

Dover Grammar School for Girl

Applicant Information

Full time/Part time Teacher of MFL

Required: September 2020



Dover Grammar School for Girls is an Outstanding Grammar School which fosters excellent academic standards combined with a strong and caring community. It is also an innovative school where staff are encouraged to look constantly at various ways of improving every aspect of our work. To summarise, it is a place where students can enjoy the very best education.

Dover Grammar School for Girls is committed to safeguarding and promoting the welfare of our students, so the interview will include questions relating to child protection. Members of the interview panel have undergone Safer Recruitment training. This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974 and an enhanced DBS check will be required prior to appointment.

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t: 01304 206625
e: enquiries@dggs.kent.sch.uk
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 [dggs_info](#)





Dear Applicant,

Thank you for your interest in the post of Teacher of Modern Foreign Languages. This is an exciting opportunity to join the team at one of Kent's highest performing grammar schools. Dover Grammar School for Girls is a selective, high achieving school with 685 girls in Key Stages 3 and 4 and a co-educational sixth form of 228 students. We have been oversubscribed for many years and have twice been rated 'Outstanding' by Ofsted; the latest inspection was 2013.

In 2019, 83% of students achieved Grade 5 or above in English and Mathematics at GCSE and our Attainment 8 score was 62.8. The provisional Progress 8 for 2019 was 0.38. At A Level, 75% of all grades achieved were at A* to C.

The school's Level 3 Value Added score has historically been significantly positive. Although we are extremely proud of our students' past achievements, we recognise that there will always be areas for improvement, and, each year, we firmly believe that we can do even better. We are now therefore looking for an enthusiastic, innovative and forward-thinking Teacher of MFL to join our successful and dedicated team.

Our students are bright, articulate, fun to be with, and, rightly, expect that their teachers will share and encourage their aspirations. As teachers, we all offer students every possible opportunity beyond the classroom with a wide range of extra-curricular activities, support and pastoral care. We offer wellbeing support and aim to develop not just the academic abilities of our students but also to give them the confidence, life skills and personal qualities and values to succeed in a fast moving and competitive world.

The successful applicant will join a department that is a popular option at GCSE and post 16. We are seeking an outstanding practitioner who is able to teach at all Key Stages as well as ensuring the policies and practice deliver 100% 5+ at GCSE. The successful candidate must also be able to support those who find the subject more challenging whilst also stimulating and stretching the brighter students. This post requires an ambitious, innovative, hardworking individual who is committed to developing departmental staff and to giving our students the confidence and knowledge to reach their highest potential.

This particular post becomes available at an exciting time in our drive to become a school dedicated to promoting courses and careers in Science, Technology, Engineering and Mathematics (STEM). We have recently reviewed and updated our curriculum offer and continue to enhance our whole school enrichment programme in order to ensure that all students have the opportunity of benefitting from a range of different STEM related courses and activities. We would therefore be looking for the successful candidate to have plenty of ideas in order to make a full contribution to this key area of development.

Here at Dover Grammar School for Girls we look after our staff with a full programme of induction, a 'buddy' on arrival and we also provide a laptop.

We are a diverse yet united group of individuals working together to ensure that our students, parents and the local community are provided with the highest academic standards. We work hard, but we enjoy what we do.

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If you share our passion, energy, enthusiasm and determination to ensure the progress of our students, and to maintain and further develop a high achieving department of professional colleagues within this close-knit environment, then we look forward to receiving your letter of interest and completed KCC application form, which can be downloaded from our website and Kent Teach. To assist you in this process we have included a job description, person specification and a statement from the MFL Department.

The closing date for receiving your application is midday, Sunday, 19th April 2020. Due to the unprecedented situation that we all currently find ourselves in, interviews and start dates will be confirmed at a later stage. Please email your applications to the school on enquiries@dggs.kent.sch.uk

Yours sincerely,

A handwritten signature in black ink, appearing to read 'R.C.F. Benson', followed by a small horizontal line.

