TEACHER OF FRENCH
September 2018

Whitgift is one of Britain's leading independent day and boarding schools for boys aged between 10 and 18 years with approximately 1460 pupils and 106 boarding or flexi-boarding pupils. The School, which was founded in 1596 by Elizabeth I's last Archbishop of Canterbury, John Whitgift, is one of the oldest in Croydon and enjoys facilities of outstanding quality, amongst the best available nationally. It is set in an attractive 48 acre parkland site in South Croydon with excellent links to London, Surrey and the south coast.

The Vacancy

The Department is very busy and expectations within the School are high. The successful candidate must be someone who is confident, proactive and reflective about their teaching, has excellent communication skills, is capable of contributing positively within a team and is committed to raising attainment through excellent teaching and learning.

We are seeking to appoint an enthusiastic and dedicated graduate who possesses a genuine passion for French alongside a capacity to share this effectively with pupils of all ages. A commitment to maintaining the high standards of the department would be expected, and there is excellent scope for an inspirational teacher to develop and apply their skills and knowledge at all levels. Involvement in the wider activities of the department would also be expected. The ability to teach a second European language would be an advantage.

The position is suitable for someone who is new to teaching and looking to challenge themselves academically, newly qualified teachers or for a more experienced candidate who has the skills to enrich this already successful department. The ability to work as a team is essential and candidates will also need to have good IT skills.

The successful candidate is likely to be academically rigorous, dynamic, creative and flexible with the ability to teach French throughout the School. The will also be an unflappable team-player with outstanding languages skills, who is keen to explore innovative and stimulating ways to pass on their passion to the next generation. Outstanding subject knowledge, energy, initiative and the ability to inspire pupils are essential traits. Experience of, or an interest in, teacher the International Baccalaureate would be an advantage.

The desire to organise and lead trips and exchanges abroad is essential.

A proactive culture of supporting and developing talented and inspiring teachers is supported by the Senior Management Team. Training and development includes:

- regular in-house training for all teaching staff
- NQT induction programme for unqualified teachers
- School's Direct programme to support those new to the profession.

As a Boarding School, stimulating opportunities may be available for the right candidate to contribute to the pastoral care of students as a Boarding Tutor, both resident and non-resident along with a wide range of co-curricular activities.

The position reports to the Head of French.

The Languages Faculty

The Whitgift Languages Faculty is one of the largest and most vibrant language faculties in the UK with thirty teachers, eight assistants and a faculty administrator. Several classrooms on one of the main corridors of the school are dedicated as language teaching rooms and our comfortable offices, a thirty-station language laboratory, 5 assistant rooms and a dedicated Sixth Form computer room are all on a perpendicular corridor enabling that part of the School to have a genuinely international and excitingly language-focused atmosphere.

French, Spanish, German, Japanese, Mandarin Chinese and Latin are taught from Year 7 throughout the school with Classical Greek available from Year 9. All of these languages are offered as IGCSE, A Level and IB options. Six Heads of Department work together under the Head of Faculty: Classics, French, German, Japanese, Mandarin Chinese and Spanish.

The Faculty prides itself on the range and quality of its exchanges and trips. All are organised in-house with the assistance of our Faculty Administrator. These include long-standing exchanges to Tokyo, Albertville, Caen, Munich, Valencia, Berlin, Nuremberg, Toledo, Zaragoza, Taipei and Beijing as well as trips to such cities as Cologne, Paris, Bilbao, Nantes and Shanghai.

We have a very international intake and pride ourselves on tailoring language provision to the diverse needs of our pupils. We therefore have a large number of pupils who are supported in their language-learning off-timetable. We encourage pupils in their learning of all languages, even those which we do not teach, and aim to support them in formal accreditation of their skills wherever possible. Approximately a hundred pupils board at Whitgift, around two-thirds of whom come from abroad, which gives us the opportunity to encounter unusual languages and also to teach languages at an unusually high level - we offer all our languages as Language A (native speaker) within the IB for example.

The Faculty is energetic, young, forward-thinking and collegiate. Textbook usage is minimal and a focus is placed on developing innovative, imaginative teaching strategies which challenge and stimulate our pupils. Flexibility, passion, academic rigour and the ability to inspire are amongst the key words which would characterise our ethos. We encourage a plethora of teaching styles and enjoy learning from one another. Strong emphasis is placed on the teaching of grammar, on encouraging pupil use of target language and adapting to the needs of individual pupils. Innovative IT usage is encouraged but we are not fans of IT for the sake of IT.

