

## Teacher of Spanish

From September 2024 or January 2025



Closing date: Monday 13<sup>th</sup> May 2024 at 9am

[www.bancrofts.org](http://www.bancrofts.org) | [hr@bancrofts.org](mailto:hr@bancrofts.org)



## Being Bancroft's

**Located on the border between North-East London and Essex and backing on to Epping Forest, Bancroft's is a co-educational independent day school for around 1200 pupils from 7 to 18.**

Our pupils achieve outstanding academic outcomes. In 2023, 68% of our students achieved A\*-A at A Level and 74% of all entries were awarded the top grades of 9 or 8 at GCSE.

And yet, we strive to achieve so much more than just results. 'Being Bancroft's' is the name which we give to our holistic approach to developing our pupils. This is a rounded educational framework running through the school which guides pupils to take full advantage of the huge range of different opportunities on offer at the school; whether immersed in academic research, being out on the sports fields, taking part in charitable activities, acting on the stage, playing music or attending some of our numerous clubs and societies, we want our pupils to challenge themselves and learn by taking part wholeheartedly in school life. All teachers are expected to contribute to the co-curricular life of the school beyond their subject specialism.

Bancroft's is a warm, forward-looking, modern school; a centre of excellence for the twenty-first century. We have a very diverse intake of pupils, valuing inclusivity of pupils and staff of different ethnicities, religions, sexualities, genders, learning needs and strengths. We value inclusion for all it can bring to each of us at Bancroft's as well as the school as a whole.

Professional development and training is a fundamental part of working at Bancroft's. Our staff are supported and encouraged to continually reflect on their practice; together we want to ensure that each member of staff feels that they are being developed and able to help provide the very best educational and transformative experience for all our pupils.



## The Bancroft's Aim

# We aim to provide a transformative experience for every child.

## The School's Values

Our education is based on six core values: Curiosity, Kindness, Integrity, Courage, Balance and Excellence. We think these values are essential to the wellbeing of every child.



### Curiosity

We want our pupils to take delight in the possibilities that the world has to offer and to develop an abiding curiosity about the world; to explore their imaginative and creative potential and to take pleasure in self-expression.



### Kindness

We want Bancroft's pupils to be kind, to have integrity and the courage to pursue and protect what is good; to make wise decisions, based on compassion and empathy.



### Integrity

We want our pupils to learn to understand themselves and others and develop a clear moral grounding for their lives.



### Courage

We want our pupils to show courage and a spirit of adventure in all aspects of their learning; to confront challenges and try to overcome them.



### Balance

We want our pupils to learn how to live balanced, healthy, productive and well-regulated lives and to learn to understand the different aspects that combine to create a secure framework for flourishing.



### Excellence

We want our pupils to aspire to be the best they might be and to make the most of their talents and abilities; we want our pupils to form realistic and ambitious ideals for the future.



## The Role

The Modern Languages department is looking for a bright and enthusiastic teacher of modern languages to join their thriving and forward-looking department. We require a teacher with the ability to teach Spanish and at least one other language (preferably French).

## The Department

The Faculty of Modern Languages is a well-established, lively and successful department comprising twelve teachers and four language assistants. The Head of Languages is supported by separate Subject Heads for French, Spanish and German, which are offered at iGCSE with CiE and A level with AQA, and Russian, offered at GCSE with Edexcel. All Year 7 pupils study 2 languages from French, German and Spanish in tandem.

All pupils will continue to study at least one modern foreign language to GCSE as part of the core curriculum, with many students choosing to do two languages to GCSE in each year group.

Our suite of classrooms is on the first floor of the main building, with the departmental office at its centre. This has teacher workstations and photocopying facilities. Each classroom is equipped with a computer, where all our digitalised sound and video files are stored, and a Smart Board.

The school provides generously for departmental resources and as well as course books and related pupil workbooks, we have subscriptions to a range of online resources, including Active Teach and Kerboodle, which complement our KS3, KS4 and A-level AQA courses. Lower down the school we are using *Studio* for French, *Mira* for Spanish, and *Echo Express* in German.

