

An aerial photograph of the Worth School campus. The school buildings are a mix of traditional brick structures and modern facilities, including a large circular building with a glass roof. The campus is surrounded by lush green fields and dense forests. A large parking lot is visible near the center of the school.

# **Teacher of Spanish (Subject Leader)**

September 2018



**WORTH**  
SCHOOL





## Welcome

At Worth, the ideals of the family run through everything we do: we celebrate achievement with joy; we value listening and tolerance; we see the importance of each and every person. Worth is a place where we seek to uncover and ignite children's passions and talents. The path a life takes often begins at school, and this is why we do not just provide education, we offer learning with heart and soul, and this gives Worth a difference of kind that sets us apart. I invite you to visit us and see how the warmth of the Worth community allows boys and girls to thrive within the classroom, on the sports field, in the creative arts, and within their friendships. You will meet pupils nurtured by both the richness of Benedictine tradition, and the best that modern education has to offer.

*Stuart Mylthorpe*

## About the School

Worth is a leading independent school of around 600 pupils, aged between 11 and 18. The initial cohort of girls arrived in September 2008. Girls at 11+ and 13+ joined the school in September 2010. The school is very popular and is over subscribed. The majority of pupils are boarders but there is also a strong contingent of day pupils.

The school occupies a stunning rural location, with a campus of 500 acres, enjoying spectacular views across the Sussex Downs. The location lends the school an air of exceptional tranquillity and beauty. At the same time, however, the school is very convenient for London ( 32 miles away) and Brighton (22 miles to the south). The area has excellent transport links, with Gatwick Airport, Three Bridges Station and the M23 all within six miles.







## Academic

Academically, Worth prides itself on getting the very best out of its pupils. The school offers a broad academic curriculum, with a wide choice of GCSE subjects and the chance to study A Levels or the International Baccalaureate Diploma Programme in the Sixth Form. In the summer examinations of 2017, 71% of A level grades were at A\*-B, and over 50% of GCSE results were graded A\*-A (25% were A\*). International Baccalaureate students achieved an average point score of 36, well above the world average. The majority of our pupils go on to gain places at the best universities, including Oxford and Cambridge. At the same time, the school enjoys a strong reputation for the excellence of its Learning Support provision.

## Co-Curricular

The School has a long tradition of commitment to the performing arts. We have exceptionally strong Music and Drama departments, and each year the school presents a full, varied and challenging programme of high quality performances. The Art department has recently benefited from a multi-million pound refurbishment. An extensive games programme is in place. A very wide range of other activities is offered within the extra-curricular programme including voluntary service and the Duke of Edinburgh award scheme. Over 50 clubs and societies are offered.







## Pastoral Care

Outstanding pastoral care for every individual boy and girl is at the heart of Worth School. Our distinctive Benedictine tradition and concern for the well-being of each individual are lived out by the school community in its day-to-day existence.

A key characteristic is our aim of ensuring that all pupils learn to live in communion with one another and can find sanctuary within the School to develop as a person in their own right, fully conscious of their responsibilities to themselves, to others, and to God.

Every boy and girl, day or boarding, is a member of a House under the leadership of a Housemaster or Housemistress who, supported by their Deputy, has overall responsibility for the pupil's pastoral care and welfare. In addition, every pupil is assigned a Tutor with whom they meet regularly, formally and informally, individually and in groups, to review and support their progress, and to address issues raised through our extensive SMSC (Spiritual, Moral, Social and Cultural) programme. Every House also has a Chaplain, and a Matron who manage the domestic affairs of the house and also provide further invaluable pastoral support.





House and School Prefects are given duties and responsibilities and act as role models and guides for the younger pupils. The Medical Department provides 24/7 care and support and there is a professional counsellor, plus a network of independent listeners, whom the pupils may contact. All pupils have the opportunity to contribute their views on their pastoral life through a School Council, House Councils, Tutorial meetings, and confidential appraisals and surveys.

The House system provides the community and sanctuary where pupils can grow in confidence and fellowship with one another. There are five boarding houses at Worth, younger boarders share rooms so that they can learn to live alongside and support one another; most Sixth Formers have their own single study bedsits. Whilst the accommodation varies between the Houses, each Boarding House has common recreation areas, a library and a kitchen for the use of the pupils. All Houses have Wi-Fi and internet access. There are four day houses which provide study space and communal facilities for students from Year 9 upwards, and a junior house for all Year 7 and 8 day pupils.

## Staff

Worth has a very friendly, collegial and sociable Common Room with colleagues from a variety of backgrounds, some joining the school straight from university, others after taking a PGCE, or after having taught at other establishments. Some have taught in a boarding school before, others have not. What staff members have in common is enthusiasm for teaching and learning, a willingness to be involved in the broader life of a thriving and busy school, plus a genuine commitment to the school's values and ethos.

The school offers its own generous salary scale and an enhanced benefits scheme including an employee assistance programme, meal provision and enhanced pension contribution. Located in 500 acres of beautiful land, the school offers a community setting for employees who live both off and on site. Employees have access to our facilities, including a golf course, gym suite and function rooms. Employees benefit from free parking, social events and discounted school fees.