The French Department

The French Department at Whitgift is large, vibrant and dynamic, comprising seven teachers and a full-time French Language assistant. Our scheme of work is designed to build and reinforce key grammar and linguistic competencies through a structured, rigorous and progressive approach. We aim to instil a passion for both the linguistic and cultural aspects of the study of French, as well as language-learning in general, and, in the pursuit of this, teachers are encouraged to develop their own innovative approach to teaching. Textbook use is discouraged, as is an excessive focus on a topic-based approach to study.

Curriculum

We have a small (usually three-form) intake in Year 6. In Year 6 all pupils learn Italian alongside a cultural programme which dovetails with a trip for all pupils to Lake Garda.

Our Year 7 options are unique in that all pupils study three very different languages. They must choose one Oriental language (Japanese or Chinese), one Romance language (French or Spanish) and one inflected language (German or Latin). From Year 8 students continue with two of those three languages and are encouraged to take both as IGCSE options although they may in some cases be given permission to pursue only one language at IGCSE. Classical Greek may be added as a third language from Year 9.

We currently enter pupils for Edexcel IGCSE in French, German and Spanish and Edexcel GCSE in Japanese and Chinese. All of our languages are also offered at A Level (except Chinese which is offered as a Pre-U qualification) and within the IB as *ab initio* subjects, Language A and Language B Standard and Higher Levels with the exception of Japanese and Chinese where we do not offer Higher Level.

Academic Results

In 2017, 62% of GCSE students achieved a grade A*- A, 100% of A Level students achieved grade A*- B and 100% of IB students gained a grade 6 - 7. Our pedagogy is complemented by a wide range of co-curricular activities available to students, including exchanges with French schools in Caen and Albertville, a Sixth Form study trip, and various clubs and societies including French Debating and Theatre.

The Broader Life of the Faculty and Co-Curricular Activities

Bilingual Teaching at Whitgift

Whitgift has a long tradition of Bilingual or CLIL teaching (content and language integrated learning). Top sets are created at the beginning of Year 8 in Spanish, German and French. These top sets are then taught using CLIL methods which essentially means that they are taught Geography, History and other content through the means of the language they are learning. This does not replace their normal History or Geography lessons. It means that they develop a much broader vocabulary than one might expect and a great deal more confidence and fluency.

The Section Française

Native or near-native French speakers are catered for in the Section Française. Their lessons are close to what pupils of their age would study in France and involve a great deal of engagement with literature as well as the acquisition of creative and formal essay writing skills.

Specialist teachers are employed to deliver the lessons to the pupils, they are also charged with overseeing curriculum development and marketing.

Exchanges

The Head of each Department is responsible for overseeing the smooth running and finances of the exchanges and trips within their remit and also for considering establishing new links and developing new programmes.

It is expected that all colleagues organise one trip or exchange annually and accompany another. Trips and exchanges take place largely during our holidays.

We have a Faculty Administrator, one of whose roles is to assist with the organisation of exchanges and trips.

Contact

Please feel free to contact the Human Resources Department on 020 8688 9222 or e-mail schoolhr@whitgift.co.uk if you have questions regarding the vacancy or would like to know more.

Conditions of Service

The salary will be on the Whitgift Foundation scale (substantially above national scale) according to qualifications and experience. Accommodation may be available. Assistance is offered towards removal expenses etc., up to £1,000 in total.

Staff are required to make a significant contribution to the co-curricular life of the School and this is reflected in the salary offered. A strong commitment to the pastoral and house system is also anticipated.

We offer a generous salary and benefits package including membership of the Teachers' Pension Scheme(including Life Assurance cover), Employee Discount Club , discount on school fees for the Foundation Schools (permanent posts only), staff discount on off-peak membership at our on-site gym (Nuffield Health), membership of a healthcare plan, a range of family-friendly benefits and season ticket loan.

We welcome applications from all parts of our community as we aspire to attract staff that matches the social and cultural diversity of our student intake.

For further information and an online application form, please visit www.whitgift.co.uk/vacancies. For any general queries, please telephone the School Human Resources Department on 020 8688 9222 or e-mail SchoolHR@whitgift.co.uk.

Applications will be reviewed on a daily basis and interviews may occur at any stage after applications are received so we invite interested candidates to apply as soon as possible.

As a result of the Asylum and Immigration Act 1996, employers now have to verify that new recruits who are not British Nationals are eligible to work in this country. Therefore any applicant who is offered an interview will be asked to provide official documentation to verify their ID, address and right to work in the UK. It is also normal practice for the School to ask for original qualifications and professional membership documents as detailed on their application.

Whitgift School is committed to safeguarding and promoting the welfare of young people, and applicants must be willing to undergo child protection screening including checks with past employers and the Disclosure & Barring Service.