



Beths Grammar School

Teacher of Modern Foreign Languages

Recruitment Pack





Dear Applicant,

Thank you for your interest in this exciting and very important post.

Beths is an academic institution that fosters an ethos in which working hard and wanting to achieve are the norm: where it's cool to be clever and successful. This is as true for the staff as for the students. We are ambitious for the young people in our care and seek to help them secure the very best outcomes of which they are capable. As a selective school, the staff have the privilege of educating intellectually able young people; and the students have the privilege of being in classes in which progress in learning can be rapid, and subjects explored in real depth.

As a school, we are committed to being a world-class learning community that enables all young people to succeed. We aim to create young adults who are forward thinking, confident, motivated, competitive and are highly successful. They understand the purpose of becoming an independent learner and strive to become self-directed and comfortable with the unknown.

Central to everything we do is the culture of high expectation and aspirations. Students are encouraged to develop a love of learning and reading, to think for themselves and to maximise their full potential.

We are looking for an individual with real drive. Someone who is unafraid to tackle difficult issues, who knows what Outstanding looks like, and who, along with the rest of the team, is committed to working tirelessly to achieve it; someone with determination, resilience, humility and a sense of humour.

We are looking for a dynamic and innovative person, who is committed to providing an educational opportunity for all in a world class learning culture, who will support individual endeavour through high expectations, personal growth and development, whilst ensuring that exceptional achievement and excellence are embedded in all aspects of school life, and thus play a pivotal role in shaping the future of Beths Grammar School. The successful candidate will gain a wealth of experience from working across the school receiving support and guidance from the Headteacher and a very experienced Senior Leadership Team.

If you share our passion for students succeeding and our development of the 'whole student' and believe you have the skills to lead and inspire others, we very much look forward to hearing from you. I look forward to reading your application.

With best wishes,

RJBlyghton

Mr R J Blyghton
Headteacher



BACKGROUND

Set in acres of pleasant grounds, Beths Grammar School is located within easy commuting distance of both central London and Kent, offering the advantages of a diverse and forward-thinking community within a haven of green space. The mainline railway station is less than ten minutes' walk away; while for road users, there is a junction on the A2 close by (two of the three school fields run alongside the A2). Many staff choose to live close to the school, or in neighbouring boroughs, and the borough of Bexley has a wealth of high performing schools and good quality housing stock at competitive prices.



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While Beths is a traditional grammar school, it is geared for the twenty-first century. ICT is widely used and both students and staff are provided with their own electronic devices.

As well as being a beacon of academic pursuit and excellence, Beths Grammar School is renowned for its enviable co-curricular enrichment programme that, through sport, the arts, clubs and societies, nurtures the whole child. This is why many boys – and girls in the Sixth Form – want to come here; and it is also why so many parents are pleased to send their children to Beths. Emphasis is placed on developing leadership skills, best exemplified by the work of the prefect teams, but also through opportunities lower down the school such as our thriving School Council. We believe our students are our best ambassadors. We value our students collectively and individually and acknowledge – and celebrate the fact – that they are all different.

The school moved to its present site in 1961 and has the benefit of extensive playing fields. The original buildings have been significantly added to, including a major programme completed in 2000 which includes a superb sports hall. In 2003 we opened a new ICT facility, in 2005 a Science Centre, a Language Laboratory, in 2009 a new suite of five Language Teaching Rooms was built and in 2025 a new Sixth Form Centre was opened. Further capital projects since then have included major refurbishment of the Staffroom, Design & Technology and Performing Arts.

Beths is committed to staff development. We have a strong CPD programme based on the principle of 'expertise from within'. Staff at all career stages have opportunities to lead training and we are as keen to develop the leadership skills of our members of staff as we are those of our students.

Our students achieve highly in Year 11 and the Sixth Form; but we are not complacent. At Beths we are determined to deliver the very best to our students – and we seek to recruit like-minded,

outstanding practitioners who also want to give the wonderful young people who study here the world-class education they deserve.

Our website gives further information about the school. www.beths.bexley.sch.uk

RJBlyghton

Richard Blyghton
Headteacher



JOB DESCRIPTION

Post Title:	Teacher of MFL
Department:	MFL
Grade:	MPS/UPS Outer London
Responsible to:	Head of Department
Start date:	January 2026

Beths Grammar School is a large multi-cultural school on the borders between London and Kent serving a wide range of vibrant and exciting communities. We specialise in boys' education in the main school and have a large, co-educational 6th form.

The department offers all students the opportunity to study French, Spanish, German, Italian and Chinese Mandarin at various stages of their time at Beths. The current arrangement for languages in Year 7 is for all students to study French, Spanish or Chinese as their main language. In Year 8, they choose, as their second language, one of Chinese, German, Italian, French, Latin or Spanish. All six languages are offered through to GCSE and A Level and it is the school's expectation for all students to study a minimum of one language to GCSE. The department subscribes to the AQA GCSE specification in all language subjects. The department offers A-Level Specification in French, Spanish, German and Mandarin Chinese.

