

# Head of French

Information Pack  
[February 2026]

Dear Applicant

Thank you for showing an interest in a role at Kingsdown School, we have much to offer at this exciting stage in our journey. Every member of our team, from our inspiring teachers and dedicated support staff to our dynamic middle and senior leaders all share an immense sense of accomplishment in what we've built for our community over the past five years. And our students, in turn, are extremely proud to call Kingsdown their school.

Over the last three years Kingsdown School has become the school of choice in Swindon. So much so that we are now oversubscribed in our KS3 and this pattern is set to continue. We have recently received a further positive visit from Ofsted in March 2025 and encourage you to take a look at our recent inspection report.

By becoming part of our Kingsdown family, you will join a team that doesn't just work together but a team who deeply and genuinely cares. We know that staff and students thrive in a 'healthy work culture' and the wellbeing of staff and student outcomes is inextricably linked. We are committed to providing the best working and learning environment for all. The RLT embodies a staff charter and strong values, we uphold these values and commitments, and further build on these with our Wellbeing Strategy, this is evidenced in our recent staff survey where colleagues' wellbeing support is rated 29% higher than the national average.

Our staff are absolutely pivotal in shaping the Kingsdown experience for our students, compassionately unlocking student potential, fostering a sense of belonging and guiding them through their personal growth journey, we are looking for authentic, creative and inspiring colleagues that add value to our school community.

In return, our colleagues benefit from a wide variety of support including encouraged professional development opportunities, exceptional wellbeing support, free access to our gym and an excellent pension scheme. Each journey with us begins with a personalised induction programme that allows for new colleagues to feel supported, connected, welcomed and ready to make an impact from the moment you join.

Please take a moment to look at our website [www.kingsdownschool.co.uk](http://www.kingsdownschool.co.uk) to see what we are all about, here you will learn more about our vision - the Wheel of Excellence, understand the values we uphold; Respectful relationships, Everyone Learning and a Commitment to Excellence, and see why our mission is to champion each and every student.

In the meantime, I thank you for taking the time and interest in Kingsdown School and look forward to hearing from you and hopefully meeting you soon.

With best wishes



**Emma Leigh-Bennett**  
**Headteacher**

The River Learning Trust and Kingsdown School are committed to safeguarding and promoting the welfare of all children and preventing extremism. The Trust is required to conduct a variety of checks and online searches about you as part of their recruitment process in accordance with Keeping Children Safe in Education guidance. It is an offence to apply for certain roles within schools if you are barred from engaging in regulated activity relevant to children.

For all RLT Safer Recruitment Documentation candidates should click on the following link [RLT Safer Recruitment Documents for Candidates](#). Please see our website for up to date policies including our Child Protection and Behaviour Policies.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. For further guidance for applicants click on this link [List of offences that are not filtered](#)

[www.kingsdownschool.co.uk](http://www.kingsdownschool.co.uk)  
**We champion each and every student**

## Head of French

### Role specific information

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Start date:	September 2026
Closing date:	Monday 23 <sup>rd</sup> February, 9.00am
Shortlisting date:	Monday 23 <sup>rd</sup> February
Interview date:	Wednesday 4th March
Contract:	Permanent
Working hours:	32.5 hours per week
Working pattern:	Monday - Friday
Salary Range:	Main Scale/UP Scale plus TLR 2(2) £5,869 A recruitment incentive of £2000 is available for an exceptional candidate who demonstrates a proven track record of impact.

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We are seeking a resilient and creative leader who is passionate about removing barriers to learning and who thrives on the autonomy to drive departmental excellence. We are looking for someone who will raise standards of student attainment and achievement for all year groups within the department and to monitor and support student progress through the development of the curriculum.

While our current curriculum is French-focused, we would welcome applications from a visionary leader with the ambition to shape the future of Languages at Kingsdown. For the right candidate, there is an opportunity to review our MFL strategy and potentially broaden our future linguistic offering.

For more details, please see the Job Description below. If you would like to know more about this opportunity, or to arrange a visit or call please contact [recruitment@kingsdownschool.co.uk](mailto:recruitment@kingsdownschool.co.uk)

**This role includes regulated activity relevant to children.**

*The school reserves the right to consider and interview candidates ahead of the closing date if appropriate. An offer may be made to an exceptional candidate in this instance.*

## Kingsdown School and the River Learning Trust

By joining our Kingsdown family you will join a team who genuinely cares and champions each and every student and each and every member of the Kingsdown team.

At Kingsdown, we know that staff and students thrive in a 'healthy work culture' and the wellbeing of staff and student outcomes is inextricably linked. We are committed to providing the best working and learning environment for all. The RLT has a staff charter and strong values, we uphold these values and commitments, and further build on these with our Wellbeing Strategy.

