



The North Halifax Grammar School
Specialist Science Academy

Job Description

TEACHER OF FRENCH & SPANISH (MPS)

Title:	Teacher of French & Spanish
Responsible to:	Headteacher and Head of MFL
Post Reference:	FS/01/12 – <i>Please ensure this is quoted on your application form.</i>

Background Information for the North Halifax Grammar School

1. Calderdale

The Metropolitan Borough of Calderdale nestles along the eastern flanks of the Pennines. The borough was created in 1974 and currently has a population of about 190,000. Halifax is the largest town and administrative centre. Hebden Bridge, Brighouse and Todmorden are the other major towns in the borough.

Calderdale is a delight with majestic, open moorlands overlooking deep wooded valleys. The industrial legacy of textiles and engineering provides a fascinating heritage for the area. The splendid natural beauty of Hardcastle Craggs sits alongside the busy curio shops and restaurants at historic Hebden Bridge. The bordering 'Bronte Country' to the north and 'Summer Wine Country' to the south boasts a wealth of interesting places to delight the rambler, mountain-biker, rock-climber, bird-watcher, canal-lover, amateur historian and day visitor.

Halifax itself has wonderful historic buildings (the Piece Hall and Halifax Minster), an indoor market, modern shops and entertainment for all ages from variety at the Victoria Theatre to many clubs and pubs for the young at heart.

The M62 runs through the south of the borough connecting Manchester (40 minutes) to Leeds (30 minutes). These two regional capitals are also linked by rail through Halifax. Two airports, Manchester and Leeds-Bradford are also easily accessible. Metropolitan shops and entertainment are readily available at Leeds and Manchester, as are the natural delights of the Peak District and Yorkshire Dales National Parks.

There is a wide variety of housing in town and country locations. Prices are reasonable and below the national average.

2. The North Halifax Grammar School

The North Halifax Grammar School is a successful, high-performing selective school. The school was formed in 1985 with the amalgamation of the Highlands School and the Princess Mary School. In its 25 year history it has established a well-deserved reputation for high academic standards and concern for the development of the individual.

The school is an 11-18 co-educational grammar school. It operates joint admissions arrangements with the Crossley Heath School. A minimum of 310 students are admitted each year (155 to each school) based on their performance in admissions tests in verbal reasoning, Mathematics and English. Currently there are 1145 students on roll with 362 in the Sixth Form.

The school became a foundation school in September 1999, so that the Governing Body is the owner of the buildings and site, employer of the staff and the admissions authority for the school. The school became an Academy on 1st June 2011.

The school was inspected in December 2007. Following that inspection the school was re-designated as a Specialist Science School for a further three years and as a High Performing Specialist School in Languages from April 2009. The most recent inspection was in January 2011 and the school was judged to be 'Outstanding' overall.

The school's motto is Living to Learn Learning to Live. All activities in the school promote and facilitate opportunities for students to learn how to learn and lead full and successful lives.

NHGS operates a Smoke Free Policy for all its employees. This applies to the buildings and associated grounds within the immediate vicinity of the buildings which are wholly owned by the Governors of the school.

The North Halifax Grammar School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Criminal Records Bureau. All staff have a responsibility to ensure the safeguarding of children and are expected to share the school's commitment to providing a secure and supportive environment in which children can develop and grow into mature and responsible people.

3. The Curriculum

The working week is based on a cycle of five one hour lessons. The curriculum is broad, balanced and offers the same opportunities to all students.

Students are placed in one of the five tutor groups on entry to the school and these act as teaching groups for most subjects in Years 7-8 (the Lower School). There is some setting for core subjects in Year 8 and above.

In year 7 students follow a common curriculum of Art, Drama/Library, English, French, Geography, History, Information and Communications Technology, Mathematics, Music, PE, Personal, Social, Citizenship, Health and Enterprise Education, RE, Science and Technology.

In year 8, all students are introduced to German or Spanish, and Latin, and there is the opportunity to continue to study these languages in year 9 and beyond, in addition to French. The other subjects studied in Year 7 continue in year 8.

In the Upper School (Years 9 to 11) students are placed in one of six tutor groups. The average teaching group size is lower (c 26) in the Upper School. In Years 10 and 11, students follow a core curriculum of GCSE courses in, English Language and Literature, a Modern Foreign Language (French, German or Spanish), Mathematics and Science, a full course in ICT and non-examination courses in P.E., PSCHEE and Careers education.

