



Fareham
Academy

Applicant Pack

Modern Foreign Languages Teacher

(Maternity Leave)

MPS/UPS

Start date: 1st November 2026

Fareham Academy
www.fareham-academy.co.uk/vacancies

For an informal discussion about this post, more information or to arrange a visit, please contact the Academy on 01329 318003 or by email on g.payne@fareham-academy.co.uk

Closing Date: 30 September 2026

Letter from Headteacher

Dear Applicant

Thank you for considering joining Fareham Academy. We are a caring and forward-thinking school where academic achievement sits alongside the personal development of every child. Our motto, “Unlocking Potential – Creating Opportunity,” together with our values of Resilience, Aspirations, and Kindness, reflects the ambition we hold for all our students.

Our staff are deeply committed to providing the highest quality education, and we are equally committed to supporting their professional growth. We prioritise development at every stage of a career, ensuring colleagues have the opportunities, training, and guidance they need to progress.

Many of our staff have moved into leadership roles within Fareham Academy and the wider education community, highlighting the strength of our culture and the talent within our team.

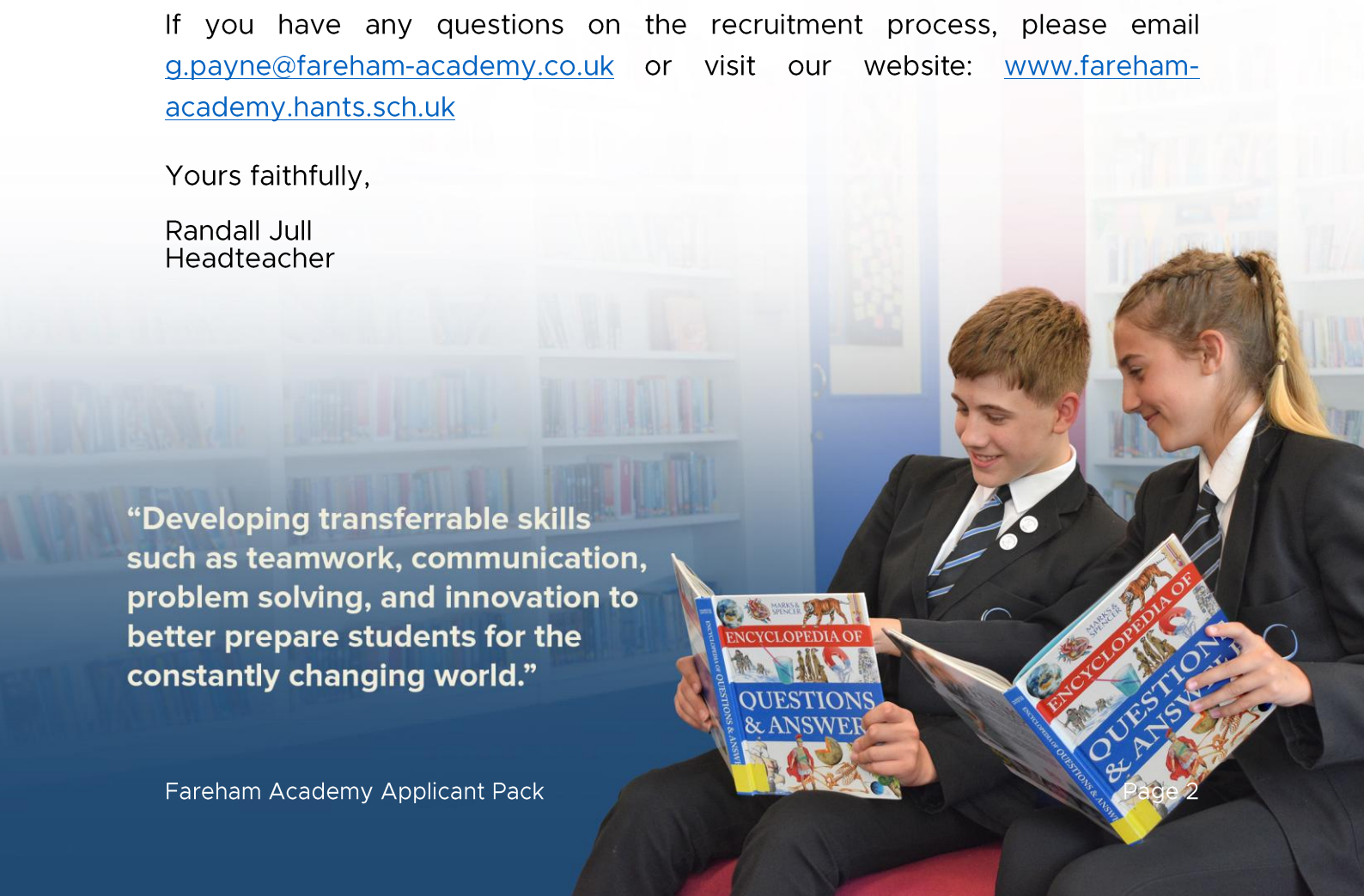
We are now seeking the right person to contribute to our school and be part of the exciting journey ahead. I wish you every success with your application.

