



FARINGDON COMMUNITY COLLEGE



Head of Department for
Modern Foreign Languages

www.fccoxon.co.uk

Welcome from the Headteacher

Dear Colleague,

Thank you for your interest in this position at Faringdon Community College.

Our school is a vibrant and nurturing place where we believe in unlocking the full potential of each individual. We are committed to providing a rich and engaging curriculum that challenges and inspires, encouraging curiosity, critical thinking, and a lifelong love of learning. Our dedicated and passionate staff work tirelessly to create a supportive atmosphere where students feel safe, valued, and empowered to explore their interests and develop their talents.

Beyond academic excellence, we place a strong emphasis on character development. We strive to instil the core values of 'belong, believe, aspire and achieve' in our students, preparing them to be responsible citizens who contribute positively to society. We believe that a strong partnership between home and school is crucial for a child's success, and we encourage open communication and active participation from all members of our community.

We truly believe that every member of our community has great potential, and we are dedicated to nurturing the confidence and mindset for students to try new things, ensuring that everyone can keep getting better in all they do. We are also extremely proud of our rich and varied extra-curricular activities, as well as the numerous trips and visits we offer, which play a vital role in building confidence and broadening horizons and experiences for all.

Best wishes,

Lisa Barker
Headteacher



Our Vision and Values

Our Vision

We aspire to be a 'Beacon of Excellence', delivering high-quality, inclusive education and enriching experiences within a nurturing and supportive environment. We champion high aspirations, academic achievement, and personal success for every learner.



Our FCC Promises

To achieve this vision, we make four promises; three to our students and families, and one to our valued staff:

- We will deliver high-quality, inclusive teaching.
- We will provide a nurturing environment.
- We will immerse you in a wide range of enriching experiences.
- We will empower our staff through a supportive and developmental framework.

Our Values

Our core values—Belong, Believe, Aspire, Achieve—are woven into the fabric of school life. When young people feel they belong, they begin to believe in themselves. With belief comes aspiration, and with aspiration, achievement beyond what they thought possible.



Our School

Visitors to the school comment on the calm and purposeful environment in classrooms, workshops, labs and other teaching spaces. The positive relationships between students and staff, based on mutual respect, are at the heart of high standards of teaching, learning and personal development, supporting everyone's progress and achievement.

FCC is a positive place to work at any stage in your career. Experienced and dynamic leadership provide effective coaching and staff development, focusing on the development of each teacher as a practitioner and leader. FCC is a great place to progress your career. As an ECT you will be part of a vibrant community of staff, keen to learn from each other, providing you with additional support and opportunities to develop in the classroom and as part of a school rich in extra-curricular activities. All staff enjoy our comprehensive CPDL programme, with chances to lead in school while drawing on wider research, including membership of the National College. The Cambrian Learning Trust provides subject networks, links at Secondary and Primary level and leadership roles, all supporting collaboration and career development.

FCC is a very popular, successful 11 to 18 mixed comprehensive school on the edge of Faringdon, a picturesque market town situated between Oxford and Swindon. The school occupies a large, attractively landscaped site with an excellent range of specialist accommodation and facilities. We are excited about several significant building projects for the future that will further develop the facilities for our students and staff.

Viewing our termly newsletters shows the rich range of additional opportunities, clubs and events that our students and staff enjoy. This enables us to create and celebrate character in our young people, as well as developing their appreciation of the wider world, the part that they can play and the leadership they can display. It supports good relationships between students and staff, making working at FCC especially enjoyable and rewarding.



Our School

At FCC belonging is fundamental as an inclusive, welcoming school where everyone can be themselves. We believe that every member of the FCC community has great potential, and in turn nurture the confidence and mind-set for students and staff to try new things so that everyone can keep getting better in all that they do. Our high aspirations cover all aspects of the school experience, and we want our students and staff to have ambitions and be determined to reach their goals. This supports individual achievement in lessons, clubs and activities and on to examinations and future progression.

We want students and staff to feel happy and successful in school, enjoy their work, be themselves and make a unique contribution to the life of the school. We have very high expectations at Faringdon Community College, and this is reflected in relationships, behaviour, and attitudes toward learning. Students take a real pride in their school, as do all staff, and all are fully committed to building character in all young people.

Faringdon Sixth Form is great destination for students post GCSE, going on to study a wide range of A Levels which in turn provide teaching opportunities for staff. We are very proud of our Sixth Formers and the contribution that they make to the life of the school. The range of university visits, workshops, events and trips mean that everyone has access to great enrichment that will support their next steps beyond FCC to apprenticeship, university or employment. All of these elements ensure FCC is a community of inspiration and aspiration for students and staff alike. We are committed to nurturing aspiration and talent as an inclusive, diverse and welcoming school. We believe that Faringdon Community has a great deal to offer everyone.