In Science, all students take Science and Additional Science GCSE, while some take Biology, Chemistry and Physics as separate sciences.

Students also take three GCSE options chosen from Art, Geography, Geology, a second Modern Foreign Language, History, Latin, Psychology, Technology (Food, Graphics, Resistant Materials and Textiles), RE, PE, Music and separate sciences.

All students have a week's work experience in year 11.

In the Sixth Form, all students will take four or five AS levels in year 12 and at least three A2 subjects in year 13. The subjects currently offered are:

Art	Food Technology	Mathematics (in all its forms)
Biology	French	Media Studies
Business Studies	General Studies	Music
Chemistry	Geography	Photography
Design and Technology	Geology	Physical Education
Economics	German	Physics
Electronics	Government and Politics AS	Psychology
English Language	History	Sociology
English Literature	ICT	Spanish
	Latin	

In Year 12 and in Year 13 a non-examination course in PSCHEE is also compulsory.

The MFL Department offers an extra-curricular GCSE Italian course for Year 12 and 13 students.

The vast majority of students leaving the Sixth Form continue their education at University and the remainder enter employment with further training.

Students are well-motivated and respond well to effective teaching. A wide range of extra-curricular activities and experiences enables students to develop talents and abilities in PE, drama, music and games. Training, conferences and events are also organised, throughout the school, to promote their personal and social development.

4. Student Support

The school is divided into three sections – the Lower School (years 7-8); Upper School (years 9-11) and Sixth Form (years 12-13). Heads of Section lead teams of Year Heads and tutors who are responsible for the monitoring, progress and day-to-day support of students. Staff work closely with parents in encouraging students to reach their potential. The school has developed close links with primary schools, the police, the local community and employers.

5. General Information

NHGS has an active Parents' Association, and an experienced, supportive, non-political Governing Body.

6. Details of the Post as Advertised: Teacher of French & Spanish (MPS)

The full time post involves the teaching of French and Spanish at all appropriate levels to students of above average ability in this selective Grammar School.

In Year 7, all pupils study French.

In Year 8, all pupils continue with French and choose between Spanish and German as their second MFL. They also all learn Latin.

In Year 9, all pupils continue with French and choose between Spanish / German and Latin.

At KS4, the study of at least one Modern Foreign Language is compulsory to GCSE. Pupils can choose between French, Spanish or German as their first MFL and have the option to continue studying the second MFL to GCSE level. Students with a flair for languages are encouraged to study two languages for GCSE and in recent years this number has risen to 30 or more for each year group. There are A level groups in French, Spanish and German.

At KS5, there are an increasing number of students studying French, Spanish and German with average group size in 2012 being 15 in French, 10 in Spanish and 5 in German. In 2011 100% of students studying French A level achieved A*-B as was the case in 2010 in Spanish. At AS level in 2011, 3 students achieved full UMS marks in the speaking module of the AS with one student attaining full UMS marks in both AS modules. As well as the 5 hours of timetables lessons, each AS and A2 language student receives at least half an hour with our native Foreign Language Assistants in each language they study.

As well as A level, MFL staff offer a 2 year GCSE Italian course for beginners, which is open to Sixth Form students and staff. In the last 2 years, 80% of candidates have achieved A* in Italian.

In addition to lessons, MFL staff offer a full programme of extra-curricular activities and educational visits. Activities planned for 2012 include: KS4 visit to a French school in Paris, KS4 visit to Barcelona and a KS4 visit to Cochem in Germany and planning is in progress for possible future work experience opportunities in Germany and France. In Year 8, all students go on a week's educational visit to Normandy. This is a whole-school activity in which staff from all departments are invited to participate.

Students are encouraged to take every opportunity to participate in language learning events in and beyond lessons. In 2011, Year 7 students reached the Regional finals of the French Spelling Bee Competition, 2 students were winners of the Huddersfield University Poetry Competition, 2 KS5 students became German UK Youth Ambassadors and one A level student won the "Think Kafka" translation competition run by Oxford University. We use our links with the University of Leeds to invite their Student Ambassadors to talk to our students about studying languages and in July 2011, several of our Year 12 students attended the two day "Linguastars" residential for aspiring MFL undergraduates. We have instigated a coaching system, popular with students and parents, where older students mentor younger students in MFL and the Sixth Form have set up a French Society where they invite KS4 students to events as well as arranging Sixth Form visits to cultural activities.

