



**West Kirby**  
Grammar School

## **Teacher of German (Key Stage 5 Leader)**

September 2025

TLR 2b

Graham Road, West Kirby, Wirral. CH48 5DP

[www.wkgs.org](http://www.wkgs.org)

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### **Teacher of German & Key Stage 5 Leader of Languages**

#### **Full-time, permanent. Required for September 2025**

The Governors of this exceptional Grammar School wish to appoint a well-qualified and enthusiastic Teacher of German, with the opportunity for a TLR to lead Key Stage 5 within the Languages Faculty for a suitably experienced candidate. This is a full-time, permanent position starting in September 2025.

We are seeking a German specialist who can teach the subject to A Level (GCE). The ability to teach Spanish would be highly desirable but not essential. A good degree in German or a closely related subject is required, and candidates must have a strong knowledge of teaching Modern Foreign Languages, with a good understanding of examination requirements. A proven track record of motivating learners and raising achievement is essential.

For candidates appointed with a TLR, the successful candidate will work alongside the Head of Languages, Key Stage 3 Leader, and Key Stage 4 Leader to oversee the continued development of the Languages Faculty, which includes German, French, and Spanish. This is an excellent opportunity for a skilled and passionate teacher to further their leadership experience and contribute to an ambitious and dynamic team.

This post would suit a recently qualified teacher, for whom extensive support and encouragement will be given, or a more experienced practitioner ready to take on leadership responsibilities.

The Languages Faculty at WKGS is dedicated to creating outstanding linguists and fostering a lifelong passion for communication in other languages. Students are taught to value language learning as a gateway to wider opportunities, both academic and personal.

Our curriculum allows Key Stage 3 students to study two modern languages from French, German, and Spanish. At Key Stages 4 and 5, they can choose one or both of the languages previously studied. The faculty follows Pearson Edexcel specifications for all public exams, except A Level Spanish, which follows the AQA specification.

The Key Stage 3 curriculum is based on the Pearson Dynamo, Stimmt, and Viva textbooks, but our faculty adapts and tailors resources to suit WKGS learners, incorporating elements of the EPI method of teaching languages.

In addition to the core curriculum, the faculty supports students in gaining additional qualifications in their home or community languages and has supported GCSE and A Level entries in languages such as Mandarin, Cantonese, and Turkish, as well as offering Italian as an extracurricular GCSE option.

# Advertisement & Information

## Teacher of German

September 2025



The faculty is situated at the heart of the school, with seven dedicated teaching rooms, a workroom, and access to technology, including Google Chrome workbooks and computer suites. We welcome three Modern Language Assistants each year (via the British Council) for French, German, and Spanish, who provide native speaker expertise to enhance our teaching.

Students benefit from a wide range of enrichment opportunities, including visits and exchanges abroad, university masterclasses, collaborations with local schools, lunchtime clubs, and access to a modern language DVD and literature library.

West Kirby Grammar School is a very successful selective girls' school with a coeducational Sixth Form. There are approximately 1200 students on roll, and results are exceptional. In 2024, the Progress 8 score was +0.42, with 51% of results at grades 9–7 and 15% at grade 9. At A-level, 61% of grades were A\* – B, with the average grade being a B.

Further information and an application form are available to download from the School's website ([www.wkgs.org](http://www.wkgs.org)) or by contacting the School on 0151 632 3449. A completed application form and a letter addressing the content of the person specification (no more than two sides of A4) should be submitted to [office@wkgs.net](mailto:office@wkgs.net) for the attention of Mr S. Clarke, Headteacher.

If you have any questions regarding the post, please contact the school for further information.

**Closing Date:** Tuesday 25 February at 9am

**Anticipated Interviews:** Tuesday 4 March

# Person Specification

## Teacher of German

September 2025



Job title: Teacher of German (& Key Stage 5 Leader)

Reporting to: Head of Languages

Grade: MPS/UPS

This person specification is related to the requirements of the post as determined by the job description. Short listing is carried out on the basis of how well you meet the requirements of the person specification. You should refer to these requirements when completing your application.