The department has an excellent record of examination results. The percentage of grade 8/9 at GCSE is well above average for similar schools. A-level and Oxbridge success have been similarly impressive over time.

The department runs several foreign trips and exchanges. Spanish offers study trips to Salamanca in years 8 and 9 and Granada in the 6<sup>th</sup> form. We have celebrated the 40<sup>th</sup> anniversary of the



German exchange with Haßfurt and French students are offered a week's stay in Normandy in years 7 and 8 and a study trip to Nice in the Sixth Form.

There is a variety of support, extension and enrichment opportunities for all year groups in all languages. Students in Year 7 and 8 can enter spelling and translation bees in French, German and Spanish and Spanish students enter a short film competition in year 11. In the 6<sup>th</sup> form students take part in debating and translation competitions and a Spanish theatre festival. We organise theatre and cinema trips to London, invite guest speakers from industry to speak to our students about languages and offer the MFL leaders programme to our year 12 students.

Language students and staff may also benefit from a number of foreign trips organised by other departments, notably skiing trips and regular visits to Berlin and other destinations.

This is an exciting time of change for modern languages at Bancroft's, as we seek to build on past success to widen the range of language study available to our pupils. The advertised post will be a rewarding position for a linguist with enthusiasm and a high level of expertise in two of the languages we offer. The successful candidate will find a niche in a group of very friendly and co-operative colleagues.

## Key Responsibilities

- To deliver subject curriculum to pupils
- To inspire pupils to develop a passion for learning
- Teaching pupils through the School at Key Stages 3, 4 and 5, including examined groups at GCSE and A-level
- Marking, assessment and grading within the department, always setting the highest standards of personal organisation and administration
- Attending regular meetings of the department, both formal and informal, to discuss policy, teaching methods, approaches to the subject and the sharing of common problems and concerns
- Adhering to departmental policies and to meet School deadlines insofar as it applies to the department
- Where required, assisting in the induction of new staff into the department
- Attending an annual review

## Responsibilities in relation to the pupils and to what is taught:

- Keeping abreast of developments in the subject, maintaining contacts with professional associations
- Participating in discussion, within the department, on the development of appropriate syllabuses and schemes of work at all levels
- Developing new teaching and learning resources and sharing them with pupils and colleagues



- Ensuring pupils are properly prepared for exams and entered for exams and overseeing course work
- Participating in the setting and marking of internal exams and determining appropriate grade boundaries thereafter
- Assisting with trips and other co-curricular activities in relation to the department
- Giving appropriate guidance to pupils who wish to study the subject at further levels
- Maintaining the image of the subject as an interesting and valuable one. Keeping learning environments stimulating and interesting

### **Responsibilities in relation to the School:**

- Carrying out School policy, including the School safety policy, in the context of the department
- Contributing to the co-curricular life of the school
- Communicating departmental matters to the Head of Department, discussing examination results and raising issues of concern
- Setting and marking entrance exams and interviewing where necessary
- Supporting the use of ICT within the department
- Presenting the department at Open Days etc. as the need arises and in prospectuses
- Ensuring that the facilities used by the department, including equipment and teaching areas, are maintained in an appropriate condition

All teachers are expected to contribute to our pupils' holistic development and the co-curricular life of the school, outside their timetabled day and beyond their curriculum subject. This may include events, training or rehearsals, for example, after school and at weekends, and running or staffing residential trips, as well as a standard expectation of regular clubs for both curriculum extension and the co-curriculum.



## Person Specification

	Essential	Desirable
<b>Education</b>	Have a good honours degree in Spanish	QTS/PGCE
<b>Experience</b>	Experience of teaching Spanish to Key Stage 4 and another language (French) to at least Key Stage 3	Experience of teaching high ability students Experience of teaching this subject at A level
<b>Skills</b>	The ability to develop and maintain good relationships with students and colleagues  The ability to use IT appropriately to support teaching and learning  Have a good understanding and awareness of safeguarding procedures  Be willing to contribute to the co-curricular and pastoral life of the school  Excellent communication skills	Ability to teach a second subject  Commitment to ongoing professional development
<b>Personal Qualities</b>	Be enthusiastic  Be confident  Be diligent  Be creative	



## **Additional Work Information**

This job description reflects the major aspects of the role. The successful candidate may be expected to assume some additional responsibilities as reasonably requested by the Head and to demonstrate a commitment to improving and developing the organisation's processes and facilities.

