The Role

Title:	**Teacher of Modern Foreign Languages (Maternity Cover)**
Contract:	**Fixed Term Contract**
Hours:	**Full Time**
Salary:	**MPS/UPS**
Start Date:	**January 2027**
Closing Date:	**26th November 2026 at midday**
Interview Date:	**1st December 2026**

An exciting opportunity has arisen for a highly motivated and enthusiastic teacher to join our Modern Foreign Languages (MFL) Department on a fixed-term basis to cover a period of maternity leave.

You will be joining a thriving team supported by experienced colleagues. The MFL department are looking for a passionate and inspirational teacher to work in our welcoming and dynamic team. We believe that languages open doors, and we strive to foster a love for global cultures by rewarding and celebrating student success. As such, we are always interested in new ways to develop students' curiosity about the world.

We are looking to appoint a talented Teacher of Modern Foreign Languages, with the ability to teach **Spanish and French**. Applications from candidates who specialise in **Spanish only** will also be considered.

USH is a heavily oversubscribed community school with just over 1050 students and 140 staff. We are incredibly proud of our family ethos and our success in delivering values-led education. Our students are vibrant, aspirational and well-behaved. We are known for our excellent career progression routes and we attract professionals who are willing to contribute to our sustained success.

USH is a Leading-Edge School, consistently ranked high in Hampshire schools for overall achievement. USH is pleased to be an SSAT Pastoral Leadership Delivery Partner. The school was delighted to be awarded SSAT accreditation for Engaging with Evidence and Research in 2026 and for Transforming in Professional Learning in 2025.

If you are motivated to make a difference to the lives of young people and have a commitment to excellence, then this could be the job for you. Please do not hesitate to contact us if you have any questions about the role or would like to come into school to see the USH family in action.

The successful candidates will:

- Be highly motivated and demonstrate an ability to learn
- Be able to support the development of schemes of work within the department
- Be prepared to lead extra-curricular and educational visits

APPLICATION PROCEDURE

We positively encourage prospective candidates to enquire about our school prior to applying. Please contact our recruitment team via email or telephone 02380 325333. Full details and application forms can be downloaded from our website: http://uppershirleyhigh.org/staff_vacancies.

Please return your completed applications to recruitment@ushschool.org.

To give your application the best chance at being short-listed, where at interview you can demonstrate suitability for the role, please ensure you read the person specification and job description and give examples in your application. Should you be new to the education sector or do not have direct examples related to the person specification, do please provide examples from a similar experience.

Please submit your application as soon as possible as we may invite candidates to interview before the closing date.

SAFEGUARDING

All schools within the Trust are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks.

THE JEFFERYS EDUCATION PARTNERSHIP

The Jefferys Education Partnership is part of an umbrella Trust called the Hamwic Education Trust. At the Hamwic Education Trust we offer unique opportunities for those individuals that excel in education.

We aim to deliver an outstanding education to our pupils and to do so we must employ ***outstanding*** people.

We offer a training pathway for all employees including teachers, support staff and our middle and senior leaders.

Our staff have opportunities to work on cross phase projects and to work in other schools within the Trust in order to gain invaluable experience and enhance their skills.

HAMWIC EDUCATION TRUST

UPPER SHIRLEY HIGH SCHOOL USH

CPD 01

Excellent CPD opportunities to support you through all stages of your career.



vivup 06

Vivup provides benefits and discounts for cinema trips, leisure activities, days out, travel bookings, high street vouchers and more.





INDUCTION 02

An individual induction progamme for all new staff to support your transition to USH.



EYE TESTS 07

Free eye tests up to the value of £25 for users of VDU equipment and contribution up to the value of £60 towards the purchase of glasses.

NETWORK 03

We have strong network groups for all staff across the city and Hampshire to support all roles.



WELLBEING 08

Free confidential telephone and face to face counselling for staff and family members. Access to the Trust Health and Wellbeing pages.





FLU JABS 04

FREE Flu vaccinations for all staff on site.



FLEXIBLE TIME 09

All teachers are able to manage their PPA time flexibly and work off-site if they choose.

APPOINTMENTS 05

Flexible and generous approach to appointments and family events.



WELLBEING GROUP 10

A dedicated staff group looking at workload and wellbeing, meets regularly to review workload and develop the USH Wellbeing Charter.



Job Description

Title:	**Teacher of Modern Foreign Languages (Maternity Cover)**
Hours:	**Full time**
Salary:	**MPS/UPS**
Responsible to:	**Subject Leader**

Job purpose:

- To have commitment and enthusiasm and work closely as part of a team.
- To ensure the provision of an appropriately broad, balanced, relevant and adapted curriculum for students studying in your lesson, in accordance with the aims of the school.
- To aim to make your subject effective and high profile within the school and community.
- To prepare, develop and deliver appropriate schemes of work, which provide challenging lessons that stimulate students and allow them to succeed.
- To provide information to parents about the achievements and progress of their child as required through parents' evenings and reports.
- Have excellent subject knowledge and understanding of current developments.
- To effectively inspire students and improve their achievement.
- To be focused consistently, inspiring confidence and commitment from students and colleagues.
- To use self-evaluation in a well- informed manner and effective analysis of performance.
- To participate in collaborative planning and the effective sharing of good practice.
- To teach effectively across the full age and ability range.
- Have ambitious aims for the subject and its relevance to the students attending USH.
- To communicate these aims effectively to students and staff.
- To take on the role of a tutor within the team and be responsible for the academic and pastoral well-being of a tutor group.
- To take an active interest in their own personal development and keep professional skills up-to-date.
- To complete all other reasonable tasks as directed by the Headteacher or line manager.

