



## Job Application Pack

# Darland High School

**Teacher of Welsh**  
**Full Time Temporary until August**  
**2024**

**Salary: MPS/UPS**

Start date: as soon as possible

Closing Date:

**12:00 noon, Monday 4<sup>th</sup> December 2023**

Interviews to be held the following week

Headteacher Joanne Lee





## Letter from the Headteacher

Dear Colleague,

Thank you for your interest in working at Darland High School.

I am immensely proud to be the Headteacher here at Darland and I want everyone who comes to Darland High School to be an equally proud member of our family. Our work is about making a real difference to the lives of children so that they in turn make a discernible difference to their communities, our town and our world. We serve a diverse community in North East Wales, ranging from high levels of disadvantage and deprivation to affluent areas of rural Wrexham, and we work as a team to provide all our students with the best education and opportunities to inspire them to be successful.

Our students are at the heart of everything we do at Darland High School, every child matters to us and we believe that every child can succeed. Our values of Courage, Honesty, Respect Resilience and Kindness underpin all our work. Our expectations for academic standards and behaviour are therefore unapologetically high.

I was appointed as Headteacher in September 2019, and although all schools now find themselves in uncharted territory as we emerge from the COVID-19 pandemic, we are undoubtedly on a journey of change with our sights set on becoming an excellent school. The Summer of 2023 saw excellent exam success across all faculties in the school. We have a strong, dedicated team of over 135 staff who work together tirelessly providing an excellent education for our community.

I look forward to reading your application.

Kind regards,

Joanne Lee

Headteacher



*Chair of Governors, Elaine Lacey & Headteacher, Joanne Lee*



## Application Details

Thank you for your interest in the post of Teacher of Welsh at Darland High School. The post is full time, and the position is temporary until 31<sup>st</sup> August 2024. We are looking for a passionate and driven individual to make a contribution to the current team at Darland High School.

Further details of this post can be found in this pack and details of the school can be found on our website. Details of how to apply can be found below:

## How to Apply

Should you wish to apply for the post, please complete and return the Wrexham Authority application form and the school's safeguarding self-disclosure form directly to the school along with a covering letter addressed to our Acting Headteacher, Mr. A Clarkson, which clearly demonstrates your suitability for this role.

Application pack and safeguarding self-disclosure forms can be downloaded from our website and submitted via email to the Head's PA Mrs Pickup at [clare.pickup@darlandschool.org.uk](mailto:clare.pickup@darlandschool.org.uk) with 'Teacher of Welsh' in the subject line, or by post for the attention of Mr Clarkson, to the following address:

### Recruitment

Darland High School  
Chester Road  
Rossett  
Wrexham  
LL12 0DL

**Application forms & safeguarding self-disclosure forms:** These can be downloaded from the school website at <https://darland.wrexham.sch.uk/vacancies/>

Wherever possible, please provide email addresses for your referees.

**Closing Date:** Please ensure your application arrives by 12:00 noon on the closing date of **Monday 4<sup>th</sup> December 2023**.

**Interview:** Interviews for the role will be held the following week.

**Safeguarding:** Darland High School is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. All new staff will be subject to an enhanced DBS check and the school's self-disclosure process.



## Post: Teacher of Welsh

Full Time Temporary until August 2024

### MPS/UPS

#### PURPOSE:

- Candidates must be able to teach across the ability and age range, supporting the development of Welsh to the highest standards for all pupils at Key Stages 3 and 4.
- To promote and adhere to the School's values and be passionate about enabling students to develop a love of language and be able to communicate effectively, both verbally and with the written word.

#### DIMENSIONS:

Darland High School is an English-medium secondary school in Northeast Wrexham. In September 2019 Joanne Lee was appointed as Headteacher. Since this time the school has been undergoing significant system change in many areas and developing a strong culture of collegiate support and constant improvement. We are looking for a confident and enthusiastic individual who enjoys working with pupils to help them succeed. The ability to inspire others within a creative environment is essential.

Our Languages Faculty are a supportive, passionate and dedicated team who will always go the extra mile to ensure our pupils have opportunities to reach, and even exceed, their full potential in all areas of the Welsh curriculum. There is a wealth of varied experience within our team which we draw upon to work successfully to maintain high standards. Our Welsh curriculum is designed to ensure effective progression from KS2 right through to final KS4 assessment, whilst awakening an enjoyment for the subject within our pupils and ensuring they are equipped as best as possible to utilise the Welsh Language effectively in a variety of situations once they leave Darland.

Our aim is to ensure that all learners study Welsh with interest, enjoyment and enthusiasm and become confident, resilient communicators. The programme of study for Key Stage 3 in Welsh allows pupils to develop knowledge, skills and understanding of the Welsh language. Pupils study a range of topics and focus on developing oral, writing and reading skills. Pupils focus on learning vocabulary and grammatical constructions in a wide range of contexts. At GCSE level, pupils follow the WJEC specification which enables learners to understand and use the language for a variety of purposes and audiences.

Please contact the Headteacher's PA, Mrs. Clare Pickup on [headteacher@darland.wrexham.sch.uk](mailto:headteacher@darland.wrexham.sch.uk) directly if you wish to have a tour of the site and a discussion about the role prior to the deadline.



