

Stratford upon Avon School Teacher of MFL

Person Specification May 2026

Please read this Person Specification carefully as it will be used to assess candidates as part of the short list and selection process. The recruiting team will be looking for candidates who most closely match the following:

	Essential	Desirable	Evidence base
Qualifications	Q.T.S. Hons. Degree	Degree / PGCE or equivalent	Application form.
Experience	Successful secondary teaching (11-16 or 11-18) Successful and competent classroom practitioner Teaching Spanish to KS3 and KS4	Teaching French at KS3 Successful experience of challenging and supporting under-performance in students	Application, references and selection process.
Teaching and Learning	Appropriate pedagogical subject knowledge An appreciation of the characteristics of good teaching Ability to teach different groups of students and demonstrate effective adaptive practice	Knowledge of recent curriculum developments and opportunities High level of IT skills	
Key Skills, Competencies and Aptitudes	Confident and secure fluency in required languages. The ability to engage, enthuse and inspire students Unrelenting determination to raise standards Be able to work on your own initiative and as part of a team Have the capacity to work under pressure and meet deadlines Be able to work as part of a team. Have enthusiasm, self-motivation and the ability to work to deadlines.	Innovative An appreciation of the link between teaching and learning. Ability to analyse and use data effectively	Application, references and selection process.
Curriculum expertise/ areas	Evidence of involvement in appropriate professional development Willingness to contribute to the professional development of others – sharing good practice	Planned involvement in a range of professional activities.	Application, references and selection process.
Professional development	Share the ethos of the school Willingness to co-ordinate and take part in whole school activities. Post subject to Enhanced DBS	Experience of leading curriculum-linked MFL trips or visits, or a willingness to do so if appointed.	Application, references and selection process.
Other information	Displays commitment to the protection and safeguarding of children and young people Share the ethos of the School and Department. Post subject to Enhanced DBS	Willingness to co-ordinate and take part in whole school activities Willingness to participate in extra-curricular activities – trips and visits	Application, references and selection process.

The school is committed to safeguarding and promoting the welfare of the children and young people and expects all staff and volunteers to share this commitment.