affairs through news articles and discussion.

Extra-Curricular Opportunities

KS3: Breakfast club, visiting French theatre productions

KS4: Exchange with a partner school in Tours, penfriend exchanges

KS5: Trip to Toulouse, visits to the Institut Français in London

French is a thriving A Level subject at Latymer, with many students continuing their studies at degree level or beyond. A significant number progress to study French at university, including abroad, or take gap years in France to further develop their language and cultural experience. Students are encouraged to continue using French beyond formal examinations and into their future studies and careers.

Teaching in German

German is one of three thriving modern languages taught at The Latymer School. We foster enjoyment and excellence in language learning through a rigorous and engaging curriculum enriched by songs, games, authentic resources, and a wide range of extra-curricular opportunities, including exchanges. Our aim is to inspire students and equip them with the linguistic and cultural skills needed to engage confidently with the German-speaking world, broadening their horizons for personal enrichment, academic study, and future careers.

Key Stage 3: Most pupils begin German with no prior experience and enjoy learning alongside their peers from the very start. Students develop the four key language skills—listening, speaking, reading and writing—across all topics studied. Our KS3 curriculum is engaging and inspiring, covering a wide range of topics through varied teaching approaches, including whole-class discussion, pair and group work, independent learning via online platforms, one-to-one support, games, songs, penfriend links, and cultural celebrations. Grammar is introduced from the outset and forms an important foundation of learning, enabling pupils to understand how the language works. Students are encouraged to apply prior knowledge to new contexts and to develop independence and confidence as language learners.

Key Stage 4: Students follow the AQA GCSE German specification, further developing their skills in listening, speaking, reading and writing across a broad range of themes. The curriculum is carefully designed to ensure students acquire a substantial vocabulary base and increasingly complex grammatical structures, which are revisited and extended throughout the course. This approach supports strong examination outcomes while also equipping students to use their German confidently in real-life contexts, including when travelling abroad. We also make regular cross-linguistic links to support students studying more than one language.



The Department Continued...

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Key Stage 5: German is a popular and successful subject at AS and A Level. Students continue to refine their language skills, with an increasing emphasis on advanced grammar, accuracy, and fluency.

Alongside language development, students explore a wide range of cultural, historical, and contemporary issues within German-speaking societies in Europe. The A Level course provides a broad and enriching academic experience, enabling students to engage critically with topics such as politics, society, film, literature, and history, while developing strong analytical and evaluative skills.

Extra-Curricular Opportunities:

KS3: Pen-pal projects, Year 12 mentor speaking sessions, theatre performances, cultural celebrations

KS4: Exchange with Gladbeck, oral practice with mentors, alumni talks

KS5: Work experience exchange, speaking sessions with the language assistant, lectures, Kulturklub, Filmklub, and cultural trips in London (Goethe-Institut, theatre, film, exhibitions, Christmas markets, university events)

German is a popular and successful subject at Latymer. Many students progress to study German at top universities, including Oxbridge, either as a single or joint honours degree. Some continue to use German in study, work, or life abroad, reflecting the strength of their language education here.



The Role & Job Description

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This job description sets out the duties of the post at the time it was drawn up. The Headteacher may vary the duties from time to time, in consultation with the post holder, without changing the general nature or level of responsibility of the role.

Title of post	Teacher of Modern Foreign Languages
Reporting to	Head of French / Head of German
Job Purpose	<p>The core purpose of the Teacher of Modern Foreign Languages is to inspire and challenge students to achieve their full potential in languages, delivering high-quality teaching that engages, motivates, and develops linguistic competence, confidence, and cultural understanding. The teacher will uphold the vision, ethos, and aims of the school, ensuring that all students have access to a stimulating and well-resourced learning environment that fosters curiosity, enjoyment, and a lifelong appreciation and understanding of languages and the cultures of the countries in which they are spoken.</p>
Main Areas of Responsibility	<p>Teaching and Learning</p> <ul style="list-style-type: none">• Contribute to the teaching of the subject across the appropriate age and ability range• Prepare lessons and deliver the curriculum in line with the agreed specifications or schemes of work• Ensure lessons are engaging, inclusive, and tailored to meet the needs of all learners• Keep up-to-date with developments in language pedagogy and the cultural contexts of the target language• Ensure good order in the classroom to create a safe and productive learning environment <p>Curriculum Development</p> <ul style="list-style-type: none">• Work with the HoD and colleagues to develop appropriate specifications, teaching materials, and schemes of work• Contribute to departmental strategies for assessment, including the setting, marking, and moderation of coursework, tests, and examinations• Monitor student progress and report on difficulties, ensuring appropriate challenge for all pupils <p>Assessment and Reporting</p> <ul style="list-style-type: none">• Set and mark homework in accordance with the published timetable and departmental guidelines• Keep accurate records of student progress, books, and other resources issued• Participate in the school's reporting system, providing timely updates on pupil progress and behaviour• Ensure appropriate focus on all language skills, including regular development of speaking and listening, and effective use of language assistants where appropriate <p>Pastoral and Extra-Curricular</p> <ul style="list-style-type: none">• Contribute to the school's and department's extra-curricular programs• Participate in house meetings, parent meetings, and other meetings as required• Support students' personal development and well-being



The Role & Job Description Continued...