## Ethos and Values

*“Worth School nurtures its pupils in a caring Catholic Benedictine community, inspiring academic excellence and integrity to fulfil their unique purpose in the world.”*

The Rule of St Benedict was written some 1,500 years ago for religious communities in an age very different from what we know today. Yet the wisdom of The Rule remains a clear and practical guide for modern day life and the complexities of 21st century living. Within our Benedictine ethos we discover how to structure community living which enables the individual to find personal strength, success and contentment whilst also establishing a genuinely supportive environment.

At Worth we recognise that everyone in our community is on a personal spiritual journey. Our experiences and relationships can be transformed on a daily basis by the power of God's infinite love and by our response to that love. Our Benedictine tradition encourages young people to go on a journey of self-awareness and understanding. It inspires them to consider by thought, action and prayer, to know themselves and their potential, whilst learning how to live with virtue and integrity. Their journey is not a solitary path but one shared and supported by the entire community.

Pupils and staff are able to derive inspiration from our Ten Values for a Benedictine way of life:

- Community – we grow as individuals through a life of inter-dependence
- Worship – God is placed at the centre of our lives through communal worship
- Humility – we are honest about our strengths and weaknesses
- Listening and consultation – we listen for God's voice in our own hearts and in our encounters with other people
- Stewardship – we honour the goodness of God's creation by our care for the environment
- Hospitality – we welcome the newcomer 'with the warmth of love'
- Service – in serving others we meet Christ and grow in love of each other
- Fidelity in relationships – God is faithful to us and we find our true selves in stable and committed relationships
- Balance and moderation – the daily routine of the school takes into account our different strengths and weaknesses
- Silence – silence is required for prayer and reflection.

The monastic community and our lay staff reflect these values in their daily lives and are able to represent the benefits of personal discipline, prayer, worship and reflection in all that we strive to achieve.





## Teacher of Spanish (Subject Leader)

Worth is a highly successful co-educational, Catholic, Benedictine, 11-18 HMC boarding and day school of circa 600 pupils. It offers a broad curriculum, including the International Baccalaureate and A levels in the Sixth Form.

From September 2018 we are seeking to appoint a well-qualified and enthusiastic teacher who is able to teach Spanish, up to and including Sixth Form, in a dynamic and thriving department. The successful applicant will demonstrate a passion for their subject and be committed to developing active learning strategies to challenge and inspire our students. A working knowledge of ICT is essential, as is a willingness to contribute to other school activities in our thriving boarding environment would be advantageous.

The role would suit a candidate eager to progress to Head of Department in the future.

The School offers its own generous salary scale and an enhanced benefits scheme including an employee assistant programme, meal provision and enhanced pension contribution. Employees have access to our facilities and benefit from free parking, social events and discounted school fees.

Applicants are required to submit a covering letter and complete an application form which is available, along with job details, on our website <http://www.worthschool.org.uk/vacancies.php>. Alternatively you can request an application form and job details from the HR Department:

E: [recruitment@worth.org.uk](mailto:recruitment@worth.org.uk) t: 01342 710217

**Please quote reference: SPA/037/18 on your application** and send via email or post to:

The Human Resources Manager, Worth School, Paddockhurst Road., Turners Hill, West Sussex, RH10 4SD

We are committed to the safeguarding of children. References will be taken prior to interview and DBS checks will be conducted on the successful applicant.

**Closing date for applications: Midday, 19th January 2018\***

\*We reserve the right to invite candidates for interview prior to the closing date and to close vacancies early if we have sufficient suitable applications. Therefore, we encourage interested applicants to submit an application as soon as possible.

## Spanish at Worth

Spanish has the second highest number of native speakers worldwide (after Mandarin) and is a popular option with our pupils. The Spanish department achieves consistently outstanding results.

The Spanish classroom is equipped with an interactive Whiteboard and there is a bank of useful language sites available via the school intranet.

### Year 9

The Spanish course for Year 9 at Worth is designed for beginners, with the main focus placed on introductory topics and grammar which will prepare students to continue studying Spanish at GCSE. Students are streamed according to academic ability and there are usually three sets. To enhance language acquisition, students regularly visit the network rooms to use on-line language learning resources and attend a Spanish play suitable for their language level.

### Years 10 & 11

At GCSE, students follow the Edexcel IGCSE specification and use the Edexcel International GCSE Spanish course books. Students are streamed according to ability and fluent, or near-fluent, speakers may be allowed to sit their IGCSE at the end of Year 10. Students in Year 10 have the opportunity to take part in the Spanish Study Trip to Salamanca (Spain) and attend a Spanish play appropriate for their language level.

### Sixth Form

Students studying Spanish in the Sixth Form have the opportunity to take part in the annual Sixth Form Spanish Study Trip to Salamanca. IB and A Level students from Worth spend a week in Salamanca, attending lessons and taking part in cultural activities and excursions to Segovia and Madrid.

The A Level Spanish programme includes speaking, listening, reading and writing components and all students have weekly classes with a native speaker to work on their spoken Spanish, either in very small groups or, very often, on a one-to-one basis.

