



The Stanway School



Head of Department - Languages

Information on the role,
the School and the Trust

The Stanway School

Take a virtual tour
of the school

The Stanway School is a popular and over-subscribed 11-16 school located in North-East Essex. We offer a modern learning environment with the latest facilities, including a brand new block opened just 5 years ago.

Dedicated to student success, Stanway consistently achieves positive Progress 8 scores and boasts a team of dedicated and passionate teachers who empower students to thrive and confidently transition to their next step.

Ofsted recently rated us Good in all areas, highlighting our commitment to academic excellence and holistic development.

At Stanway, students don't just succeed in the classroom. We offer a diverse range of clubs catering to various interests, from sports to board games. We also provide exciting opportunities in music and drama, with regular performances and trips and visits for every year group. Through The Stanway Experience, all students have the chance to travel abroad, participate in residentials, and engage in various cultural events.

Join a thriving school within the supportive Sigma Trust

Stanway School is seeking passionate and dedicated individuals to join our team. We offer a rewarding and collaborative environment where you can make a real difference in the lives of young people.

Benefits of working at Stanway:

- Be part of a supportive network: Stanway is a member of the Sigma Trust, a multi-academy trust in NE Essex. This offers you:
 - Collaboration and support: Learn from and share best practices with colleagues across the trust.
 - Increased career opportunities: Explore professional development and career progression within the wider trust network.
- Make a real impact: Contribute to the success of our students in a stimulating and nurturing learning environment.

We're seeking passionate individuals from all backgrounds to join our school community!

The Sigma Trust is proud to be an equal opportunity workplace. We are committed to equal employment opportunities regardless of any protected characteristics. This is embedded in our vision 'To Be Greater Than The Sum Of Its Parts', where we believe we are strong and more successful working together, creating a workplace which celebrates diversity

Interested in learning more? We encourage you to reach out with any questions about the position or our school. You're also welcome to schedule a visit to meet our team and experience our vibrant learning environment firsthand.



Head of Modern Languages

The Sigma Trust is committed to safeguarding and protecting the children and young people that we work with. As such, all posts are subject to safer recruitment process, including the disclosure of criminal records, online checks and other vetting checks. We ensure that we have a range of policies in place which promote safeguarding and safer working practice across our schools.

We are seeking to appoint a qualified, enthusiastic and organised Head of Languages to continue to lead a dynamic, supportive and successful team and to further develop the delivery of the 3 Languages - French, German and Spanish - at The Stanway School.

Hours/Weeks: Full-time or part-time considered

Pay: Main/Upper Pay Range

TLR: £7847

The start for this post is from 1st September 2024, the closing date for applications is: 9am, Wednesday 17th April, interviews will be held w/c 22nd April 2024

The role will involve:

- To take overall responsibility for GCSE French, German and Spanish
- Carrying out the functions of a teacher in accordance with the Teacher Standards and the stated aims and objectives of The Stanway School and the Department.
- To be accountable for the highest standards of pupil achievement within Modern Languages, monitoring and evaluation of pupil achievement and setting targets for improvement.
- Maintaining/increasing current provision of extra-curricular clubs / trips.

We're looking for you if you have:

- Qualified Teacher Status
- A degree in the specialist subject
- The ability to teach great and inspiring lessons
- Experience of supporting staff and students in maintaining high standards

(The full details can be found in the attached Job Outline and Role Specification).

What we can offer:

- An exciting opportunity to teach in a successful, oversubscribed school;
- A competitive salary;
- Employee benefits: Pension Scheme, Holiday Pay, Employee Assistance Programme, 2 INSET days in the Autumn term for opportunities to travel;;
- A full Continuous Professional Development Programme;
- Training and Support Opportunities through our membership of The Sigma Trust;