The organisation reserves the right to alter the content of this job description after consultation to reflect changes to the job or services provided, without altering the general character or level of responsibility.

In the event of a major incident or disaster, you may be required to provide assistance, in whatever capacity necessary and participate in any training to ensure the School is fully prepared for such events.

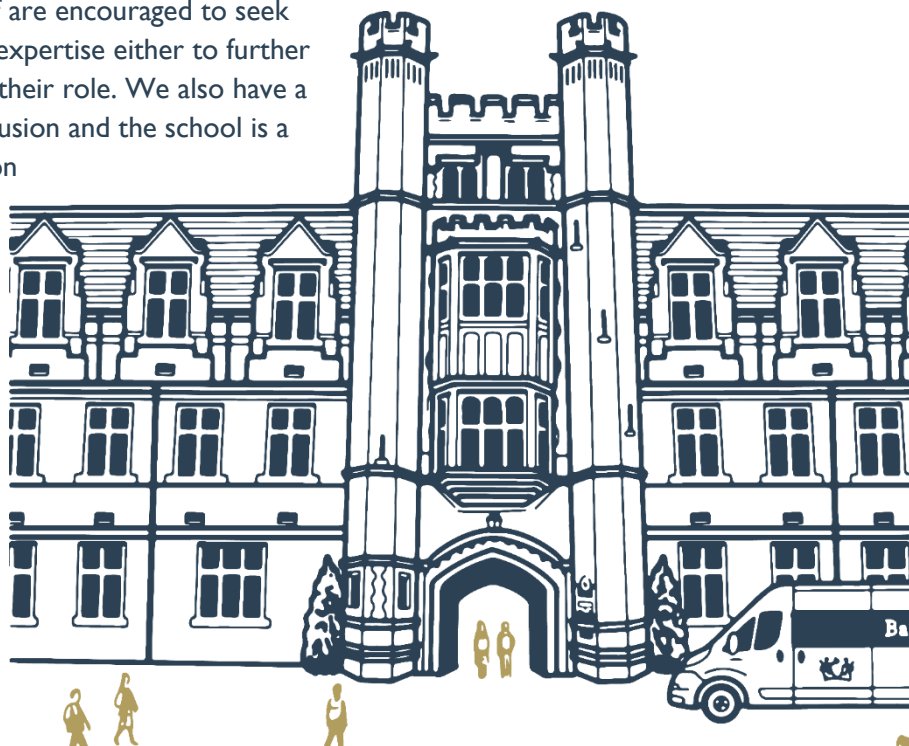
## **Working at Bancroft's**

**An attractive salary package is offered, according to experience and expertise.**

Bancroft's offers a generous benefits package to all staff, including:

- Competitive salaries
- Commitment to supporting ongoing professional development
- Outstanding support for ECTs
- Generous holiday allowance
- Use of school gym. Yoga, swimming and Pilates sessions for staff
- Friendly and welcoming common room, which organises regular social events
- Access to school counsellors and the support of a staff wellbeing team
- Optional subsidised private health care
- Complimentary lunches

There is generous CPD support and staff are encouraged to seek opportunities to develop their skills and expertise either to further their career or to support enjoyment of their role. We also have a staff group working on Diversity and Inclusion and the school is a founding member of the Schools' Inclusion Alliance.





## How to Apply

**An application form is available to download from the School website or by emailing [hr@bancrofts.org](mailto:hr@bancrofts.org).**

Bancroft's School is an Equal Opportunities employer and is committed to safeguarding and promoting the welfare of children, young people and expects all staff, contractors, Governors and volunteers to share this commitment. Successful candidates will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

In line with KCSIE, Bancroft's will carry out online searches on shortlisted candidates as part of the process of assessing suitability.