If you have any questions on the recruitment process, please email g.payne@fareham-academy.co.uk or visit our website: www.fareham-academy.hants.sch.uk

Yours faithfully,

Randall Jull
Headteacher

“Developing transferrable skills such as teamwork, communication, problem solving, and innovation to better prepare students for the constantly changing world.”



MFL Teacher

We are seeking to appoint an enthusiastic MFL Teacher for maternity cover. The successful candidate will be a professional with the drive to be a consistently good or outstanding teacher, committed to raising the attainment, skills, and ambitions of students across all abilities

In Fareham Academy we offer French and Spanish and we would expect the successful candidate to be an excellent teacher of both of these languages preferably up to KS4. We have a strong MFL team working together in a well-resourced and thriving department with rapidly improving results and a real ambition to be exceptional.

Our MFL department is proactive in the pursuit of quality teaching and learning; therefore, the successful candidate will need to be an outstanding classroom practitioner, committed to continually evaluating and improving provision and resources. The ideal candidate will be someone with a passion for their subject who will inspire and engage our students.

It is the aim of the team to enable students to reach the highest possible standard that they can achieve, ensuring that they are well prepared for both internal and external examinations, higher education and the world of work.

Your Opportunity

The MFL departments overarching aim is for students to leave the Academy as well mannered, confident and culturally rich; therefore, our curriculum reflects this intention. Reading, Literacy, Numeracy and SMSC are explicitly taught throughout all curriculum areas and students have the opportunity to develop vocational skills and 'Learning for Life' through our extended curriculum offer. At Fareham Academy the curriculum is the foundation from which we endeavour to unlock each child's potential and create a lifetime of opportunity

We are looking for a highly motivated individual who:

- Has excellent subject knowledge
- Believes in young people
- Is dynamic, innovative and inspirational in the classroom
- Is passionate about Maths and is keen to improve standards across all year groups
- Ensures students succeed and are challenged to achieve their potential
- Has the ability to teach outstanding lessons across the age range
- Enjoys working as part of a team
- Sets high expectations of themselves and their students
- Is committed to providing access for students to a range of opportunities
- Is able to forge positive relationships with students

In return we will offer you:

- A professional, hardworking and supportive team of staff with the capability and desire to raise student achievement
- Enthusiastic students who are willing to learn and are proud of their learning environment
- A caring and supportive working environment within a vibrant school community
- Flu Jobs
- A personalised CPD programme suited to staff requirements
- Access to a network of schools to support personal and professional
- Private healthcare benefits

This is an exciting opportunity to make a real difference in a collaborative and forward-thinking school.

"A place where staff cultivate a desire for learning and self-improvement."



