

# FLINT HIGH SCHOOL YSGOL UWCHRADD Y FFLINT



## Deputy Curriculum Leader Welsh

Start date 1st September 2023

Salary Scale; MPS+ TLR 2L £3486 Recruitment allowance £3,000 for 3 years

Closing Date - Monday 27th February at 12.30pm

Permanent Position



**BELIEVE CREDU ACHIEVE CYFLAWN I SUCCEED LLWYDDO**



**“The inclusive, supportive ethos of the school contributes successfully to the wellbeing of pupils. They feel a strong sense of community and belonging.” Estyn 2019**



**“The school ensures that pupils’ wellbeing needs are met through its strong provision for and focus on pastoral care and inclusion” Estyn 2019**



**“With regards to my own children, I can’t fault anything. Staff are amazing. Pastoral care is second to none. My children enjoy school and the opportunities given to them.” Year 7 Parent**



**“I put my daughter in Flint High School after a lot of research and moving her school. She has flourished an enormous amount in the last year. She is on the school council. She is much happier in herself and we are so much more confident about her future now she is at Flint.”  
Year 8 Parent**



**“I have loads of fun and have learnt so much from my teachers.” Year 11 student**

# Welcome

Letter from the Headteacher

Dear Prospective Applicant

Thank you for taking the time to find out more about Flint High School and what it would be like to work here. The successful applicant will be joining our school community at a very crucial time. I was appointed as the new Headteacher in September 2022 and I am very excited about the direction that the school will be taking.

Flint High School has a strong community ethos where staff value each other and take real pride in the school. Our students are also very loyal and want the best for Flint High School. Visitors regularly comment on this when they visit our school.

There is a new direction for schools in Wales and it is a time to embrace this and to see the changes as an opportunity to inspire our young people. It has never been more important to seek staff who are inspirational and dynamic. The successful Deputy Curriculum Leader of Welsh must have a passion for teaching and learning and in improving the life chances of our learners.

Flint High School is committed to promoting the welfare of children and young people and expects all staff to share this commitment.

Our reputation of inclusivity is widely acknowledged within the local authority and wider area as we are currently oversubscribed.

I am very proud of our learners and our staff. This is an opportunity to be involved in leading our school towards our aim of being an excellent school in every way. If you have the skills, experience, drive, determination and passion to join us on this journey then I would be delighted to hear from you.

I look forward to receiving your application

Clare Millington

Headteacher



## The School

**Chair of Governors:** Mrs Andrea Roberts  
**Status and character:** LA Secondary Comprehensive School (mixed)  
**Number on roll:** 714 Lower school, 129 6th Form, total 843 (current)  
852 (anticipated September 2022)  
**Age range:** 11-18 years

The school's catchment area is a mixture of private and social housing traditionally covering Flint and Bagillt, with 4 local primary schools. In recent years the school has seen a significant increase in students from beyond its traditional catchment area and indications are that this will continue. The school now has pupils from many different primaries. The school has a 22% e-FSM three year rolling average.

Flint High School has an inclusive and supportive ethos that has a beneficial impact on pupils' wellbeing and personal development. The school has strong pastoral and support arrangements. Pupils are well behaved, have high attendance and are courteous and respectful. Pupils have positive attitudes to learning and participate enthusiastically in the wide range of extra-curriculum activities offered by the school.



## The School Environment

The original building of the school is 86 years old with the administration, science and first floor block having been built in the 1970s. The buildings and grounds are very well maintained by our dedicated site management team and approved contractors. The school operates a planned continual improvement programme of building refurbishment and upgrade. This has included recent refurbishment work to the reception area, the development of IT suites, upgrading the Design and Technology department and upgrading the drama theatre lighting system. The cleaning staff take a real pride in their work. Displays around the school support learning and celebrate achievement.

## Internal Organisation

A line management structure, involving regular meetings between Curriculum Leaders, Learning Managers and line managers in the Senior Leadership Team is well established.