Mr RCF Benson
Headteacher

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Person Specification

Required

- Qualified Teacher Status
- Education to degree level in an appropriate subject
- Evidence of successful and innovative teaching
- Strong subject knowledge
- ICT proficiency
- Energy and enthusiasm
- Highly organised
- Evidence of commitment to Continuing Professional Development
- Evidence of commitment to extended learning for students beyond the classroom

Desirable

- Evidence of contribution to whole school development
- Knowledge and understanding of current educational issues
- Experience as a form tutor, including academic monitoring and support
- Experience of teaching in a selective school
- Evidence of networking within and beyond school
- Evidence of providing extra-curricular activities

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Subject Teacher Specification



Academic Excellence

- Monitoring, assessing, recording and reporting effectively and on time
- Preparing students for the appropriate public examinations
- Having an awareness of teaching groups' abilities and a commitment to add value

Personal Fulfilment

- Participating in training and development activities
- Attending and taking assemblies

High Quality Teaching & Learning

- Promoting positive attitudes to students, parents and colleagues
- Planning, preparing, teaching and marking appropriate work
- Participating in arrangements for own and others' annual performance review
- Reviewing teaching methods with a real focus on how girls throughout the school and 6th form boys learn in each lesson
- Reviewing and amending schemes of work/programmes of study as appropriate
- Maintaining good order in the classroom at all times with regard to agreed school procedures
- Supervising students before, during and after school and ensuring supervision duties are undertaken promptly and professionally
- Communicating and consulting with parents, colleagues and outside agencies as necessary

High Quality Environment

- Ensuring teaching rooms are conducive to learning, are tidy and are left in the correct manner for colleagues
- Utilising display space to inform, challenge and celebrate the subject

Commitment to the school, the local and the global community

- Covering for absent colleagues where necessary
- Encouraging and supporting the students as they develop as young people and citizens of the future

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Modern Foreign Languages

Department Statement



Modern languages are a vital component of a secondary school curriculum, offering to the pupil a comprehensive series of valuable experiences which cover the major areas of learning. By studying the culture of other nations, our students should become sensitive to the differences between cultures and thereby sensitive to themselves and their own culture. Through the study of a foreign language we believe our students will also become more aware of their own language. Communication in the foreign language gives our pupils the opportunity to relate to others within the peer group and wider areas, thereby facilitating the social relationships within their own culture and in relation to another culture. Through languages our pupils are developing an awareness and a tolerance of others, working in close proximity with their contemporaries, either as an individual or in a group, thereby learning to feel closer to and to work with fellow human beings in general.

All students study French and German in Year 7. At the end of the year, they choose which one they will continue learning as their GCSE language option. There are two timetabled periods of French and German in Year 7. In Years 8 and 9 and at Key Stage 4, all students study their chosen language for three periods per week. These are taught as singles.

The MFL Department offers both French and German at A level. School policy states that a student should have obtained a Grade 7 at GCSE in order to continue with the subject at A level.

Our Sixth Formers are timetabled to see the Foreign Language Assistants for at least one lesson a week in small groups and individually in their free periods. At Key Stage 4, the FLA joins classes for one or two lessons a week per class and works with students for conversation classes in small groups or on a one to one basis.

Staffing

The MFL Department comprises of a Subject Leader of French, Subject Leader of German, and 5 MFL teachers. In addition, we employ a French and a German assistant every year.

Curriculum breakdown

For French in Key Stage 3, students follow the Encore Tricolore coursebooks. At Key Stage 4, students follow the Eduqas GCSE course. For their A level studies, students are issued with the Edexcel French textbook. These are supplemented by other materials such as Dynamic Learning. For German at Key Stage 3, students currently follow the Echo Express textbooks, supplemented by other resources. In Key Stage 4, the Eduqas GCSE course book is used. For A level, the Edexcel German textbook is issued to the students, supplemented by other teaching resources, including authentic materials.