



**Head of Languages –**

**(KS3 – KS5 French and Spanish)**

**An exciting opportunity has arisen for a talented practitioner and leader of Languages to develop and lead the Languages provision across the academy.**

We are a courageous, compassionate community - empowering excellence. We are a value lead organisation, being bold within every aspect of our lives at school.

We want all staff to thrive, modelling leadership and determination to the pupils and students within our rich and diverse academy, working together to fulfil our vision of creating a centre of excellence within our local community.

We empower our teams by valuing the individual and prioritising professional development. This is delivered through weekly CPD sessions, dedicated line management meetings and by encouraging staff to develop their own ideas and projects, within their departments and beyond.

Bolingbroke Academy is a uniquely exciting, fulfilling and innovative place to work, learn and grow. We are proud that we have been rated ‘Outstanding’ in all five categories in the 2024 OFSTED inspection.

**The Role**

This is a role to lead a professional community of subject teachers in the Languages department to ensure high attainment of their subject across the academy and to develop and lead an exciting curriculum which enables the highest level of pupil progress and achievement.

A large number of our young people are native French, Spanish or Italian speakers who are supported to do a community language in addition to a second/third language.

**Reports to:** Assistant Principal

**Start date:** September 2025

**Contract**: Permanent

**Salary**: £57,636 - £62,500 (Ark UPS 1-5)

**Closing Date:** 14th March 2025

**Key Responsibilities**

* Secure academic outcomes in line with the targets set through the academy’s target setting policy; typically, 1.0 above national
* Plan and implement the new GCSE specification and required subject curriculum that ensures coherence and progression in the teaching of key subject knowledge, skills, understanding and concepts
* Monitor, evaluate and continually improve the quality of planning, teaching and assessment
* Lead the assessment process in the subject ensuring accurate measurement of subject standards in all year groups at all summative assessment points
* Co-ordinate our community languages provision in Year 10. Typically, 8 languages per year; German, Italian, French, Spanish, Polish, Arabic, Turkish and Hebrew
* Analyse student performance data and respond to the outcomes of assessment to ensure appropriate planning, teaching and interventions are in place to keep all pupils on track to achieve their targets
* Plan and embed a rich and wide extra-curricular offer to promote culture and diversity including international trips.
* Lead the professional development of the subject team to be highly effective practitioners
* Monitor the practice of others teaching the subject to ensure they are following all areas of subject and academy policy accurately and appropriately
* Review and refine the curriculum, planning, teaching and assessment in the subject on a regular cycle to continually improve the subject outcomes
* Regularly monitor the quality of teaching of others teaching the subject in line with academy expectations and provide effective feedback and coaching to ensure subject teaching continually improves
* Line and performance manage any designated members of staff as per the academy policy and take necessary corrective action where there is any ineffective practice
* Manage allocated budget effectively and stay within set budget allocation
* Create an orderly subject environment in which the academy’s culture and ethos is upheld

**Outcomes and Activities**

**Subject Coordination across the Academy**

* Leadership and support of all other subject teachers within the academy.

**Leadership of the Subject Community**

* Assisting in the professional development of teachers including INSET as may be appropriate.
* Supervising and supporting Early Careers teachers, as appropriate.
* Developing strong partnerships and ensuring regular and productive communication with parents.

**Teaching and Learning**

* Establish subject Empowering Excellence workbooks to plan short-, medium-, and long-term curriculum developments and teaching practices, target setting and review.
* Teach engaging and effective lessons that motivate, inspire and improve pupil attainment.
* Manage departmental budget and resources effectively and efficiently.

**Curriculum setting and Assessment**

* Develop a curriculum, long term and medium term for all year groups, in line with National Curriculum requirements, that are inspiring for learners and teachers alike.
* Monitor and assessment of teaching and learning.
* Set regular, measurable and significant assessments for the pupils.
* Establish agreement for monitoring and evaluation of student progress.
* Maintain accurate pupil data that can be used to make teaching more effective.

**Other**

* Undertake other various responsibilities as directed by the line manager or Principal
* Undertake the other main professional duties of a teacher as set out in the Ark pay and conditions of service document.

**Person Specification**

* An outstanding teacher, able to motivate and challenge learners of all abilities;
* An outstanding leader, with good communication and organisation skills;
* Able to teach French or Spanish to Key Stage 5;
* A passionate about their subject and a committed team player;
* Have a proven track record of success and raising pupil attainment in Languages;
* Have high expectations for accountability and consistency;
* Have the resolve to make a real difference to the lives of pupils;
* Committed to Bolingbroke Academy’s ethos of high expectations.
* The desire to learn and further develop their practice through regular CPD and feedback.
* The ability to question and challenge the status quo and find new and progressive solutions to existing systems.
* Demonstrable experience in managing behaviour and motivating children with a strong belief in the potential of every pupil.
* The ability to work in a way that promotes the safety and wellbeing of students and pupils.