Key Duties:

Achievement of students

- Enable almost all students, including, where applicable, disabled students and those with special educational needs, to make rapid and sustained progress in the subject over time given their starting points.
- To enable the students to develop and apply a wide range of skills to great effect, including reading, writing, communication and mathematical skills that will ensure they are exceptionally well prepared for the next stage in their education, training or employment.
- To focus where standards of attainment of any group of students are below those of all students nationally, to close the gap over a period of time.
- Supporting and owning excellent subject knowledge, resulting in planning astutely, setting challenging tasks based on systematic, accurate assessment of students' prior skills, knowledge and understanding.

Curriculum Provision

- To provide highly positive, memorable experiences and rich opportunities for high quality learning.
- To deliver a subject which impacts on student behaviour.
- To add to student achievement and where appropriate to moral, social and cultural development.
- To liaise with the Head of Department to ensure the delivery of an appropriate comprehensive, high quality and cost-effective curriculum programme which is in line with the school priorities.
- Deliver a subject which provides constant opportunities for discovery and challenge, where students take greater responsibility for their learning.

Curriculum Development

- To participate in, and contribute to, curriculum development for the whole department.
- To keep up-to-date with national developments in the subject area and teaching practice and methodology.
- To actively monitor and respond to curriculum development and initiatives at national, regional and local levels.
- To ensure that the development of the subject is in line with national developments.
- To work collaboratively with other departments to develop cross-curricular links.

Additional Duties

- To take responsibility for, and demonstrate commitment to, own professional development.
- To engage actively in the performance management review process.
- To undertake any other duty as specified by STPCB not mentioned in the above.

Supporting the school:

At an appropriate level, according to the job role, grade and training received, all employees in the school are expected to:

- Support the aims, values, mission and ethos of the school and participate in a team approach to all aspects of school life.
- Attend and contribute to staff meetings and INSET days as required and identify areas of personal practice and experience to develop.
- Take appropriate responsibility for safeguarding and children's welfare and be aware of confidential issues linked to home/child/teacher/school and keep confidences appropriately.
- Be aware of health and safety issues and act in accordance with the school's Health and Safety Policy.

Other Duties:

The postholder may be expected to carry out duties other than those given in the job description where the level of responsibility is similar and he/she has appropriate qualifications or receives appropriate training to carry out these duties.

The postholder must:

- Ensure that Trust policies and procedures are implemented and followed.
- Work as appropriate with the Trust Central Services team in matters relating to finance, HR, IT and Health and Safety.

Person Specification

Candidate is able to provide pertinent evidence of their previous education, training and experiences	Essential or Desirable
Professional experiences and qualifications:	
1. A recognised degree qualification	Essential
2. Qualified Teacher Status	Essential
3. Experience of teaching Language related subjects	Essential
4. Other recognised qualifications in Languages	Desirable
5. Evidence of a commitment to own professional development	Essential
6. Recent relevant in-service training in Languages	Essential
7. A keen interest in developing teaching of Languages	Essential
8. Evidence of achievement in teaching across the Key Stages	Essential
9. Contributing to the development of Schemes of Work across the Key Stages	Essential
10. Effective use of Assessment for Learning to engage students as partners in their learning	Essential
Knowledge & Understanding:	
1. Use of assessment and attainment information to improve practice and raise standards	Essential
2. Use of strategies to promote good student relationships and high attainment in an inclusive environment	Essential
3. Clear vision for the teaching of Languages	Essential
4. Strategies to enhance teaching and learning of Languages	Essential
5. Sound knowledge of requirements for SOW at KS3/4	Essential
6. An understanding of Language related subjects at KS3/4	Essential

7. An understanding of Emotional Literacy developments to support learning and teaching	Desirable
8. An understanding of Health and Safety regulations affecting the curriculum area	Desirable

Professional Skills and Abilities:

1. Competent user of IT	Essential
2. Competent coordinator and motivator	Essential
3. Ability to plan and resource effective interventions to meet curricular objectives	Essential
4. Ability to use and promote a wide range of teaching methodologies	Desirable

Commitments:

1. To comprehensive education	Essential
2. To actively support the school's aims and commitment to ITT	Essential
3. Active participation in whole-school developments	Essential
4. To lead extra-curricular activities/educational visits/ out-of-school learning	Essential
5. Commitment to the value and promotion of vocational and work related learning	Desirable
6. Innovative curriculum development and partnership with other schools and the wider community, including business and industry links	Desirable

Personal Skills and Abilities:

1. Passion for teaching	Essential
2. Energy, enthusiasm and flexibility	Essential
3. Good health and attendance record	Essential
4. Sense of humour and a positive outlook on life	Essential
5. Ability to work under pressure and determination to succeed	Essential