Contract Type: Permanent

Contract Term: Full Time

**Salary: £32,916.00 - £51,048.00 Annually (FTE)
plus TLR 2.3a**

Closing Date: 24th April

Start Date: 1st September 2026

Positions Available: 1

Interview Date: To be confirmed



Job Description

INTRODUCTION

This job description should be read in conjunction with the current School Teachers' Pay and Conditions document and the provisions of that document will apply to the post holder.

The performance of all the duties and responsibilities shown below will be under the reasonable direction of the Headteacher; and the Deputy Headteacher, or other Senior Manager if appropriate, who will be mindful of his/her duty to ensure that the employee has a reasonable workload and sufficient support to carry out the duties of the post.

This job description will be reviewed as least annually and any changes will be subject to consultation. The school's Grievance procedure will be used to resolve any dispute arising out of the job description. Other relevant policies may be the Stress at Work Policy and the Dignity at Work Policy.

Faringdon Community College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

GENERAL DUTIES

You will be expected to carry out the professional duties of a teacher as outlined in the School Teachers' Pay and Conditions document currently in operation, or any subsequent legislation.

Responsibilities as Leader of Key Stage or Subject:

Course Delivery

Regularly walk into KS or subject lessons to determine the consistency and quality of the delivery (in accordance with the T&L and behaviour blueprints and priorities and subject curriculum vision) and feedback to staff to share excellent practice or to address any concerns.

Course Design

Oversee the curriculum design in the relevant KS or subject, make the rationale and narrative explicit, and clear to staff and students. Produce and make high quality resources available.



Job Description

Professional Enthusiasm and Fostering Curiosity

Promote excellence in your curriculum area both internally and to the staff members and externally via Twitter. Lead on CPD workshops to support staff subject knowledge and how best to implement this in the classroom.

Resilience and Strategic thinking

Offer support and actively find ways to solve problems with the line manager. Occasionally support with cover for lessons

Supportive and Strategic Line Management

Liaise with the line manager each fortnight to agree on strategic ways to move KS/subject forward and to manage the staff teaching the curriculum as effectively as possible. This meeting might also involve learning walks or 'book looks'. Line manage members of the Faculty by helping them to set meaningful targets to further their development and support the vision and goals of the faculty. Meet with these people each term to discuss progress against these.

Support teaching staff to evidence their effective practice for the Appraisal process

Independent Learning

Have a clear view on the quantity and quality of independent learning being set in the KS or subject and how it fits with overall curriculum design. Monitor the independent work set.

Reflecting on Assessment Data

Develop, and implement, accurate and robust assessments and monitoring systems

Monitor and analyse profiles. Contribute to feedback on assessment data with the Head of Faculty (providing solutions to problems highlighted by the data and sharing strengths)

Use the tracking of students to identify underachievement and support teachers to put in place actions to improve the achievement of those students. Identify and support specific groups of students, particularly Highly Able, Pupil Premium and SEN groups.

A Point of Contact for Parents and Students

Addressing parental or students concerns via e-mail or at parents' evening

Exams

Work with SLT to run standardisations and moderations of students' work and liaise with the exams office to ensure smooth running of any exams where applicable.

Job Description

Teaching and Learning:

1. Plan, prepare and deliver high quality lessons to students at some or all of Key Stages 3, 4 and 5
2. Accurately assess and report on progress and any concerns to line manager and parents.
3. Contribute to curriculum development work
4. Ensure that lessons are inclusive and meet the needs of all students

Pastoral Care:

1. To provide high quality pastoral care as a tutor to a group of students in one-year group.
2. Contribution to the wider aims of the Academy.
3. To engage with and deliver the broad extra curricula experience offered to the students of the Academy

GENERAL RESPONSIBILITIES

- Being aware of and complying with policies and procedures relating to child protection, Health & Safety and security, confidentiality and data protection, reporting all concerns.
- Ensuring compliance with the Trust's Equal Opportunities and Equalities Policies and taking an active role in promoting equality and diversity.
- Promoting the Trust's policies on behaviour for learning and demonstrating a commitment to providing a caring and stimulating environment and improving standards for all pupils within Trust.
- Undertaking such other duties as reasonably correspond to the general character of the post
- Whilst every effort had been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.
- Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

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Cambrian Learning Trust is committed to safeguarding and promoting the welfare of all children and preventing extremism; all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS) as part of their job role.

Person Specification

Qualities	Essential/Desirable
Be capable of teaching MFL across Key Stages 3 and 4 and Key Stage 5.	E
Enjoy working with and inspiring young people and be able to make and maintain relationships with the full ability range of our students.	E
Be passionate about MFL and work collaboratively as a member of the Faculty.	E
Be committed to engaging in continued professional learning.	E
Be able to communicate effectively with staff, parents and students.	E
Be willing to contribute to the wider life of the school.	E
Be able to lead, mentor and coach colleagues to develop as teachers.	E
Be an excellent role model to staff and students alike.	E
Be able to motivate and lead teaching staff effectively.	E
Show how their management and leadership has had a positive impact on teaching and learning.	E