

Languages Faculty

The language faculty at Nobel currently consists of 6 teachers and we offer French, German and Spanish as languages to A-Level.

Attainment in MFL is significantly above the national average and value-added is excellent compared to similar schools and students. Languages have placed in the top 6-12% in the UK in recent years, with the faculty frequently achieving an SPI score of above 1, and even above 2. In addition, we have a strong track record of students going on to study a language at university, including Oxbridge.

The MFL faculty is well-equipped with its own set of iPads, and there are currently four GCSE MFL classes in Year 10.

At Nobel, the study of modern foreign languages is based on a robust curriculum that leads to the effective development of the four skills (listening, reading, speaking & writing), holistic learning, as well as intercultural awareness and communication. The aim is to prepare students to succeed at Year 11 and beyond from Year 7 so that they have a solid grounding in their language studied. Shared homework is set across the faculty that is flipped to ensure the long-term acquisition of vocabulary. The MFL curriculum is also enriched by providing exciting trips, clubs and competitions.



Job Description

Job Title: Head of MFL

Salary: MPS/UPS TLR 2C £8,611 plus £1,500 relocation allowance

Date: September 2026

Aim

The Head of MFL will lead the MFL Team, working strategically with them to develop consistently good and outstanding teaching throughout the faculty by:

- Leading, developing and implementing teaching and learning initiatives and strategies in MFL, which improve the teaching practice of all members of staff and therefore raise student standards and progress.
- Providing professional leadership and management for the faculty.
- Ensuring the efficient and effective use of resources in the faculty.

Teaching and Student Learning

The Head of MFL will:

- Be able to teach across the range of age and abilities,
- Act as a role model and lead subject staff through own high-quality teaching,
- Set expectations and targets for staff and students in relation to standards of achievement and the quality of teaching including the use of faculty policies,
- Engage all subject staff in the creation, consistent implementation and improvement of schemes of learning which incorporate key school learning strategies,
- Ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme,
- Review teaching and learning, monitoring the progress of all students including those requiring additional support or challenge to ensure students are engaged in their learning and achieve success,
- Take responsibility for leading key curriculum areas.
- Ensure the effective and efficient deployment of classroom support.
- Ensure students are fully prepared for external examinations.

Assessment and Self-Evaluation

The Head of MFL will:

- Establish and implement clear policies and practices for assessing, recording and reporting on student achievement and to assist students in setting targets for further improvement,
- Use data effectively to identify students who are underachieving and, where necessary, create and implement an effective intervention plan.
- Assess and record each student's progress through observation, questioning, testing and marking.
- Make effective use of national, local and school data to set clear targets for students' achievement and to monitor progress.
- Meet tracking and reporting deadlines.
- Lead on subject/faculty monitoring of student assessment and keep, SLT HOYs & Form tutors informed about student progress.
- Ensure effective assessment of students for external examinations, as required.

Reporting and Communication

The Head of MFL will:

- Ensure familiarity with reporting requirements and prepare and present informative reports for parents.
- Communicate as appropriate with parents of students and external bodies concerned with student welfare.
- Take part in activities such as Parents' evenings, Review Days, Open Evenings, Faculty meetings, staff meetings and other meetings/events as required.

Managing Staff and Own Performance

The Head of MFL will:

- Prioritise and manage their own time effectively,
- Take responsibility for their own professional development,
- Providing regular feedback for subject colleagues in a way which recognises good practice and supports their progress against performance management objectives resulting in a tangible impact on student learning,
- Ensure all subject staff understand and are actively implementing the key aspects of school and faculty policies,
- Maintaining subject and pedagogical knowledge through reading, CPD and research to inform their own practice.
- Demonstrating impact in teaching and on students' learning;
- Achieving their own challenging professional objectives.
- Taking an active part in curriculum leadership Team Meetings to share good practice and promote consistency.

Managing Resources

The Head of MFL will:

- Organise and co-ordinating the deployment of learning resources, including ICT, support staff and monitor their effectiveness.

Strategic Leadership

The Head of MFL will:

- Create a faculty development plan which contributes positively to the whole school development plan, and which actively involves all subject teachers in its design and execution,
- Contribute to the development of whole school strategic planning and policies, attendance at Middle Leadership Team meetings.

Whilst every effort has been made to explain the accountabilities and responsibilities for this post, each individual task may not be identified.

This job description is current, but following consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the post which are commensurate with the salary and job title.

Person Specification

Aim and main purpose of the job

To provide: professional leadership and management of a faculty, to secure high-quality teaching, effective use of resources, and improved standards of learning and achievement for all students.

- You will lead French, German and Spanish

Knowledge and understanding	Essential	Desirable
Good awareness of current educational developments	✓	
Clear understanding of current issues related to the subject	✓	
Ability to plan lessons effectively	✓	
An understanding and commitment to the ethos of the school	✓	
Evidence of high-level classroom skills	✓	
	✓	
Skills, Qualifications and Training		
Qualified Teacher Status	✓	
Courses of further study relevant to the post		✓
Qualification in the relevant subject	✓	
Evidence of active involvement in professional development	✓	
Excellent organisational skills	✓	
Excellent ICT skills		✓
Clear evidence of leadership	✓	
Personal Qualities/Ethics & Professionalism		
Excellent record of attendance	✓	
Ability to work well in a team	✓	
A sense of humour	✓	
Ability to think originally and creatively	✓	
Positive attitude	✓	
Energetic and enthusiastic	✓	
Warmth and sensitivity	✓	
Excellent rapport with students	✓	
Commitment to the School and the students we serve	✓	