



Curriculum Leader Modern Foreign Languages (MFL)

Information for Applicants

April 2026





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About Cavendish Education Trust

Cavendish Education Trust (CET) is a growing family of primary and secondary schools. Our mission is to deliver the very best learning experiences and environment which inspires the highest outcomes for everyone within the Trust community.

The Cavendish Education Trust offers an exciting and dynamic workplace environment. We believe that staff make a difference to children and place staff development at the centre of our strategic planning.

Promoting the continuous professional development of our staff is one of our highest priorities as we believe this is a vitally important part of improving outcomes for young people. Cavendish Education Trust is proud of its record in developing staff and on the quality of CPD more widely.



Letter from our Chief Executive Officer

Dear Applicant,

Cavendish Education Trust (CET) is a growing family of primary and secondary schools. Our mission is to deliver the very best learning experiences and environment which inspires the highest outcomes for everyone within the Trust community.

We encompass more than 2,000 pupils between the ages of 2 and 16 years in Infant, Junior and all-through settings. As well as achieving excellent academic results, CET schools are deeply committed to the personal development of our young people. We are proud to contribute to our local community with our pupils having opportunities to support local projects.

I strongly believe in the power of an outstanding education to transform lives. It is a great privilege for me to lead CET and I work tirelessly to make sure we deliver our vision of working collaboratively to inspire learners to demonstrate the knowledge, skills and values required for lifelong learning and to be successful, active members of the Trust and wider community.

The Trust has three shared key values which are Respect, Responsibility and Resilience. They underpin everything that we do across the Trust, from planning and delivering our curriculum to personal development of individuals. Through our values, a caring and supportive environment is created to promote learning.

Our schools promote excellence in everything they do. In every school, the entire staff team works in partnership with parents and the local community in nurturing today's young people and inspiring tomorrow's leaders.

CET employs the very best staff and invests heavily in their continuing professional development. CET has a talented and dedicated team of staff, Local Governors and Trustees. Each of our schools receives strong support from parents and the local community. We work together, united in a common goal to enable pupils with the knowledge and skills to become successful lifelong learners.

Thank you for your interest in working with us.

Peter Marchant

Chief Executive Officer (CEO)

About Cavendish School

Cavendish School was established on this site in 1979, but the building was first opened as a girls' high school in 1939. An extension was built in 1982 and further programmes of building and refurbishment have been completed in the intervening years. The school opened as a 5-16 all through school in 2015, with two reception classes. The major extension for the primary phase was opened in 2016.

Today Cavendish is an oversubscribed School, catering for the 2-16 age range. We have a planned admission number of 60 in each year group in the primary phase and 180 for each year group in the secondary phase. The pre-school has 30 spaces available on each school day.

Pupil outcomes in both phases are consistently significantly above national averages for attainment and progress. The school has been named in the Times newspaper "Best 500 schools nationally". OFSTED noted "the ethos, combined with the very effective education provided here, enables pupils to achieve exceptional well"

In 2025, Cavendish School proudly achieved OUTSTANDING ratings from Ofsted in all areas. Inspectors noted at the time, "The school developed a highly ambitious curriculum. It took full advantage of the all – through model by setting out what pupils should learn from the early years to Year 11.' This recognition highlighted our commitment to a seamless and exceptional educational journey for every pupil."

Staff development and wellbeing is a priority of the Trust and was again noted by Ofsted. "The schools leadership is highly strategic". Teachers are proud to belong to the school and feel valued because of the priority it places on their professional development"



Staff Wellbeing

Staff Wellbeing is our priority at Cavendish Education Trust and are always investigating new initiatives to promote wellbeing as part of our schools' priority to develop and implement a CET mental health and wellbeing strategy. We offer our staff the following:

- Wellbeing groups are set up at each school to discuss and enhance staff wellbeing;
- Free Flu Vaccinations are offered annually;
- An Employee Assistance Programme (counselling service) is available to staff and their family members for confidential support and advice on financial and welfare issues;
- Childcare vouchers are available as part of a salary sacrifice scheme;
- A cycle to work bike scheme, to save and spread out the cost of a new bicycle as part of a salary sacrifice scheme;
- A welcoming staff room with complimentary tea and coffee;
- Support and mentoring by Senior Leadership Team and other experienced leaders;
- Tailored CPD and staff development;
- A 50% contribution to the cost of Benenden Private Health Care;
- Local Government Pension Scheme / Teachers Pension Scheme.





JOB DESCRIPTION 1/2

JOB TITLE	Curriculum Leader - Modern Foreign Languages
GRADE	TLR 2B
RESPONSIBLE TO	Head of Faculty- Global Learning

JOB PURPOSE

To support the Secondary Headteacher and Head of Faculty in raising standards and promoting the vision, ethos, culture and policies of the School and the Department.

