

Bolingbroke Academy

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 to be rated as 'Outstanding' in all five categories in the 2024 Ofsted inspection. Ofsted's recent parent survey also ranked us as the 'happiest secondary school' in Wandsworth.

The Role

The Head of Languages will provide strategic and operational leadership of Languages across the academy, developing an ambitious, inclusive and academically rigorous curriculum from KS3 to KS5. The postholder will lead French and Spanish provision alongside the academy's community languages offer, ensuring that all pupils, including multilingual pupils and native speakers, are supported and challenged to achieve highly. The postholder will lead the Languages team, develop excellent classroom practice, use assessment and performance data intelligently to improve outcomes, and build a culture in which language learning, multilingualism and cultural understanding are highly valued across the academy community.

Reports to: Assistant Principal
Start date: Easter 2027 or September 2027
Contract: Permanent
Salary: Ark Main Payscale AM1 – AM6, £42,775 - £55,483 with TLR or £62,039 – 67,275 (Ark UPS 1-5), depending on experience
Closing Date: Monday, 23rd November 2026

Key Responsibilities

Strategic leadership and improvement

- Set and communicate a clear strategic vision for Languages and multilingualism that aligns with academy priorities.
- Develop, implement and evaluate a Languages departmental improvement plan, using pupil outcomes, curriculum review and quality assurance to identify priorities and secure sustained improvement.
- Secure academic outcomes in line with targets set through the academy's target-setting policy; typically, 1.0 above national.
- Contribute actively to whole-school teaching and learning, curriculum development and wider academy improvement.
- Create an orderly subject environment in which the academy's culture, values and ethos are upheld.
- Deliver co planning weekly focusing on areas for development of the department

Curriculum leadership

- Lead an ambitious, coherent and knowledge-rich Languages curriculum with clear progression from KS3 through GCSE and A level.
- Plan and implement new specifications and required subject curricula, ensuring coherence and progression in subject knowledge, vocabulary, grammar, skills, understanding and cultural knowledge.
- Ensure curriculum planning develops pupils' confidence in listening, speaking, reading and writing.
- Review and refine curriculum, planning, teaching and assessment on a regular cycle to improve subject outcomes including review of homework.
- Maintain and increase participation in Languages at GCSE and A level.
- Develop long- and medium-term plans for all year groups in line with National Curriculum and qualification requirements, inspiring learners and teachers alike.

Community languages leadership

- Lead, develop and quality assure the academy's community languages provision, ensuring pupils who speak additional languages are identified, appropriately prepared and supported to gain recognised qualifications in their community language.
- Oversee curriculum support, assessment, examination entries and examination preparation for community language qualifications.
- Work with pupils, families, staff, examination boards and external providers, where appropriate, to ensure equitable access to community language qualifications.
- Monitor participation, attainment and progress in community languages and use this information to strengthen provision.
- Develop the community languages offer in response to the languages spoken within the academy community.
- Promote community languages as an important part of the academy's commitment to multilingualism, cultural diversity and high academic expectations.
- Lead the Year 10 community languages provision, typically including German, Italian, French, Spanish, Polish, Arabic, Turkish and Hebrew.

Teaching, assessment and outcomes

- Monitor, evaluate and continually improve the quality of planning, teaching and assessment.
- Lead the assessment process, ensuring accurate measurement and moderation of subject standards in all year groups at all summative assessment points.
- Analyse pupil performance information to identify gaps between pupil groups and ensure appropriate planning, teaching and timely intervention keep pupils on track to achieve their targets.
- Ensure intervention is precise, evidence-informed and evaluated for impact.
- Maintain accurate pupil information that is used to make teaching more effective.
- Teach engaging and effective lessons that motivate, inspire and improve pupil attainment.

Quality assurance and staff development

- Lead a rigorous cycle of departmental quality assurance, including curriculum review, assessment analysis, learning walks, work scrutiny and pupil voice, using findings to inform coaching, CPD and departmental priorities.
- Build a strong professional culture within the Languages team characterised by collaboration, intellectual curiosity, high expectations and collective accountability.
- Identify individual and departmental development needs and provide targeted coaching, modelling, feedback, INSET and CPD.
- Monitor subject practice to ensure academy and departmental policies are implemented accurately and appropriately.
- Develop leadership capacity within the department and support colleagues to take increasing responsibility for curriculum and departmental priorities.
- Supervise and support Early Career Teachers, trainees and other colleagues, as appropriate.
- Line manage and performance manage designated members of staff in line with academy policy, responding appropriately where practice does not meet expectations.

Culture, enrichment and partnerships

- Champion Languages and multilingualism across the academy, ensuring pupils understand the academic, cultural and future opportunities associated with language learning.
- Plan and embed a rich extracurricular offer through assemblies enrichment, competitions, cultural events, visiting speakers, international links and trips.
- Celebrate the linguistic diversity of the academy community and create opportunities for pupils and families to share and value their languages and cultures.
- Develop strong partnerships and maintain regular, productive communication with parents and carers.
- Promote high take-up of Languages and community language qualifications through effective pupil and family engagement.

Operational leadership

- Establish subject Empowering Excellence workbooks to plan short-, medium- and long-term curriculum developments, teaching practices, target setting and review.
- Manage the departmental budget, staffing and resources effectively and efficiently within the allocated budget.
- Undertake other reasonable responsibilities as directed by the line manager or Principal.
- Undertake the professional duties of a teacher as set out in the Ark pay and conditions of service document.

Person Specification

Desirable

- Experience of leading or coordinating community language qualifications.
- Experience of teaching Languages across more than one key stage, including Key Stage 5.
- Experience of successful departmental or subject leadership.
- Experience of working with external providers, examination boards or community partners to extend language provision.

Safeguarding

The postholder must demonstrate a commitment to safeguarding and promoting the welfare of children and young people and is expected to act in accordance with the academy's safeguarding policies and procedures.