There is a clear focus on quality assurance and self-evaluation based on the effective use of robust and well understood data systems. Staff meet regularly to discuss whole-school issues in subject and year teams and staff training is focused on improving and developing teaching and learning.

The current school Senior Leadership Team structure consists of a Headteacher, Deputy Headteacher, three Assistant Headteachers and a Business Manager. Currently four Associate Headteachers are also appointed (on an annual basis) to lead on specific projects / areas of responsibility.

## Curriculum and Students

We are a fully inclusive comprehensive school that prides itself on having a strong community ethos. We have a strong 6th form partnership with St Richard Gwyn Catholic High School where we offer a range of courses that attracts pupils from outside of our catchment area. The school also has a partnership agreement with LLS, which is an international coaching qualification. At Key Stage 4 students have access to a wide range of courses, some of these are traditional GCSE qualifications but we also offer a suite of Agored Cymru courses, NCFE courses and Dream Safety. Welsh is regarded as one of our core subjects and all pupils are entered for the skills challenge certificate. At Key Stage 3 classes are currently taught as mixed ability groups but are set in English, Maths and Science. Planning for the Curriculum for Wales has begun for implementation in September 2023 for years 7 and 8.

The school is known for its high quality care, support and guidance, particularly for vulnerable pupils and those with additional learning needs. It is enhanced by an excellent team of teaching assistants. There is a designated area for pupils who need additional support for literacy and numeracy. Plas Newydd is an internal exclusion area, operated by a dedicated Behaviour Manager.

## The Community

The school maintains very close and highly effective links with its community. This includes excellent partnership working with the main feeder primaries. The school works with local business and community groups, as well as with numerous higher education establishments to raise pupils' aspirations and impact positively on pupil career pathways. The Sixth Form Study Supervisor organises speakers and university visits for pupils, which they value.

## Pastoral Organisation

The school is organised into year groups with a Learning Manager for each year, supported by an Assistant Learning Manager for the group. Heads of Year, form tutors and a specific Pastoral Administrative Assistant completes the support network. This level of organisation successfully monitors wellbeing and behaviour and provides for the overall development and learning progress, including the achievement and attainment of all pupils.

## Wider School Life

The school places a great emphasis on extra-curricular activities. These include:- Art Club, Breakfast Club, Gymnastics Club, Duke of Edinburgh Awards, Science Squad and a wide range of extra-curricular sporting activities. The 5x60 Officer works closely with the school to provide further activities for our pupils including a successful transition club in the summer term. The school is particularly recognised for its performing arts and music with regular shows and performances being highlights of the school calendar.

The school provides opportunities for pupils to take part in social and cultural activities outside of lessons, such as the Ski Trip and educational visits to Barcelona (Art specific trip) and Auschwitz. The school's work to support pupils' personal skills and social development contributes significantly to the pupils' feeling of belonging to the school community.



## Governing Body

The governing body includes the Headteacher, staff governors, student representatives, community governors, parent governors and LA appointed governors.

## Further Background Information

Additional background information will be provided to candidates selected for interview. Information is also available on the [mylocalschool.gov.wales](http://mylocalschool.gov.wales) and Estyn websites.

## Application

The closing date for applications is Monday 27th February at 12.30pm. Please submit your application via E-Teach or Educators Wales websites.

Please contact Mrs Jackie Griffiths if you have any specific queries or would like to visit the school beforehand.

## School Contact Details

Flint High School, Maes Hyfryd, Flint, Flintshire CH6 5LL

Email Address: [fhmail@flint.flintshire.sch.uk](mailto:fhmail@flint.flintshire.sch.uk)

[www.flinthighschool.wales](http://www.flinthighschool.wales)

Tel: 01352 732268



## Job Description

- Responsible to: Curriculum Leader, Leadership Team, Headteacher
- The Deputy Curriculum Leader of Welsh will support the Languages Curriculum Leader (CL) in the school's journey towards excellence.