Through HPSS we have been able to support 9 local primary schools over the last three years. NHGS staff have delivered lessons, trained primary colleagues to build up their own expertise to deliver their own French lessons as well as supporting MFL events in the primary schools and instigating an annual French singing competition "A Song for Halifax" for all primary schools in the North Halifax Federation.

Candidates for the post must show genuine ability in effective and successful teaching. The record of exam success in GCSE MFL at the school is outstanding, with many passes at A* and A and we are concerned that this standard should be maintained. Students in examination classes are

expected to be capable and positive but the time allowed is relatively tight and a brisk and challenging approach to teaching is essential. Overall, the post will suit a skilful, well-organised teacher who enjoys using the language as an intellectual tool and will also enjoy working within a friendly and supportive Department.

7. How to Apply

Completed application forms, together with a brief letter in support of the application, should be returned by _____ to the Ms P Robbins, Personnel Officer, The North Halifax Grammar School, Moorbottom Road, Illingworth, Halifax, HX2 9SU. Tel (01422) 244625, Fax (01422) 245237. Email: mail@nhgs.co.uk. Website: www.nhgs.co.uk.

The closing date for applications is noon Monday 6th February 2012

Interviews will take place the week commencing Monday 27th February 2012

Thank you for your interest in this post.

PLEASE ENSURE YOU PUT THE POST REFERENCE NUMBER PERTAINING TO THE POSITION YOU ARE APPLYING FOR ON YOUR APPLICATION FORM.

THE NORTH HALIFAX GRAMMAR SCHOOL

POST TITLE : TEACHERS OF FRENCH & SPANISH (MPS)			
ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
PERSONAL QUALITIES	<ul style="list-style-type: none"> ▪ <i>Enthusiasm for the subject and teaching</i> ▪ <i>Honesty and reliability</i> ▪ <i>Good interpersonal skills with staff and students</i> ▪ <i>Ability to take the initiative and be flexible.</i> 	<ul style="list-style-type: none"> ▪ <i>Willingness to contribute to pupil development and school life in general by taking part in additional activities</i> 	<ul style="list-style-type: none"> • <i>Application Form</i> • <i>Reference</i> • <i>Interview</i>
QUALIFICATIONS	<ul style="list-style-type: none"> ▪ <i>Qualified Teacher Status</i> ▪ <i>A degree in a subject relevant to or associated with French & Spanish</i> 		<ul style="list-style-type: none"> • <i>Application Form</i>
EXPERIENCE	<ul style="list-style-type: none"> ▪ <i>Evidence of successful teaching of French & Spanish either in a permanent position or in teaching practice</i> 	<ul style="list-style-type: none"> ▪ <i>Evidence of extra-curricular contribution</i> 	<ul style="list-style-type: none"> • <i>Application Form</i> • <i>Reference</i> • <i>Interview</i>
SPECIAL KNOWLEDGE		<ul style="list-style-type: none"> ▪ <i>Basic knowledge of ICT and its use both for teaching and administrative purposes</i> ▪ <i>Knowledge of cross-curricular aspects of French & Spanish.</i> 	<ul style="list-style-type: none"> • <i>Application Form</i> • <i>Reference</i> • <i>Interview</i>

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
TRAINING		<ul style="list-style-type: none"> ▪ <i>Evidence of relevant in service training</i> 	<ul style="list-style-type: none"> • <i>Application Form</i> • <i>Interview</i>
PRACTICAL AND INTELLECTUAL SKILLS	<ul style="list-style-type: none"> • <i>Good communications skills</i> • <i>Good control of pupils</i> • <i>Ability to cope with and awareness of the wide range of pupil ability and expectation</i> • <i>Good organisational skills</i> • <i>Ability to meet deadlines</i> 		<ul style="list-style-type: none"> • <i>Application Form</i> • <i>Reference</i> • <i>Interview</i>
PHILOSOPHY	<ul style="list-style-type: none"> • <i>Committed to equal opportunities</i> • <i>High expectations of staff and pupils</i> • <i>Desire to deliver a high quality service</i> • <i>Commitment to lifelong learning</i> 		<ul style="list-style-type: none"> • <i>Application Form</i> • <i>Reference</i> • <i>Interview</i>