The department currently offers a wide variety of enrichment opportunities including trips abroad: KS4 and KS5 trip to Andalucía, KS3 and KS4 trips to Cologne and Naples and KS3/4/5 Trip to Paris and Year 9 trip to China through the MEP Programme. Other activities include a strong 'Supercurriculum' offering in all Key Stages, a Language and Culture Week, clubs and cultural sessions, intensive language days and cinema study days at the BFI in London.

The successful applicant will continue to build on the school's successes in raising the profile of MFL in the school. The successful applicant will become part of a highly supportive and committed team of professionals and will have every opportunity for further career development. This exciting post offers the chance to promote languages and lead on projects as well as organise enrichment opportunities related to the subject. **It is essential that the applicant can teach French up to A Level and German or Spanish, Italian or Mandarin Chinese preferably to GCSE.** The position is open to experienced teachers as well as ECTs for a **January 2026 start.**



Teacher of MFL job description

ACTIVITY	RESPONSIBILITY
Curriculum	• Plan and prepare lessons in line with departmental Schemes of Work, using appropriate teaching methods and resources. • Set Homework as per the Homework timetable. • Mark and monitor student's class and homework providing constructive oral and written feedback, and setting targets for student's progress. • Contribute to the development of Schemes of Work and departmental policies. • Be able to plan and deliver lessons which fulfil appropriate learning objectives • An enthusiasm for languages in general and the ability to transmit this to students • A willingness to be involved in activities that enrich the curriculum. • A good knowledge of a wide range of teaching and learning methods • The ability to teach French up to ALevel and German/Spanish/Italian or Mandarin Chinese to GCSE preferably to GCSE
Students	• Set high expectations for Student's behaviour, establishing and maintaining a good standard of discipline and appearance. • Undertake student's supervisory duties and cover for absent colleagues in line with school procedures. • Operate the school and Department's Discipline Support and Rewards Policy. • Assess and record each student's progress, including through observation, questioning, testing and marking. • Make every reasonable effort to ensure delivery of the school's Home School Agreement. • Undertake Form Tutor responsibilities as set out the in the Staff Handbook. • An ability to relate appropriately to school children • Able to identify learning needs of individual students and plan teaching accordingly • A strong commitment to the welfare and safeguarding of children and young people • To work within and contribute to established School and Department frameworks for: • Lesson planning and delivery • Student behaviour and care • Student assessment
Monitoring	• Understand and use national, local and school data to set clear targets for student's achievement. • Contribute to Department monitoring of the assessment of students. • An understanding of the role of assessment in learning and the ability to use assessments to promote learning outcomes.



Communication	• Contribute to meetings and discussions about teaching methods, Schemes of Work and Departmental Policies. • Keep Head of Department, Form Tutors, Heads of Year informed about student progress. • The ability to create your own resources and willingness to share good practice with other colleagues • A team player
External Communication	• Attend Parents Evening and Academic Tutoring when necessary.
Staffing	• Review own professional development and identify training needs. • Take part in the Performance Management arrangements • Take part in lesson observations to share good practice. • To work within the school framework with regard to Health and Safety, Safeguarding and Equal Opportunities policies • To promote the school commitment to the Continual Professional Development of all staff • To promote a single school ethos
Budgets/Resources	• Assist Head of Department to: - identify resource needs - operate stock control system - keep departmental areas tidy and have effective displays. • Follow agreed safety procedures for the department • Competence in the use of Information Communications Technology as a tool for teaching and learning including appropriate software packages
Other Specified Responsibilities	• To undertake any duties as may reasonably be required by the Headteacher



Salary – Teacher of MFL

The post is offered on the Teachers MPS/UPS Outer London.

Why Join the Beths Community

- All staff receive their own laptop
- We have a brand new Sixth Form Centre equipped with the latest technology for Teaching and Learning.
- CPD programme for staff development
- 24/7 Employee Wellbeing Support Programmer (free & confidential)
- Teacher's Pension Scheme
- Cycle to work scheme
- Use of School gym
- Staff social events

Appointment Process

Applications should reach the school by **9am 14th November 2025**. We prefer electronic submissions and application forms can be found on TES or on the school website, no CVs please.

We intend to interview **w/c 17th November 2025**. Please note that we reserve the right to close any advert before the advertised closing date should a sufficient response have been received. Therefore, please ensure that you complete your application as soon as possible to avoid disappointment.

We at Beths Grammar School are committed to practice which protects children from harm. Safeguarding and the promotion of a child's welfare covers all aspects of the child's life and Beths Grammar School is committed to ensuring that all its actions in respect for a child are compatible with this aim.

All positions are subject to a DBS enhanced disclosure check.

Applicants must complete the school application form and in line with 'keeping children safe in education' and safer recruitment practices, the school will conduct an online search for all shortlisted candidates. All shortlisted applicants will be required to complete a Self-Disclosure form prior to interview and the school will conduct an online search.

