



# West Kirby

## Grammar School

### **Teacher of French & German (Temporary)**

September 2024

MPS/UPS

Graham Road, West Kirby, Wirral. CH48 5DP

[www.wkgs.org](http://www.wkgs.org)

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# Advertisement & Information

## Teacher of French & German

September 2024



### Teacher of French & German

#### Full-time, temporary. Required for September 2024

The Governors of this exceptional Grammar School wish to appoint a well-qualified and enthusiastic Teacher of French & German for September 2024. The post is full-time and on a temporary, maternity cover basis. The ability to teach Key Stage 3 French and German is essential and the ability to teach Key Stage 4 is desirable. A good degree in French, German or a closely related subject is sought, and a strong knowledge of teaching Modern Foreign Languages will be important to the role. A good understanding of examination requirements is desirable and a strong track record of motivating learners and raising achievement is essential. This post would suit a newly or recently qualified teacher, for whom extensive support and encouragement will be given, or a more experienced practitioner.

The Languages faculty at WKGS is dedicated to creating the very best linguists and students with a passion for communication in another language. In our faculty, everyone is supported to develop their own interests and passions, but students are taught the value of all language learning and that gaining the skills to learn a language can open the doors to many other languages further into their academic journey.

Students are encouraged and supported by dedicated teachers to develop their knowledge, skills and understanding to a high standard. Our curriculum model allows Year 7 students to learn two modern languages from French, German and Spanish, as well as an introduction to Latin. In Years 8 and 9 students continue to study two of the previously studied languages. At KS4 and 5, students can study one or both of the languages they have already studied. They follow specifications from Pearson Edexcel for all public exams, except for A level Spanish, where the AQA specification is followed.

The KS3 curriculum across French, German and Spanish follows topics from the Dynamo, Stimmt and Viva textbooks from Pearson, but the faculty works hard to adapt resources and tailor the curriculum to WKGS learners and has recently incorporated ideas and activities from the EPI method of teaching languages.

In addition to the curriculum offer outlined here, a small cohort of students sit GCSE Italian as an additional qualification every two years, and the faculty actively supports students who wish to take a qualification in their home or community language. This year has seen students take GCSEs in Mandarin, Cantonese and Turkish, as well as A level Cantonese.

The faculty is situated at the heart of the school, with 7 dedicated teaching rooms, a workroom, a set of Google Chrome workbooks, and easy access to bookable computer suites. Students are all able to access online textbooks and associated activities.

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Teachers across the faculty are all enthusiastic and passionate linguists qualified in a range of languages, allowing for a unified approach to teaching and learning. In addition to 7 modern languages teachers, each year the faculty welcomes 3 Modern Language Assistants in French, German and Spanish via the British Council. They work largely with KS4 and 5 students preparing for public exams but are an important part of the faculty, offering native speaker expertise to all learners.

The faculty aims to provide as many opportunities as possible to experience and practise outside the classroom, offering visits and exchanges abroad, masterclass and taster sessions in languages from universities, opportunities to collaborate with other local schools, lunchtime clubs and drop-in sessions and a modern language DVD and literature satellite library.

West Kirby Grammar School is a very successful selective girls' school with a coeducational Sixth Form. There are over 1200 students on roll and results are exceptional. In 2023, an Attainment 8 score of 67.7 was achieved and 52% of results were at grades 9-7 and 13% of all results were at grade 9. At A-level, 66% of grades were A\*-B with the average grade achieved being a B.

Further information and an application form are available to download on the School's website ([www.wkgs.org](http://www.wkgs.org)) or by contacting the School on 0151 632 3449. A completed application form and letter addressing the content of the person specification, which should be no longer than two sides of A4, should be submitted to [office@wkgs.net](mailto:office@wkgs.net) for the attention of Mr S. Clarke, Headteacher.

If you have any questions regarding the post, please contact the school for further information.

**Closing Date:** Monday 1 July at 9am

**Anticipated Interviews:** Week beginning Monday 8 July

# Person Specification

## Teacher of French & German

September 2024



Job title: Teacher of French & German

Reporting to: Head of Languages

Grade: MPS/UPS

This person specification is related to the requirements of the post as determined by the job description. Short listing is carried out on the basis of how well you meet the requirements of the person specification. You should refer to these requirements when completing your application.