Job Description



Post Title:		HEAD OF MODERN LANGUAGES
<p>The Professional duties of all teachers, (other than the Headteacher) are set out in the STPCD and describe the duties required of all main scale posts. In addition, the description of the requirements of the post of Head of Modern Languages at The Stanway School, in accordance with the criteria for the award of a Teaching and Learning Responsibility Payment, along with the particular duties expected of the post holder have been set out below:</p>		
Purpose: <i>(a – d relate to the TLR Criteria)</i>	a) b) c) d)	<p>To be accountable for the highest standards of pupil achievement within the Modern Languages Department, monitoring and evaluation of pupil achievement and setting targets for improvement.</p> <p>To lead, develop and enhance the teaching practice of all teachers of Modern Languages, evaluating the quality of teaching and securing and sustaining effective teaching of the subject.</p> <p>To be accountable for the strategic direction, leadership and management of Modern Languages, the development and implementation of subject policies, plans, targets and practices within the context of the school's aims and policies.</p> <p>To effectively line manage teaching staff and deploy teaching and support staff, in the Modern Languages Department.</p>
Responsible to:		Deputy Headteacher
Responsible for:		All teachers of Modern Languages
Scope:		The strategic leadership of the Foundation subject of Modern Languages
Salary/Grade:		TLR2a

Person Specification

The Governors would like to appoint an inspirational Head of Department who has the capacity to drive up standards of achievement and enjoyment.

The ability to teach across a range of disciplines will be required. Excellent leadership and management skills are required as well as a commitment to developing the profile of the subject within the schools. We would also anticipate the HOD to join other middle managers in a structured programme of CPD.

The person appointment will be someone who:

- Is appropriately qualified and has sound subject knowledge.
- Enjoys working with young people.
- Is a committed and enthusiastic teacher who sets high standards within the classroom.
- Uses a variety of teaching strategies in order to meet the needs of all students.
- Has sound behaviour management skills and discipline both inside and outside the classroom.
- Has the ability to motivate students, act as a role model and form good relationships with them.
- Is innovative and dynamic.
- Has the capacity to lead and manage a team of teachers.
- Has the ability to establish and sustain effective working relationships with all colleagues.
- Is able to communicate orally and in writing to students, parents, governors, staff and other members of the school community.
- Will be generous in time and energy devoted to the job.
- Has a sense of humour and equitable temperament.
- Is in sympathy with and contributes to the philosophy, ethos and practices within the School and Trust.
- Has an appropriate range of relevant experience in education.
- Has a successful track record in teaching.
- Has the ability to be prepared to monitor and evaluate the work of their staff.
- Has the intellectual capacity and self confidence to generate, implement and sustain innovation and manage change.
- Has the potential and ambition for further promotion.

Meet the Languages Team

At Stanway, we offer three different languages from Year 7: French, Spanish and German. The dedicated Language Department at Stanway boasts modern classrooms, a supportive staffroom, and easy access to senior leadership, ensuring you have all the tools, guidance and support you need to excel in your career.

One of the best bits about our Language team is the excitement and enthusiasm around school trips!

Visits go on throughout the year to France, Germany and Spain across many year groups.



Ross, Strategic Lead in MFL for Sigma:

"I'm Ross and I am Strategic Lead for MFL for the Sigma Trust. I started my career at Stanway as a trainee, then an NQT before becoming Head of Department. Working at Stanway has always felt like a privilege to me. Collaboration is central to all work done and colleagues become like a second family who provide you with a great deal of support. Building relationships with the students and watching them thrive both in and out of the classroom is incredibly rewarding and I have many amazing memories of trips to France and Spain"



Nicola, French Teacher & ITT lead:

"I'm Nicola and I'm a French specialist at Stanway School. I'm in my 20th year of teaching and have been at Stanway for the last 9 years. As Stanway School has strong links with the Colchester Teacher Training Consortium, one of my roles is Lead Subject Mentor for MFL trainees. Stanway has such a nurturing and collaborative environment where trainees and experienced teachers alike can foster their passion for teaching."

Becky, French Teacher & SPL for Wellbeing:

"I am Becky, I am passionate about teaching languages, and am now in my 27th year here at Stanway. I am a Senior Progress Leader with responsibility for Wellbeing and Educational trips and visits and I love pretty much everything about my job! This is a welcoming, supportive and exciting place to work"



The Stanway School
Humanities and Maths & Computing College