St Benedict's Catholic College



TEACHER OF MFL
Application Pack

Message from the Principal

St Benedict's Catholic College is a highly respected and oversubscribed Roman Catholic 11-16 college serving Christian families throughout north-east Essex, we strive to promote the values of our Christian faith throughout our daily life.

Our 2023 Ofsted inspection found that we continue to be a good school, that we are a welcoming school with a strong ethos of caring for pupils and promoting academic achievement. We are recognised for many strengths of our college – as well as noting how well-behaved, confident and happy our young people are.

Student attainment at GCSE in the core subjects of English and mathematics, and in science and humanities subjects, is well above average. St Benedict's is a great place to be and I'm delighted that you are interested in applying to be part of our team.

As our mission statement says, we are proud to be an inclusive community where spiritual, emotional and academic growth are nurtured. We believe in putting learning first.

Our facilities are excellent and we have a rich variety of extra-curricular opportunities that underpin our academic success. The college is set in pleasant, spacious grounds which include hard play areas, playing fields and tennis courts. We have a well-equipped sports hall and fitness suite. Our chapel is used regularly by students and staff for worship, prayer and quiet reflection.

St Benedict's students develop into happy confident and self-aware young adults. There are many opportunities for them to thrive and shine, through high quality teaching and numerous clubs and activities.

We are looking for a teacher of Modern Foreign Languages.

The successful candidate will be:

- committed to providing the very best learning opportunities for their students
- able to challenge all students to make exceptional progress
- a strong team player who forms excellent relationships with staff, parents and students
- willing to support the strong Catholic ethos of our college

We can offer you:

- a warm and welcoming college with excellent links to parish communities
- enthusiastic and well-behaved students who are eager to learn
- supportive, hardworking staff, governors and parents
- opportunities to further your professional development

If you would like any further information, or would like to arrange an informal discussion; please contact Ms Isabel Lesto (Head of Department), on i.lesto@stbenedicts.essex.sch.uk.

The closing date for applications is **midday** on **Monday 16th November 2026**. Interviews will be held on **Thursday 26th November 2026**. Early applications are encouraged. We reserve the right to close the vacancy early should we receive a significant number of applications.

Interviews may be held prior to the advertised closing date, you are therefore strongly encouraged to apply as soon as possible.

Please apply by completing an application form which can be obtained from the College website www.stbenedicts.essex.sch.uk/vacancies or by emailing c.simonelli@stbenedicts.essex.sch.uk

Details about how we will use the personal data you provide as part of the recruitment process can be found in our privacy notice by following this link to our website.

The governing body is committed to safeguarding and promoting the welfare of all young people and expects all staff to share that commitment. Our Safeguarding and Child Protection Policy can be found on our website. The successful applicant will be required to complete an enhanced DBS check.

We look forward to hearing from you

Yours sincerely



Jo Santinelli
Principal

Flavour of the local area

The College is situated a short walk from Colchester city centre, Britain's oldest recorded town.



Colchester is a thriving, modern city with great visitor attractions, including the family favourites Colchester Zoo and Colchester Castle, as well as fantastic places to eat, drink and shop





There is a growing arts scene in the city, with two highly acclaimed local theatres and the renowned Firstsite and Minories Galleries hosting significant art exhibitions and installations.

The city also benefits from a wide range of excellent schools and colleges as well as being the home of Essex University's main campus.



Colchester also benefits from superb transport links, including excellent road links, direct rail lines going into London (which is less than an hour away), and easy access to London Stansted and London Southend Airports which fly to a growing number of destinations throughout Europe.



St Benedict's Catholic College

St Benedict's is a caring and inclusive 11-16 school serving Christian families in north-east Essex.

- Our college nurtures happy and confident young adults
- We set high standards and are proud of our academic success
- St Benedict's has a supportive and distinctive ethos
- Students and staff enjoy learning together and there is mutual respect
- Students have a positive attitude to learning and a culture of excellence and innovation is encouraged

Modern Foreign Languages Department

Ethos

Students enjoy language learning at St Benedict's and many participate in residential language visits to France. Students can take part in extra-curricular activities including the year 10 language leaders' programme which enables them to develop language and leadership skills.

We welcome applications from ECTs and experienced teachers. The successful applicant will have a passion for languages, enjoy working in a team and will have an interest in curriculum innovation.

Staff and Accommodation

There are 4 members of the languages department. The languages department has a modern, purpose-built building with 3 classrooms and a smaller room for students to work with our language assistant. The classrooms are equipped with the latest technology including a set of laptops. The department is well-resourced to prepare students for their GCSE exam. Students work independently and in class using the digital **Active Hub** platform.

Curriculum

We are delighted that languages are part of the core curriculum in key stage 3 and 4. Students achieve well at GCSE contributing to impressive whole-school Ebacc outcomes.

Classroom teacher – Job Description

St Benedict's Catholic College is an inclusive college with Christ at the Centre. We nurture spiritual, emotional and academic growth. We develop our gifts and talents through prayer, work and respect.