One of the core values of the RLT is that 'everyone is learning' and at Kingsdown we ensure each person has the personalised CPLD that they deserve. We do this through a variety of programmes, including our Restless Teacher Programme that allows all staff to take a lead on their own professional development, with the support of colleagues within the school. We are also very excited to be launching our coaching model this year, to allow staff the opportunity to be coached and develop their teaching practice further, whatever stage of their career they are in. High quality CPLD and training are an integral part of our meeting schedule and time is given to curriculum teams to collaborate and learn from each other. Alongside this we have a personalised induction programme that allows for new staff members to join us feeling supported and welcomed from day one.

Education has the power to change lives, communities and society for the better. At RLT we believe that we can achieve more for our pupils, trainees, staff and communities by working together rather than alone. Schools in RLT are united by a common belief in the benefits of working together, and by our commitment to shared principles.

**OUR VISION** is for our schools and SCITT to improve rapidly, continuously and sustainably: to be better faster together.

**OUR 'WHY?'** is that children and young people 'only get one go' in school and therefore as part of RLT we aim to ensure the best possible 'go' for our pupils.

**OUR 'HOW?'** is through the highest support and challenge for our schools and each other, underpinned by our principles.

Our employees benefit from a wide variety of support including extensive continuing professional learning and development opportunities, wellbeing and staff networks and access to Defined Benefit Pension Schemes (TPS and LGPS) for all staff. For more information on what it is like to work for the Trust, and the benefits you could access, please see our "[Working in RLT](#)" guide.



## Job Description and Person Specification

**Job Role:** Head of Department: French  
**Salary:** Teacher Salary + TLR 2.2

### Person Specification Head of Department: French

#### KNOWLEDGE AND EXPERIENCE – ESSENTIAL

- Graduate (with a good degree)
- Qualified teacher status
- Minimum of two years of teaching experience
- Recent experience of involvement in curriculum development and innovation
- Knowledge and proven experience of how to raise achievement and achieve excellent student progress for all students, regardless of their barriers
- Ability to self-evaluate and identify the actions needed to secure further improvement of students and able to plan the appropriate and timely strategies needed to bring about change
- Deep interest in cognitive science and knowledge of how students learn and remember
- Knowledge and understanding of how to inspire and motivate students
- Knowledge and understanding of how to inspire and engage parents
- Knowledge and understanding of how to engage Inclusion staff working in French
- Experience and understanding of how to use data to identify and intervene and accelerate progress and monitor its impact
- Strong and creative IT skills and excellent organisational skills
- The ability to establish a positive ethos with a commitment to high aspirations for all students

#### PERSONAL SKILLS AND QUALITIES – ESSENTIAL

- Enthusiasm for and commitment to the achievement of the school's overall vision, mission statement and strategic priorities
- Excellent organisational skills including being able to prioritise and manage their own time effectively, work under pressure and to deadlines
- Excellent interpersonal skills including the ability to lead, manage, inspire and motivate people to work towards common goals
- Ability to present information clearly and concisely to prescribed formats; excellent written and oral communication skills
- Ability to work on own initiative and prioritise work to given deadlines; ability to work accurately and methodically under pressure
- Enthusiastic and an exceptional teacher, with a proven track record of good results in public examinations and closing progress gaps at KS3
- Awareness of and commitment to equal opportunities and valuing diversity
- Commitment to the safeguarding and promotion of the welfare of young people
- Enthusiasm to promote a positive school image to the local and national community - able to actively contribute to the social media profiling of the school
- Contribute to the development of Cultural capital for all including running educational trips and visits
- Hold the aspirations, talent and enthusiasm to become a senior leader

[www.kingsdownschool.co.uk](http://www.kingsdownschool.co.uk)

**We champion each and every student**

## Key Responsibilities

Head of Department: **French**

### **Responsibilities:**

1. Raise standards of student attainment and achievement for all year groups within the department and to monitor and support student progress through the development of the curriculum
2. Lead on further developing a coherent knowledge rich curriculum in French which:
  - provides a clear curriculum intent for Y7-11
  - demonstrates impactful home learning quizzes to embed knowledge into the long-term memory and tasks that promote mastery
  - encourages a range of tasks to stretch and challenge all learners
  - inspires ambition and aspiration amongst staff and students
  - develops students cultural awareness of the languages studied
3. Be a model of excellent practice, maintaining a clear focus on outstanding delivery to learners which lead to excellent results and outcomes
4. Lead the French team to deliver the centralised curriculum following the school's Teaching and Learning Framework and monitor and evaluate its effectiveness [team to include French teachers and ESCs - teaching assistants]
5. Lead the curriculum team meetings; sharing best practice and supporting and coaching team members to ensure excellent student outcomes
6. Demonstrate a commitment to continued professional learning through wider research and collaboration beyond Kingsdown School
7. Lead a tutor group and attend all relevant pastoral meetings to champion each and every student within the group
8. To develop a range of extra-curricular activities in and out of school to raise ambition and aspiration amongst all learners
9. Contribute to the MLT - middle leadership team - the engine room of innovation and change in the school
10. Contribute to the Student Experience programme [cultural capital experiences for all]
11. Network with the RLT and other Swindon Schools as needed and appropriate

Employee Signature: .....

Date:.....