Post Details		Schedule 6			
Department:	MFL				
Job Title:	Teacher of MFL				
Salary:	MPS/UPS				
Responsible to:	Head of Department				
Job Purpose Statement Teachers make the education of their pupils their first concern and are accountable for achieving the highest possible standards in work and conduct. All staff should promote the school ethos, and health and safety, and contribute to continuous school improvement. To contribute to the wellbeing and development of the school by teaching, inspiring, guiding and caring for students inside and outside the classroom. To ensure that all students make outstanding progress and achieve targets and fully implementing policies and procedures. <i>This job purpose reflects the core activities of the post. As the School and the post-holder develop, there will inevitably be some changes to the duties for which the post is responsible, and possibly to the emphasis of the post itself. The School expects that the post-holder will recognise this and will adopt a flexible approach to work. This could include undertaking relevant training where necessary. Should significant changes to the job purpose become necessary, the post-holder will be consulted and the changes reflected in a revised job purpose.</i>					
Person Specification					
Qualifications	Essential/ Desirable	A	I	L	R
Relevant qualifications to degree level or the equivalent Evidence of further relevant professional development Qualified Teacher	E E E	* * *			
Experience of Educational Management	Essential/ Desirable	A	I	L	R
A minimum of three years' experience in a teaching/learning/child support working environment, with a proven track record of improving results	E	*			*
Detailed knowledge and understanding of the National Curriculum in MFL	E		*		*
Appropriate and successful teaching experience. Proven track record at KS3 & KS4	E		*		*
Ability to motivate and encourage children	E		*		*
Strategic policy development and implementation	E	*	*		
Demonstration experience of implementing strategies for raising achievement and achieving excellence for students, staff and self	E	*	*		
Demonstrate effective team leadership	E	*	*	*	*
Successful experience in data analysis, target setting, monitoring and review	E		*		

Evidence of impact of work with external organisations (SSAT, Specialists Middle Leaders, Trustees)	E	*	*		
Experience of school development planning and evaluation	E		*		*
Ability to demonstrate understanding of complex problems and apply in depth knowledge to address them	E		*		*
Ability to create effective relationships with a variety of different people	E	*		*	
Professional Knowledge and Understanding	Essential/ Desirable	A	I	L	R
Current educational issues, including national policies, priorities and legislation	E	*	*		
Management of staff, including professional development and recruitment	E	*	*	*	
Evidence of Line Managing Curriculum areas and Student Support Staff	E		*		
Financial planning, budgetary management and accountability	E	*	*	*	
The successful practice of educational inclusion, diversity and access.	E		*	*	
Effective choice and flexibility in learning to meet the personalised learning needs of every child	E		*	*	
Principles and practices of quality assurance systems, including school review, self-evaluation, performance management	E	*	*	*	
Leadership and Management Skills	Essential/ Desirable	A	I	L	R
Ability to prioritise, plan, organise and manage work life balance	E	*			*
Ability to work as an effective team player, understanding the strengths and weakness of others to help team development	E	*	*		
Excellent time management and organisational skills	E		*		
Excellent interpersonal, presentation and communication skills, both written and spoken	E	*	*		*
Ability to manage and deliver own course units and contribute to team taught course units	D	*	*	*	
Ability to contribute to wider school management, administration and initiatives	D	*	*	*	*
Communicating & Influencing	Essential/ Desirable	A	I	L	R
Ability to influence desired student behaviour	E			*	*
Ability to generate enthusiasm in students	E			*	*

Excellent communication skills, able to clarify and explain instructions	E		*	*	*
Other skills & Behaviours	Essential/ Desirable	A	I	L	R
Ability to stay calm	E			*	
Empathy with students and sympathetic to their needs	E			*	
Professionally discrete and able to respect confidentiality in particular areas	E				*
Safeguarding Children	Essential/ Desirable	A	I	L	R
Committed to safeguarding and promoting the welfare of children and young people (References)	E	*	*		
Equality	Essential/ Desirable	A	I	L	R
The ability to ensure that there is equality of access to educational attainment & All aspects of equality are adhered to	E	*	*		
Personal and Professional Qualities & Attributes	Essential				
• Excellent organisational ability • Ability to organise own teaching resources and activities to deadline and quality standards • Ability to plan, manage, organise and assess teaching objectives • Ability to contribute to the design of subject units, curriculum development and new teaching approaches • Inspire, challenge, motivate and empower the school community to carry forward a shared vision, build and maintain effective relationships. • Think strategically, create, maintain and share a coherent school vision. • Manage change, conflict and empower individuals and teams. • Listen to, and reflect on, feedback from others, including colleagues and governors. • Think creatively to anticipate and solve problems • Prioritise, plan and organise themselves and others • Set & achieve ambitious, challenging goals and targets					
Organisational Information					

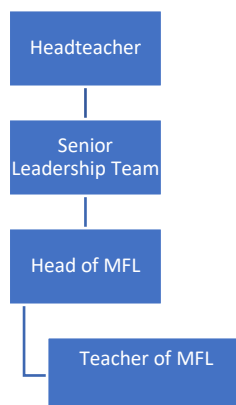
All staff are expected to:

Positively support equality of opportunity and equity of treatment to colleagues and students in accordance with the Schools Equal Opportunities Policy.