## Core Purpose of the role

- Working with the CL to identify priorities and opportunities to achieve excellent outcomes in Welsh
- Ensuring the best outcomes for students both in terms of attainment and progress
- Promoting excellence, challenge and high expectations for all students
- Modelling professional behaviour and promoting high expectations
- Supporting other teachers in the Languages department to improve their effectiveness.
- Deputising for the CL as required.

## Duties and Main Responsibilities

### Teaching and Learning

- To work as the Deputy Curriculum Leader of Welsh to develop teaching and learning strategies that are effective and enable students to achieve challenging targets
- To work with the Languages Curriculum Leader to identify students at risk of under achievement and advise and lead on appropriate intervention strategies to raise attainment
- To raise student achievement and attainment in Welsh
- To develop staff expertise in all areas of Welsh
- Keep updated with current educational research and disseminate relevant information to colleagues
- To prepare and use performance and contextual data to track individual students and inform performance
- Be committed to the use of new technologies to improve teaching and learning



## **Leading and Supporting Staff**

- To support other teachers to develop their expertise in planning and assessment
- To work with the Languages Curriculum Leader to develop appropriate curriculum content for each level of learning which is challenging, engaging and differentiated to meet the needs of all students
- To create schemes of work and share resources that support the development of assessment for learning strategies in Welsh
- To contribute to the quality assurance of Welsh teaching by working with the Languages Curriculum Leader to ensure rigorous monitoring and evaluation of progress
- Participate in the recruitment and induction of new staff
- To actively support the vision, ethos and policies of Flint High School

## **Continuing Professional Development**

- To lead the professional development of the team in devising and preparing innovative teaching and learning strategies
- To actively participate in Flint High's Performance Management process
- To reflect on and address own professional development needs
- To help to identify the professional development needs of colleagues
- To mentor trainee staff in the Languages department
- To facilitate the professional development of colleagues and contribute to the department's bespoke CPD programme



# Person Specification

## Section 1 - Qualifications and Requirements

Criteria	Essential	Desirable	How Assessed
1.1 Qualified Teacher status	✓		Application form
1.2 Substantial success teaching experience within the Secondary phase	✓		Application form
1.3 An honours degree in Welsh	✓		Application form
1.4 Evidence of relevant recent professional development	✓		Application form
1.5 Ability to teach an additional modern foreign language			Application form

## Section 2 - Knowledge

Criteria	Essential	Desirable	How Assessed
2.1 Excellent subject knowledge in your area of specialism	✓		Application form and interview
2.2 Expert understanding of what is required in your area of specialism	✓		Application form and interview
2.3 Excellent understanding of the strategies which help to raise student attainment	✓		Application form and interview
2.4 An understanding of performance and contextual data as tools for improving standards of student achievement	✓		Application form and interview
2.5 An understanding of up-to-date educational development nationally	✓		Application form and interview

## Section 3 – Experience

Criteria	Essential	Desirable	How Assessed
3.1 A proven track record of excellence in the classroom	✓		Application form and interview
3.2 A proven track record of achieving excellent results	✓		Application form and interview
3.3 Experience of monitoring and evaluating teacher effectiveness in relation to standards and outcomes		✓	Application form and interview

**Section 3 - Skills**

Criteria	Essential	Desirable	How Assessed
4.1 A tangible passion and enthusiasm for Welsh	✓		Application form and interview
4.2 A keen interest in developing the teaching of Welsh in an innovative and creative way	✓		Application form and interview
4.3 Ability to use ICT effectively to support your professional role	✓		Application form and interview

**Section 3 - Leading and Managing**

Criteria	Essential	Desirable	How Assessed
5.1 Ability to develop and maintain positive working relationships	✓		Application form and interview
5.2 Ability to monitor, evaluate and improve performance while sustaining staff motivation	✓		Application form and interview
5.3 Experience of developing and leading curriculum initiatives		✓	Application form and interview
5.4 A commitment to student-centered, inclusive education	✓		Application form and interview
5.5 Experience of promoting the role of the parents in their child's education		✓	Application form and interview