E: Essential      D: Desirable

### 1. Qualifications

Degree or equivalent in German or closely related subject (E)

QTS (secondary phase) (E)

Additional qualifications in Spanish or another language (D)

### 2. Experience

Teaching German in a secondary school, including to A Level (E)

Teaching a second language (e.g., Spanish) (D)

Experience in an outstanding/good school (D)

Leading or contributing to school visits and enrichment activities (D)

### 3. Knowledge and Skills

Knowledge of external examination specifications, particularly Pearson Edexcel (E)

Strategies to ensure high student performance, including assessment of progress over time (E)

Strong pedagogical knowledge to ensure ambition and challenge for all (E)

Effective use of technology and creative teaching approaches (D)

Ability to collaborate and contribute to faculty development (E)

### 4. Leadership and Management

Evidence of supporting curriculum or strategic development (D)

Strong organisational and interpersonal skills to inspire staff and students (E)

### 5. Special Requirements

Belief in the potential of all students to excel (E)

Empathy and commitment to pastoral care (E)

Enhanced DBS clearance and excellent references (E)

Willingness to contribute to the wider school community (E)



West Kirby Grammar School is a vibrant and thriving girls' grammar school of more than 1200 students aged 11 to 18, including around 50 male students in a coeducational sixth form of over 350.

As a school, we believe there are no limits on a student's potential: with the right approach to learning every student can reach levels of attainment and achievement that might previously have been considered the preserve of a 'gifted and talented' few.

Our values are inspired by our school motto: *ad metam contendo* - strive towards the goal.

These six core values aren't simply words on a page – we live and breathe them every day, driven by our determination to inspire and support every child in the pursuit of their goals, whatever they may be:

### **Community**

- We're proud of our sense of community and family at WKGS, as well as our contribution to the local and wider community.
- We choose to be collaborative, caring and kind, showing empathy and honesty in our actions.
- We value our tradition and have a vibrant House system that helps to create a compassionate and caring community.

### **High Expectations**

- We are aspirational for ourselves and those around us, taking great pride in our achievements.
- Our work is goal-orientated, celebrating success in different forms while striving for excellence in our pursuits.
- We naturally have high academic expectations and challenge everyone to achieve their full potential, both inside and outside of the classroom.

### **Opportunity**

- We offer exceptional opportunities for all in a wide variety of contexts.
- Our extensive curriculum ensures that every student has the opportunity to discover their talents.
- We encourage everyone to embrace our extra-curricular provision and wide range of enrichment activities; we promote leadership at all levels.

### **Innovation**

- We strive to create the leaders of tomorrow; individuals who are daring and forward thinking and who work to inspire those around them.
- Creativity is highly valued, and we aim to find inventive and enterprising solutions to the challenges we face.
- Change is embraced as we develop inventive new practices and systems.

### **Curiosity**

- We encourage all members of our community to display a love of learning and to show an inquisitive approach to challenge.
- The ability to reflect on practices is key, along with a passion to improve. Asking questions to deepen understanding and looking beyond the confines of the curriculum is actively encouraged.

### **Endeavour**

- We work with motivation and resilience, whatever the challenge ahead.
- Determined to succeed, we challenge ourselves and those around us to improve
- We engage with our tasks and work with perseverance to achieve.



### Staff Wellbeing

The wellbeing of staff is central to the approach taken by Governors, the Headteacher and the SLT at West Kirby Grammar School.

We have an excellent sense of community within our whole staff, who work very hard as a team to support one another in their endeavours. Below are examples of some of the systems we have developed to help maintain a happy and positive staff.

- Access to a comprehensive range of health and wellbeing services offered by Education Mutual
- Deadlines well publicised and staff consulted on annual calendar
- Reduced data collections to ensure no collections for data's sake
- In-house Wellbeing Manager available to all staff, and Staff Wellbeing Committee that monitors and responds to staff needs.
- Greater PPA time than national recommendation
- Dedicated classroom wherever possible for teaching staff
- A flexible and generous approach to family appointments and child events
- Complimentary tea and coffee
- Complimentary Christmas Dinner for all staff each year
- Staff Christmas Cake baking event
- Complimentary coffee and cake mornings or afternoons
- Access for all staff to Positive Psychology Coach
- Opportunities for professional development always considered
- Considerate approach to lesson observations, drop-ins and learning walks
- Headteacher 'Open Door' Policy at all times
- On site car valeting offered

### Life in West Kirby

WKGS is a nurturing and supportive institution with exceptional rates of staff retention. Very few staff move on each year and these are largely due to opportunities for promotion or staff retirement.

West Kirby is a fantastic place to work and live. Found on the North West coast, it is regularly rated in The Times as one of the Top 10 places to live in the North West. Just half an hour by train from Liverpool, it is a beautiful seaside town with a high street full of independent shops, the Marine Lake, the picturesque Hilbre Island and miles of sandy beaches.



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