E: Essential      D: Desirable

### 1. Qualifications

Degree or equivalent in French/German or closely related subject (E)

QTS (secondary phase) (E)

Degree or additional qualifications in another language (D)

### 2. Experience

Teaching French/German in a secondary school either in a substantive post or as part of Teacher Training (E)

Teaching French/German to GCSE and/or A-level (D)

Teaching experience in an outstanding/good school (D)

Leading or accompanying school visits (D)

### 3. Knowledge and Skills

Knowledge of external examination specifications (E)

Ways to teach students how to think and how to behave in order to achieve high performance (E)

Ways to assess work over time in specific subject area (E)

Excellent understanding of best pedagogical practice to ensure ambition and challenge for all (E)

Use interactive technology to enhance teaching (D)

A willingness to employ creative styles of teaching (D)

### 4. Special Requirements

A belief in the potential of all students to perform at the highest level (E)

Empathy with students and colleagues (E)

Enhanced DBS clearance and identity checks (E)

Willingness to contribute to the wider life of the school (E)

Excellent references (E)

Professional approach to conduct, attendance and dress (E)

Pastoral experience as a Form Tutor or Shadow Form Tutor (D)



West Kirby Grammar School is a vibrant and thriving girls' grammar school of more than 1200 students aged 11 to 18, including around 50 male students in a coeducational sixth form of over 350.

As a school, we believe there are no limits on a student's potential: with the right approach to learning every student can reach levels of attainment and achievement that might previously have been considered the preserve of a 'gifted and talented' few.

Our values are inspired by our school motto: *ad metam contendo* - strive towards the goal.

These six core values aren't simply words on a page – we live and breathe them every day, driven by our determination to inspire and support every child in the pursuit of their goals, whatever they may be:

### **Community**

- We're proud of our sense of community and family at WKGS, as well as our contribution to the local and wider community.
- We choose to be collaborative, caring and kind, showing empathy and honesty in our actions.
- We value our tradition and have a vibrant House system that helps to create a compassionate and caring community.

### **High Expectations**

- We are aspirational for ourselves and those around us, taking great pride in our achievements.
- Our work is goal-orientated, celebrating success in different forms while striving for excellence in our pursuits.
- We naturally have high academic expectations and challenge everyone to achieve their full potential, both inside and outside of the classroom.

### **Opportunity**

- We offer exceptional opportunities for all in a wide variety of contexts.
- Our extensive curriculum ensures that every student has the opportunity to discover their talents.
- We encourage everyone to embrace our extra-curricular provision and wide range of enrichment activities; we promote leadership at all levels.

### **Innovation**

- We strive to create the leaders of tomorrow; individuals who are daring and forward thinking and who work to inspire those around them.
- Creativity is highly valued, and we aim to find inventive and enterprising solutions to the challenges we face.
- Change is embraced as we develop inventive new practices and systems.

### **Curiosity**

- We encourage all members of our community to display a love of learning and to show an inquisitive approach to challenge.
- The ability to reflect on practices is key, along with a passion to improve. Asking questions to deepen understanding and looking beyond the confines of the curriculum is actively encouraged.

### **Endeavour**

- We work with motivation and resilience, whatever the challenge ahead.
- Determined to succeed, we challenge ourselves and those around us to improve
- We engage with our tasks and work with perseverance to achieve.



### Staff Wellbeing

The wellbeing of staff is central to the approach taken by Governors, the Headteacher and the SLT at West Kirby Grammar School.

We have an excellent sense of community within our whole staff, who work very hard as a team to support one another in their endeavours. Below are examples of some of the systems we have developed to help maintain a happy and positive staff.

- Access to a comprehensive range of health and wellbeing services offered by Education Mutual
- Deadlines well publicised and staff consulted on annual calendar
- Reduced data collections to ensure no collections for data's sake
- In-house Wellbeing Manager available to all staff, and Staff Wellbeing Committee that monitors and responds to staff needs.
- Greater PPA time than national recommendation
- Dedicated classroom wherever possible for teaching staff
- A flexible and generous approach to family appointments and child events
- Complimentary tea and coffee
- Complimentary Christmas Dinner for all staff each year
- Staff Christmas Cake baking event
- Complimentary coffee and cake mornings or afternoons
- Access for all staff to Positive Psychology Coach
- Opportunities for professional development always considered
- Considerate approach to lesson observations, drop-ins and learning walks
- Headteacher 'Open Door' Policy at all times
- On site car valeting offered

### Life in West Kirby

WKGS is a nurturing and supportive institution with exceptional rates of staff retention. Very few staff move on each year and these are largely due to opportunities for promotion or staff retirement.

West Kirby is a fantastic place to work and live. Found on the North West coast, it is regularly rated in The Times as one of the Top 10 places to live in the North West. Just half an hour by train from Liverpool, it is a beautiful seaside town with a high street full of independent shops, the Marine Lake, the picturesque Hilbre Island and miles of sandy beaches.



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Grammar School





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