Help maintain a safe working environment by:

- Attending training in Health and Safety requirements as necessary, both on appointment and as changes in duties and techniques demand.
- Following local codes of safe working practices and the school's Health and Safety Policy.

Undertake such other duties within the scope of the post as may be requested by your Manager.



Main Responsibilities/Activities:

This document is not designed to be a list of all tasks undertaken but an outline record of the main responsibilities and should be read in conjunction with the accompanying Job Purpose.

More specifically the post holder will be expected to:

TEACHING

Set high expectations which inspire, motivate and challenge pupils

- Establish a safe and stimulating environment for pupils, rooted in mutual respect.
- Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions.
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

Promote good progress and outcomes by pupils

- Be accountable for pupils' attainment, progress and outcomes.
- Be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these.
- Guide pupils to reflect on the progress they have made and their emerging needs.
- Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching.
- Encourage pupils to take a responsible and conscientious attitude to their own work and study.

Demonstrate good subject and curriculum knowledge

- Have a secure knowledge of the relevant subject(s) and curriculum areas taught, foster and maintain pupils' interest in the subject, and address misunderstandings.
- Demonstrate a critical understanding of developments in the subject and curriculum areas.

- Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever your specialist subject.
- Demonstrate an understanding of and take responsibility for promoting high standards of numeracy and the correct use of mathematical terminology, whatever your specialist subject.

Plan and teach well-structured lessons

- Impart knowledge and develop understanding through effective use of lesson time
- Promote a love of learning and children's intellectual curiosity
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- Reflect systematically on the effectiveness of lessons and approaches to teaching
- Incorporate the use of chrome books and other relevant technology in lessons where appropriate
- Contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

Adapt teaching to respond to the strengths and needs of all pupils

- Know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- Have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these
- Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development
- Have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; those that are SEN; those who attract Pupil Premium and be able to use and evaluate distinctive teaching approaches to engage and support them in closing any gaps in attainment.

Make accurate and productive use of assessment

- Know and understand how to assess the relevant subject and curriculum areas you teach, including statutory assessment requirements
- Make use of formative and summative assessment to secure pupils' progress
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, giving dedicated improvement times in lessons

Manage behaviour effectively to ensure a good and safe learning environment

- Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the Academy Behaviour Policy
- Have high expectations of behaviour and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly in line with the Academy expectations
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

Fulfil wider professional responsibilities

- Make a positive contribution to the wider life and ethos of the Academy

- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support: being prepared to adapt practice where necessary
- Deploy support staff effectively where appropriate
- Take responsibility for improving teaching through appropriate professional
- Development, responding to advice and feedback from colleagues
- Communicate effectively with pupils, parents and carers with regard to pupils' achievements and well-being.

PERSONAL AND PROFESSIONAL CONDUCT

A teacher is expected to demonstrate consistently high standards of personal and professional conduct as defined below:

- Act with honesty and Integrity
- Be committed to collaboration and co-operative working
- Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- Have regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
- Show tolerance of and respect for the rights of others
- Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- Ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.
- Have proper and professional regard for the ethos, policies and practices of the Academy, and maintain high standards in their own attendance and punctuality.
- Understand, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

To build positive relationships with Pupils, Trustees, Colleagues, Educational Psychologist, Education Welfare Officer, LEA Specialist, Examiners, Educational Specialists and Outside contractors.

To comply with the requirements of Health and Safety, other relevant legislations and school policies, and understand and comply with the school's equal opportunities policy

All the above duties and responsibilities to be carried out in accordance with Fareham Academy's Policies, Standing Orders and current legislation with an emphasis on Customer Care, Equal Opportunities, Data Protection and Health and Safety. Any other duties and responsibilities appropriate to the grade and role

Please note: Academies may hold interviews as and when applications are received, and this job may be withdrawn at any point without notice. You will still be able to add information until the closing date, but you will not be able to submit your application. With this in mind, you are encouraged to apply as early as possible.

Fareham Academy is committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, online checks and where applicable, a prohibition from teaching check will be completed for all applicants. In line with our commitments to safeguarding.



Fareham
Academy

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