Qui Patitur Vincit

Main Areas of Responsibility

Professional Conduct

- Set high standards of punctuality, courtesy, and dress for both self and students
- Attend assemblies, formal occasions, and professional development sessions as required
- Participate in the school's Performance Management system

Additional Duties

- Carry out supervisory duties and cover arrangements according to published rosters
- Inform HoD of any concerns regarding student engagement, curriculum appropriateness, or classroom behaviour
- Perform any other duties as reasonably requested by the HoD or senior management

Person Specification

- Qualified teacher status (QTS) or equivalent.
- Strong knowledge and passion for the subject area
- Excellent classroom management skills
- Effective communication and interpersonal skills
- Commitment to student development and extra-curricular engagement



Person Specification

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It is essential that your application includes evidence of your experience against the requirements of the person specification, and the interview process will be designed with a view to assessing this evidence.

Qualifications

- Educated to degree level or equivalent
- Qualified Teacher Status (QTS)

Experience

Essential:

- Teaching experience across the full age and ability range of an 11–18 school
- High-quality teaching to pupils of all abilities
- Ability to use ICT effectively to enhance teaching and learning
- Commitment to and understanding of the integration of ICT within the curriculum
- To be able to teach KS3 German

Desirable (suitable for Early Career Teachers, ECTs):

- Experience as a Form Tutor
- Collaborative teaching experience, working with colleagues on lesson preparation, assessment, and monitoring of pupil progress
- Demonstrable experience of improving student outcomes over the last three years

Skills and Personal Attributes

- Excellent oral and written communication skills
- Ability to work independently and as part of a team
- Ability to build strong professional relationships with students, staff, and parents
- Enthusiasm and creativity to inspire students to learn and participate
- Well-organised and professional in presentation
- Ability to work effectively under pressure while maintaining a positive attitude
- Ability to prioritise workload and manage time efficiently, demonstrating initiative
- Commitment to own continued professional development and career progression
- Determination to encourage the highest quality learning experience for all students
- Ability to empathise with young people while being firm, fair, and consistent
- Sense of humour and perspective
- Excellent attendance and punctuality
- Personal qualities: approachable, committed, empathetic, reliable, reflective, collaborative, enthusiastic, organised, resourceful, resilient
- Fully committed to upholding the core values of the school
- Willingness to contribute to enrichment activities across the school
- Committed to providing equality of opportunity for all students



Person Specification Continued...

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It is essential that your application includes evidence of your experience against the requirements of the person specification, and the interview process will be designed with a view to assessing this evidence.

Knowledge and Understanding

Essential:

- Knowledge of changes in the National Curriculum and effective teaching methods
- Understanding of pupils from diverse social and educational backgrounds
- Knowledge of pupil needs and effective strategies to support learning and personal development.
- Commitment to Equal Opportunities
- Up-to-date knowledge of safeguarding legislation and guidance related to children and young people
- Demonstrates commitment to the protection and safeguarding of children and young people
- Values and respects the views and needs of children and young people

Desirable (suitable for ECTs):

- Ability to develop differentiated schemes of work to cater for a range of abilities



Candidate Application

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To find out more about The Latymer School, please visit our website by clicking [here](#).

How to apply:

Please click on the [link](#) to create an account on MyNewTerm and submit your application.

We expect **interviews** to take place on Wednesday 20 May 2026.

Closing date: 10 AM on Thursday 14 May 2026.

We reserve the right to shortlist and interview strong candidates as applications are received and to make an appointment to the post before the closing date. Therefore, we encourage prospective candidates to apply as early as possible.

The Latymer School is committed to safeguarding and promoting the welfare of young people. We expect all staff to share this commitment. Any offer of employment is subject to a satisfactory 'Enhanced with a Barred List Check' through the Disclosure and Barring Service.

As part of our selection and appointment process, and in accordance with Keeping Children Safe in Education guidance, we are required to conduct online searches on all candidates in order to identify any incidents or concerns which are publicly available online. By submitting and signing your application, you acknowledge that such searches will be conducted as part of the selection and appointment process.

The Latymer School is an equal opportunities employer.