

THE DEPARTMENT

Working to deliver the Department's strategic vision is a talented and experienced team, comprised of 11 teachers and 4 language assistants.

The Modern Languages team is energetic, ambitious and forever-learning. It offers pupils creative, ambitious and rigorous teaching throughout the age range at KS3, KS4 and KS5. The department offers French, German and Spanish up to KS5, as well as Italian and Mandarin up to GCSE. Students can also attend Culture Clubs, UK-German Connection and UKLO. Many students continue to A-level and beyond with submitting UCAS applications for languages related degrees. Our teaching staff are a strong team, who enjoying working collaboratively and sharing good practice. The teachers are well motivated, hard-working and able to stretch the most able sixth form pupils who are en route to Oxbridge or similar destinations, whilst also being able to use different strategies and techniques to teach across the ability range in all key-stages. The languages assistants play an essential role in the life of the department.

The aim of the Department is for all pupils to be confident learners, who secure their potential, through a deep understanding and appreciation of the language and its cultures. Our innovative and outward-looking subject teachers create exciting lessons, which connect their learners to the real world through the use of authentic materials, collaboration with language assistants and a celebration of culture. Each member of the team plays a full part in departmental improvement projects, local and residential trips, clubs and partnership work.

In Year 7 the girls are given tasters French, German, Italian, Mandarin and Spanish at the start of Year 7. From October half term in Y7 onwards, through to Y9, pupils study two languages at KS3. Students are taught according to the same scheme of work, but there is variation in the depth to which topics are covered and the more able may cover extra material, some of which goes beyond GCSE level and includes preparation for A-level. All groups are entered for the AQA GCSE examination at the end of Year 11. In the Sixth Form, there are currently A-level groups in each of French, German and Spanish. Italian is offered to Year 12s as a GCSE over 2 years.

The department offers a wide range of enrichment activities to help bring the students language learning to life. Students have participated in trips to France, Germany, Spain, China and Italy. We organise visits to the British Film Institute, China Town and bring in a theatre company to perform plays in foreign languages. Many students participate in national competitions such as the UK-German Connection Programmes, Essay and Poetry Prize Competitions and the UK Linguistics Olympiad. We are always seeking for ways to inspire our students to take their languages further.

(Continued.....)

THE DEPARTMENT (Continued)

The department comprises of 11 teachers and four assistants, including the Head of Modern Languages and the Heads of French, German, Italian, Mandarin and Spanish. A regular weekly French, German, Mandarin and Spanish meeting is held to share good practice and discuss the latest subject specific resources.

The department consists of a strong team which has a shared vision of excellence. Every classroom is equipped with an interactive whiteboard.

THE ROLE

From September 2025 we are moving to directly-employed language assistants. Therefore, we are recruiting for four positions:

- French Language Assistant
- German Language Assistant
- Mandarin Language Assistant
- Spanish Language Assistant

Reporting to the Head of Department, the Modern Language Assistant will work with GCSE and A-level students, focusing on developing their confidence and skills in oral communication. This role includes providing support in other areas such as grammar, offering coaching in writing, and assisting with extra-curricular activities, where possible. Additionally, the Modern Language Assistant will help create an atmosphere that reflects and references the culture, traditions, and current affairs of the French, German, Mandarin and/or Spanish-speaking world. The ability to speak and support as a modern language assistant for an additional language offered by the department is desirable.

This is a permanent position offered from September 2025 on a part-time basis. The number of hours per week will be 12 hours for French, 10.5 hours for German and Spanish, and three hours for the Mandarin Language Assistant positions. In your application, please outline clearly the language(s) you are applying for, your preferred working hours and the flexibility you have in your working pattern.

This position involves contact with children and will amount to regulated activity as defined by Keeping Children Safe In Education (KCSIE) for safeguarding children and safer recruitment.

RESPONSIBILITIES

The key responsibilities for this post are listed below:

Key Responsibilities

- To work with GCSE and A-level students in order to develop their confidence and skills in oral communication in modern languages.
- This role includes providing support, in particular to A-level students, in areas such as grammar, writing, and other aspects of language acquisition.
- Offer lunchtime support clinics for students who need additional help.
- Assist MFL teachers in the preparation of course materials that are relevant, topical, and engaging.
- Help bilingual students maintain and develop both their spoken and written language skills.
- Register student attendance and report regularly on their progress.
- Stay updated on current affairs in the modern languages-speaking worlds to ensure teaching content is fresh and relevant.

In addition to the above, the post holder will carry out any other professional duties as reasonably required by the Head.

The High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

PERSON SPECIFICATION

STAHS is a vibrant school supported by a diverse and enthusiastic community of staff, pupils, parents and alumni. It is important that our staff reflect the diversity of our community, and we therefore welcome and encourage applications from people of all genders and sexual orientation, those from Black, Asian and other minority ethnic backgrounds, and those with disabilities.

The successful candidate will be required to fulfil all of the duties, as outlined in the job description. In addition to this, the candidate should possess the following competencies which are essential to this position:

QUALIFICATIONS & EXPERIENCE

- Native proficiency in French, German, Mandarin or Spanish.
- Fluent in English.
- Degree level qualification (highly desirable)
- Previous experience supporting teaching staff in a similar educational environment (desirable)
- Ability to support as a language assistant in an additional language offered by the School (desirable)
- A commitment to developing innovative and stimulating sessions
- Experience of or desire to develop teaching materials to support the GCSE and A-level courses.

SKILLS

- Organisational skills and the ability to be flexible in adapting to students' needs.
- Excellent communication skills, both written and oral, in the language
- Strong IT skills with the ability to use various media and software tools for developing learning materials.
- Ability to work independently and as part of a team, demonstrating a collaborative and proactive approach.
- Cultural awareness of the French, German, Chinese and Spanish-speaking worlds, including current affairs and social trends.

PERSONAL QUALITIES

- Patience and the ability to explain complex concepts clearly.
- A strong interest in promoting and supporting students' development of language skills and cultural understanding.
- A genuine enthusiasm for teaching and supporting young learners in achieving their potential.
- Reliability in meeting deadlines and maintaining a high standard of work.
- Ability to build positive relationships with students, staff, and parents.
- A commitment to upholding and promoting the safeguarding and welfare of children and young people.

PERSON SPECIFICATION (Continued)

PERSONAL QUALITIES (continued)

- A passion for their subject and its relevance today and an ability to convey this to students
- Hard working team player, with a positive/enthusiastic attitude
- Proactive - ability to lead new initiatives
- Eager to improve your own professional skills
- Flexible – in order to accommodate changes in work priorities, using own initiative and prioritising effectively
- Reflective
- Understand and respect the principles of confidentiality
- High professional standards of yourself and students
- Ability to think creatively and demonstrate initiative, dealing calmly with different situations as they arise

PHILOSOPHY AND ETHOS

- A commitment to safeguarding and promoting the welfare of children and young people and to follow the child protection procedures detailed in the School's safeguarding policy
- Ability to form and maintain appropriate relationships and personal boundaries with children
- Contribute positively to the overall ethos, objectives and aims of the School

HEALTH AND SAFETY

- Support health and Safety training initiatives and to actively participate in this area.

PHYSICAL WORKING AND ENVIRONMENT

- None.