The study of a foreign language is integral to the IB programme and Spanish is offered at both Standard and Higher Level, as well as Spanish ab initio (Standard Level). Standard and Higher Level courses offer the student an opportunity to reach a high degree of competence in the language and to explore Spanish culture using the language. The ab initio course is designed for the beginner, with the main focus being on language for everyday purposes.







Prepared: JR/SF/SLF	Ref: Teacher of Spanish (Subject Leader)
Approved: Head Master	Revision: F Date: 8th December 2017

#### JOB PROFILE

#### Teacher of Spanish (Subject Leader)

**REPORTING TO:** Head of MFL

**PURPOSE OF JOB:** To teach Spanish up to and including Sixth Form level, and oversee the successful delivery of Spanish across the School.

#### KEY RESPONSIBILITIES

##### Subject Leader role:

The role of the Spanish Subject Leader is to oversee the successful delivery of Spanish and to liaise with the Head of MFL to achieve this.

This role would suit a teacher looking to gain management skills before considering applying for the Head of Spanish role in due course.

Specifically but not exclusively, the Spanish Subject Leader will:

- Be responsible for leading the Spanish department's curriculum planning, incorporating whole school policies and involving the work of other departments as required
- Assist the Head of MFL in the continual development of the department's handbook
- Oversee the delivery of all internally conducted assessments, including orals, ensuring their compliance with examination board regulations
- Assist the Head of MFL in the completion of examination entries
- Oversee the running of Spanish trips, where appropriate
- Guide and advise colleagues to keep abreast of recent developments in the subject (e.g. how technology can be utilised within teaching)

##### Teaching

Teach Spanish classes to a very high standard of professional practice, ensuring that students acquire an abiding love of Spanish and that they secure excellent results in public examinations



Teach Spanish throughout the school, including responsibility for preparing students for GCSE, A level and IB examinations or assessments

Promote the values of Worth as a Benedictine community of learners so that students acquire the values, attitudes, skills and knowledge needed to make a positive contribution to society

Set regular and appropriate preparatory and written work according to whole school and departmental policies

Correct, assess, grade and report on students' work in accordance with school systems and deadlines

Support the range of department activities and trips

Undertake, from time to time, various administrative tasks in support of the Modern Foreign Languages Department and as directed by the school

Attend staff meetings, assemblies, whole school church services, INSET days, parents' conferences and Speech Day

Act as a tutor to a group of students and meet with them weekly during the tutor periods. In addition, support the events of the house to which the tutees are assigned

Participate in duties on school days

Fully engage with the co-curricular life of the school, e.g. supervision of an activity or involvement in coaching or supervising a sports team

Conduct educational visits as appropriate

Invigilate examinations (internal and external) as reasonably requested by the Examinations Officer and in accordance with the regulations of the Examining Boards

Participate actively in the promotion of the school, e.g. during Open Days and through informal promotion to those outside

Uphold all school rules as well as the codes of conduct as laid down in the Staff Handbook

### General

Adhere to and ensure compliance with the school's Child Protection Policy at all times. If, in the course of carrying out the duties of the post, the post-holder becomes aware of any actual or potential risk(s) to the safety or welfare of children in the school, these concerns must be reported to the school's Designated Safeguarding Lead or the Head Master

Ensure the provision of a safe and secure working environment, in keeping with legal requirements

Comply with both Worth School and Worth Abbey and departmental Health & Safety policies, procedures and risk assessments

Actively contribute to the continuous improvement process and the ongoing development of a quality culture, for example, changing behaviour and identifying and implementing improvements to processes and activities, and encourage others to do the same

Conduct from time to time, any other duties as may be required but within the scope of this job profile



## QUALIFICATIONS/EXPERIENCE

<i>Essential</i>	<i>Desirable</i>
<p>Educated to degree level in Spanish or related subject.</p> <p>The ability to teach to GCSE, A Level and/or IB standard/ level</p> <p>Previous experience of teaching gained from either the maintained or independent sector</p> <p>Working knowledge of ICT</p>	<p>Ability to teach second modern foreign language</p>

## COMPETENCY PROFILE

**Quality** - To exemplify highest professional standards at all times. Establish and maintain with students a professional relationship based on mutual respect

**Creativity** - To provide creative and practical solutions to meet students' needs

**Communication** – To listen actively and communicate ideas and information in a clear, concise and open manner

**Team working** - To co-operate and interact pro-actively with colleagues in the departments and across the campus. Help to develop departmental policy and practice, including by taking part in departmental meetings and by offering advice to the Heads of Department

**Planning** - To prepare lesson plans to meet curriculum requirements and students' needs

**Positive learning** - To have the ability to learn from own experience and take advice from peers

**Pastoral** – To show willingness to contribute to the broader life of a thriving boarding school

This job description may be altered to meet the changing educational context, and will be reviewed in consultation with the post holder.

***This job and competency profile is indicative of the nature and level of responsibilities associated with this post. It is not intended to be exhaustive. Tasks and responsibilities may be allocated as necessary from time to time.***