Teacher salary range: MPS

Responsible to: Head of Department

Job Purpose: To contribute to the work of the department in maximising the achievement of all students

To be accountable for the highest standards of achievement by all students taught, by monitoring, supporting and evaluating student achievement and setting targets for improvement

The Teachers' Pay and conditions Document specifies the general professional duties of a teacher. Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

You are expected to meet the DfE Teachers' Standards

General Duties:

- To act professionally, as a positive role model for students
- To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher
- To assess, record and report on the development, progress and attainment of students
- To participate in arrangements for preparing students for external examinations, assessing students for the purpose of such examinations, recording and reporting such assessments; and participating in arrangements for students presentation for, and conducting, such examinations
- To assist in making appropriate arrangements for classes when staff are absent
- To exercise due caution and observe Health and Safety requirements in the conduct of their work

Planning, Preparation and Assessment

- To plan and prepare courses and lessons, teaching, according to their educational needs, assigned students, including the setting and marking of work carried out by students in College and elsewhere
- To contribute to the whole College planning activities

Curriculum Provision

- To respond to curriculum development and initiatives at national, regional and local levels
- To share resources and to adhere to subject area policies, plans, targets and practices within the context of the College aims and policies
- To provide or contribute to written assessments, reports and references regarding the development, progress and attainment of all students taught

Staff Development

- To undertake appropriate CPD in line with college and departmental priorities
- To participate in the arrangements made for Performance Management Review
- To review, from time to time, methods of teaching and Schemes of Work.
- To participate in arrangements for further training and professional development as a teacher including undertaking training and professional development which aim to meet the needs identified in Performance Management objectives

Quality Assurance

- To participate in lesson observations in line with College policy and seek to implement modification and improvement where required.
- To contribute to the process of monitoring and evaluation of the curriculum in line with agreed College procedures, including evaluation against quality standards and performance criteria

Judge standards

- To agree, set and review targets for individual students and classes taught
- To discuss work, progress and attitudes with students

Evaluate teaching and learning

- Contribute to the evaluation of schemes of work to ensure that they focus on consistent and effective teaching and learning

Communication

- To provide effective communication/consultation as appropriate with the parents of students
- To communicate and co-operate with persons or bodies outside the College and participate in meetings arranged for the purposes of student progress

Personal Development and Wellbeing

- To promote and safeguard the welfare of children and young persons for whom specifically responsible or with whom there is contact
- To monitor and support the overall progress and well-being of individual students and class or groups of students.
- To ensure the Behaviour Management Policy is implemented, maintaining good order and discipline and safeguarding the health and safety of students, so that effective learning can take place, both when they are authorised to be on the College premises and when they are engaged in authorised College activities elsewhere.
- To make records on the personal and social needs of students.
- To positively use the College rewards system and sanctions and undertake appropriate actions
- To ensure that all students understand and are able to complete their work
- To ensure that all students complete their homework and coursework within set deadlines
- To contribute to PSHE, Citizenship and Enterprise Education according to College policy, providing guidance and advice to students on educational and social matters and on their further education and future careers, including information about sources of more expert advice
- To act as a Form Tutor and to carry out the duties associated with that role as outlined in the generic job description or to undertake alternative duties as agreed with the Principal.

Marketing and Liaison

- To take part in marketing and liaison activities such as Open Evenings and events with primary schools
- To contribute to the process of effective subject links with external agencies

Administration

- To participate in meetings at the College which relate to the curriculum for the College or the administration or organisation of the College
- To participate in meetings relating to pastoral and SEN arrangements for students as required
- To attend assemblies, registering attendance of students and supervising them
- To ensure that students are registered promptly and accurately using the electronic register wherever possible, whilst the group is silent
- To maintain appropriate records and to provide relevant, accurate and up-to-date information for the College management system
- To complete the relevant documentation to assist in the tracking of students
- To participate in administrative and organisational tasks related to such duties as are described above, including the direction or supervision of persons providing support for the teachers in the College

This is a public facing role and the post holder must speak fluent English

The duties above are neither exclusive nor exhaustive and the post holder may be required by the Principal to carry out additional duties within the context of the job, skills and grade

MFL TEACHER – Person Specification

Qualifications and experience	Essential	Desirable
Degree standard or equivalent	✓	
Good pass in English GCSE (or equivalent)	✓	
Good pass in Maths GCSE (or equivalent)	✓	
A relevant degree (or equivalent)	✓	
Qualified Teacher Status	✓	
Experience of teaching at KS3 & KS4	✓	
Experience of being a form tutor / pastoral care of students	✓	
Personal Qualities		
Good organisational skills	✓	
Ability to work accurately with attention to detail	✓	
Stamina, energy, resilience and sense of humour	✓	
Calm and patient	✓	
Team player	✓	
Flexible	✓	
Skills and abilities		
Ability to set high expectations which inspire, motivate and challenge students	✓	
Ability to promote good progress and outcomes by students	✓	
Ability to demonstrate good subject and curriculum knowledge	✓	
Ability to plan and teach well structured lessons based upon accurate assessment	✓	
Ability to adapt teaching to respond to the strengths and needs of all students	✓	
Ability to manage behaviour effectively to ensure a productive and safe learning environment	✓	
Ability to fulfil wider professional responsibilities	✓	
Ability to communicate and work effectively with parents & colleagues	✓	
Ability to meet all deadlines & work well under pressure	✓	
Demonstrate a clear commitment to develop and learn in the role	✓	
Able to effectively evaluate own performance	✓	



St Benedict's Catholic College

Norman Way

Colchester

Essex

CO3 3US

www.stbenedicts.essex.sch.uk