



# Teacher of German (with French)

September 2022

Full Time

MPS/UPS

Tonbridge/Sevenoaks



**Weald of Kent**  
Grammar School

About Us  
The Team  
The Post  
About You  
The Package  
The Application Process



## About Us

Weald of Kent is a selective Girls' Grammar School for 11-18 year olds with a roll of approximately 1900 students including our co-educational Sixth Form. The school is one of the highest performing schools in the country. We aspire to excel at everything we do. Owing to our continued success we are thrilled to have been given permission by the Secretary of State to expand and mirror what we deliver at our Tonbridge campus in a campus at Sevenoaks, which opened in September 2017. In addition to the exciting new facilities, we have also invested in our Tonbridge campus which now has a state of the art Sports Hall and university style Sixth Form Study Centre and a new science block has been built this year. Both campuses are situated in beautiful rural settings with far reaching views across the Garden of England with excellent transport links.

## Results

We are, once again, exceptionally proud of the magnificent performance that has led to some wonderful results both at GCSE and A Level. Our examinations data from 2019 records the average GCSE grade was above a Grade 7 and our Progress 8 was well above average at 0.95. We also enjoyed superb A Level results with 67% of our students achieving A\*-B grades in 2019. The average was a Grade B and our Level 3 value added was above average at 0.12. Our aim is for students to achieve high academic results whilst still affording them a platform to extend their personal qualities, talents and interests. Result statistics were not published for the 2020 or 2021 cohorts.

## Staff Development Opportunities

We are passionate about staff development. Individual Development Plans are tailored to help and support staff in new positions, existing posts and preparation for promotion. A whole range of developmental and capacity building training is available, supporting staff to develop their skills and professionalism. This includes opportunities such as:

- A personalised induction programme
- CPD days and a range of workshops
- Performance development programme
- Mentoring-Coaching programme
- Relevant external courses and training

## The Team

Modern Foreign Languages are an important part of the school's curriculum at the Weald of Kent. Language learning at the Weald of Kent is exciting and engaging. All of our students study a Modern Foreign Language in Key Stage Three. The Department has a Head of Department and a Deputy Head of Department for Modern Foreign Languages.

At Key Stage 3, all students learn French, Spanish or German. Gifted linguists have the opportunity to take a second language in Year 9. In Key Stage 3, all students study their language for six hours a fortnight. At Key Stage 4, languages are studied for four hours per fortnight per subject.

Every member in the Modern Foreign Languages Department plays their part to help provide a large and varied programme of extra-curricular activities throughout the year. We organise a variety of opportunities for our students to visit France and Spain both on cultural trips and through exchanges. We also celebrate all our languages through a series of events throughout the year. Every classroom has an interactive whiteboard as standard and we have invested in a series of digital textbooks.

## The Post

<b>Job Title:</b>	Teacher of MFL (German with French)	<b>Reports to:</b>	Head of MFL
<b>Team:</b>	Modern Foreign Languages	<b>Start date:</b>	September 2022
<b>Grade:</b>	MPS/UPS		

This position is an excellent opportunity for an outstanding and inspirational Modern Foreign Languages teacher to join our dynamic Modern Foreign Languages Team. The post will involve teaching German to A Level and either French to Key Stage 3 and 4.

This post would ideally suit a colleague who wishes to work with highly motivated, extremely engaged, enthusiastic and able learners. If you are keen to develop further as a practitioner and wish to extend your repertoire of teaching and learning strategies, then Weald of Kent would be a perfect fit for you. In addition to the opportunities to develop your practice within the classroom, the school offers an extensive range of professional development support including a bespoke package for those interested in working towards their next career step.

## About You (Person Specification)

	Essential
<b>Qualifications</b>	
Qualified teacher status	✓
Degree or equivalent	✓
<b>Experience</b>	
Outstanding classroom teacher and tutor	✓
Sustained performance securing very good student outcomes	✓
The ability to teach German to A Level and French to Key Stage 3 and 4	✓
<b>Skills &amp; Knowledge</b>	
Able to communicate effectively, orally and in writing	✓
Able to consistently demonstrate effective planning and creative teaching including an ability to deliver outstanding lessons	✓
Able to use data effectively to assess prior attainment, track progress and set student targets	✓
Confident in own ability to be effective and to take on challenges	✓
Ability to relate well to students, colleagues, parents and Governors	✓
Effective behaviour management	✓
Able to support students in maintaining high standards	✓
Up to date awareness of curriculum development	✓
Efficient and effective administrative, organisational and personal management skills	✓
<b>Personal Attributes</b>	
Ability to inspire, challenge and motivate students	✓
Have a positive approach to education with a desire to succeed	✓
Energy, enthusiasm and perseverance	✓
Reliability and integrity	✓
Good interpersonal skills	✓
Professional appearance and manner	✓
Clear vision and educational philosophy	✓
Positive commitment to individual personal development	✓
Capacity to work hard, under pressure, to meet deadlines and manage time effectively	✓
Adaptable and amenable with respect to working practices	✓
Ability to work independently and in a team, take a collaborative approach	✓
Ability to build supportive working relationships with colleagues	✓
Commitment to supporting the full life of the school	✓
Suitable to work with children	✓
<b>Equal Opportunities</b> – A commitment to inclusive education	✓

## The Package

Salary: MPS/UPS

### Benefits:

Generous Pension Scheme (TP / LGPS)	Health Care Cash Plan*
Priority Admission for Staff Children**	Free On-Site Parking (subject to availability)
Kent Reward Scheme	Free refreshments
Cycle 2 Work Scheme	

Weald of Kent Grammar School is located on two sites; Tonbridge and Sevenoaks. The successful candidate will be required to work across both sites.

\*Available upon successful completion of probation

\*\* See Admission Policy on the School Website

---

## The Application Process

Application forms can be found on our website and should be sent to Human Resources, [HR@wealdgs.org](mailto:HR@wealdgs.org) or posted to the school. Please include a 1-2 side of A4 application statement or letter of application. The communication should set out how your proven relevant experience relates to this role.

References may be taken up before being short-listed, please indicate on your application form if you have any objection to us contacting the referee prior to interview.

### Dates:

Closing date for applications: Wednesday 18 May 2022, 9am\*

Interview day: To be confirmed

*\*Interviews and appointments may be arranged where a suitable candidate is found prior to the closing date.*

*The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An Enhanced DBS check will be carried out for the successful candidate.*