## Main Responsibilities

- Deliver a consistently high quality of teaching, learning, assessment and high standards of achievement
- Evaluate student target and performance data for their teaching as required, and ensure it is analysed as set out in the school calendar or other such documents
- Positively engage and partake in all activities and events within the Darland High School calendar
- Demonstrate positive approaches in matters relating to student discipline and contact with parents
- Assist in producing and updating programmes of study and schemes of work including suitable assessments for each learning plan for the Welsh department
- Be a model of excellent practice in teaching and learning
- Identify students who are underachieving and ensure appropriate strategies are put in place to support progress;
- Ensure that there is an atmosphere conducive to quality learning within the curriculum area, and that students' experiences are challenging, stimulating and differentiated according to need
- To ensure provision for different groups of students within the subject, including ALN, higher ability, disadvantaged, etc.
- To be an active member of the department through involvement in course development, consultation and planning on whole school issues
- To undertake other tasks as appropriate and consistent with the Teachers' Pay and Conditions of service
- To teach across the age and ability range;
- Undertake relevant duties as may be required by the Headteacher

## Culture

- Contribute to an environment where students are motivated to achieve and thrive in engaging, challenging and effectively planned lessons.
- Ensure a culture of aspiration is established through a focus on high standards in all lessons – through questioning, reading and writing and preparation for tests and assessments.

## Safeguarding

- To uphold the school's policies in respect of Safeguarding and Child Protection and ensure the safety and wellbeing of all learners.
- To work openly within the framework of best practice identified in the school safeguarding policy.
- To report any concerns regarding pupil safety or staff working practices to the DSP.

The information contained above is to help staff understand and appreciate the work content of their post and the role they are to play in the organisation. However, it should be noted that whilst every effort has been made to outline all the duties and responsibilities of the post, a document such as this does not permit every item to be specified in detail. Broad headings may therefore have been used; in which case all the usual associated duties are included in this job description.



## Person Specification:

**Post: Teacher of Welsh**

**Full Time Temporary until August 2024**

For evidence, A = Application, I = Interview, R = Reference.

ITEM	ESSENTIAL	DESIRABLE	How it will be assessed
<b>Qualifications</b>	<p>Good honours degree</p> <p>Qualified Teacher Status</p> <p>Evidence of recent professional development related to teaching and learning</p>		<b>A</b>
<b>Experience</b>	<p>Ability to deliver KS3 and KS4 Welsh including experiencing of delivering excellent outcomes</p> <p>Up to date pedagogy, particularly in relation to teaching and learning</p> <p>Understanding of relevant research and best practice relating to the teaching and learning of Welsh, particularly the strategies which deliver most impact in the classroom</p> <p>Evidence of working successfully in a secondary school environment</p>	<p>Experience of working with pupils with additional needs</p>	<b>A / I</b>
<b>Knowledge and Skills</b>	<p>Good or excellent Welsh classroom practitioner</p> <p>High expectations which motivate and challenge students and staff</p> <p>Accurate analysis, interpretation and understanding of data</p> <p>Behaviour management to ensure a disciplined and joyful culture</p> <p>Commitment to safeguarding</p> <p>Communicate with clarity</p> <p>Ability to lead by example</p> <p>Hold others to account</p> <p>Support colleagues to bring out the best in them</p> <p>Ability to prioritise and manage work load efficiently</p>	<p>Full working knowledge of relevant policies/codes of practice/legislation</p> <p>Working knowledge of the new curriculum in Wales</p> <p>Understanding of principles of child development and learning processes and in particular, barriers to learning</p> <p>Ability to plan effective actions for pupils at risk of underachieving</p> <p>Working knowledge of SIMS and common Microsoft programmes</p> <p>Working knowledge of Class Charts</p>	<b>A / I</b>
<b>Leadership and Management</b>	<p>Ability to develop and contribute to a clear strategic vision.</p> <p>Capable to lead and inspire a team and commitment to working as a team player.</p> <p>Ability to manage the process of change effectively.</p> <p>Ability to delegate to others while retaining a monitoring role.</p>		<b>A / I</b>

	<p>Ability to contribute to the enrichment and enhancement of pupils' education.</p> <p>Model a strong work ethic and high professional and personal standards.</p>		
<b>Personal Qualities</b>	<p>Organised and ability to multi-task and prioritise</p> <p>Good communicator at all levels</p> <p>Team Player</p> <p>Enthusiastic and positive</p> <p>Use of initiative and able to apply common sense to solving problems</p> <p>Flexible and adaptable approach to work</p> <p>Positive, growth mindset</p> <p>Strong moral purpose and drive for improvement</p> <p>Humble and kind</p> <p>Motivated, enthusiastic and flexible</p> <p>Excellent interpersonal skills; presence</p> <p>Good sense of humour</p> <p>Desire to develop yourself</p> <p>Ability to give, receive and act on feedback</p> <p>Strong attention to detail and clarity</p> <p>Ability to work under pressure</p> <p>Commitment to the full life of the school</p> <p>Willingness to offer extra-curricular provision</p>	Ability to think creatively	<b>A / I / R</b>