KEY TASKS

In addition to the Job Description for Teachers:

- Be consistent in the delivery of all the Trust's policies and practice, setting high expectations for all pupils through aspirational target setting
- Be a role model for pupils through personal presentation and professional conduct, performing particular duties in accordance with directions by the Headteacher and Head of Faculty to ensure pupil safety
- A positive attitude to your work. You will endeavour to instil these attitudes in colleagues and pupils, maintaining confidentiality inside and outside the school in accordance with current Health & Safety requirements; Local Governing Board, DfE and Government Guidelines
- Keep a high profile around the school, taking command of areas at change of lessons and being visible and proactive. Supporting the clear, cohesive leadership and direction in learning and teaching in the subject area
- Raise standards across the subject, promoting team ethos through regular meetings, the sharing of ideas, best practice and resources
- Ensure that high standards of discipline and respect are evident throughout the faculty, supporting colleagues in line with school policies and practice
- Play an active part in the monitoring of pupils' behaviour for learning, alongside the Head of Faculty
- Demonstrate accountability through regular meetings with the Head of Faculty and demonstrate measurable impact of the work undertaken in the subject area.

LEARNING

- To support the Head of Faculty in taking responsibility for achievement and standards across designated subject areas within the faculty and intervening as appropriate
- Ensure appropriate programmes of study, schemes of work and lesson plans are in place and can be accessed by all pupils

JOB DESCRIPTION 2/2

- Ensure appropriate assessment is in place and monitored and that data on pupil progress is valid, recorded, evaluated and acted upon
- Support the organisation, promotion, monitoring and impact of intervention ensuring that teaching areas used by members of the faculty are stimulating, pleasant and safe areas in which to learn.

EXPERIENCE

- Help ensure all pupils, across all key stages engage in learning and maximise their potential, be involved in enrichment activities such as contributing to after-school clubs and visits
- Identify and action appropriate intervention for individual or groups of pupils within the subject area, measuring impact of such strategies ensuring equal opportunities are addressed in the curriculum area.

INNOVATION AND NEW TECHNOLOGIES

- Keep up-to-date with research and developments in pedagogy in the subject area and keep up-to-date with technological change and the use of technology to enhance delivery and pupil access to the subject. Encourage use of new technologies to improve Teaching & Learning
- Motivate colleagues in developing innovative teaching strategies to enhance the quality of teaching, learning and achievement.

SUPPORT

- Support the Head of Faculty with relevant duties and line manage staff within the subject area and/or delegate as appropriate
- Undertake appropriate CPD in middle leadership to develop skills and knowledge for mentoring and coaching colleagues.

PARTNERSHIPS AND EVENTS

- Establish effective working relationships with professional colleagues and associate staff, attend regular line management meetings
- Liaise effectively with parents/carers and with other agencies with responsibility for pupils' education and welfare. Attend parents' evenings and other events as directed and help contribute to the marketing of the school in the local community.

This job description sets out the duties of the post at the time it was published. The hours and the job description may be modified depending on the needs of the Trust. The post holder may be required from time to time to undertake other duties within the Trust as may be reasonably expected, without changing the general character of the duties or the level of responsibility entailed. This is a common occurrence and would not justify a reconsideration of the grading of the post. The priorities for each year will be reviewed against this job description annually through performance management meetings.

Please note that we are committed to safeguarding and promoting the welfare of our staff and pupils and expect all those who work with us to share this commitment. Successful applicants will need to undertake a DBS Enhanced Clearance check (Disclosure and Barring Service). We give high priority to promoting diversity throughout the Trust.

PERSON SPECIFICATION
Curriculum Leader - Modern Foreign Languages

Education & Qualifications

Essential Criteria

- Degree level qualification and QTS Status
- Relevant professional development over the last 2 years

Key Skills & Abilities

Essential Criteria

- Ability to provide clear communication with a positive and professional approach to motivate teams, possessing a 'can do' approach to school improvement and excellence with a commitment to raising pupil aspiration and achievement
- Ability to use data to identify and act upon underachievement and underperformance with organisational and planning skills to deliver and complete detailed plans to meet deadlines
- Ability to support pupils with social, emotional and learning difficulties, holding a commitment to inclusive education with a good knowledge of intervention and support programmes as well as behavioural strategies.

Knowledge & Experience

Essential Criteria

- Experience of teaching at KS3-4 (essential) and KS2 (desirable) with a breadth of understanding of current curriculum issues and a clear understanding of the characteristics of successful teaching and learning
- Experience in supporting a 'Team' and being involved in successful initiatives or showing potential with a 'can do' approach
- Experience of understanding and interpreting data.

Personal Attributes

Essential Criteria

- Be able to promote a creative learning culture which embraces new technologies and vocational approaches.

Staff Testimonials

From day one, I felt welcomed, there is a real sense of community here, and everyone is committed to creating the best possible learning environment for our pupils. I truly appreciate the collaborative atmosphere and the opportunities for professional growth.

- Primary Teacher

Working at this school has been an incredibly rewarding experience. I feel empowered to innovate and make a real difference to the lives of our pupils knowing I have a strong team backing me up.

- Secondary Teacher

The resources and support provided are excellent, I appreciate the open communication and the feeling that my voice is heard.

- Teaching Assistant



How to Apply

Once again, thank you for your interest in this role at Cavendish Education Trust.

Please note that applications will be considered as they are received and you are therefore advised to submit your application as early as possible, as some interviews may take place, and an appointment may be made, before the closing date is reached for this position.

If, like us, you are passionate about providing the best possible education for all pupils in an outstanding school with a culture of high expectations and ambition, please ensure you apply for this position.

Cavendish Education Trust is committed to providing the best possible care and education to its students and to safeguarding and promoting the welfare of children and young people.

If you wish to arrange a visit or have an opportunity to discuss this post informally, please contact our HR department on:

01323 731340, or email hr@cet.uk



Cavendish School

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