



TEACHER OF
GERMAN
(PART TIME)
September 2020

Candidate Information Pack

OUR MISSION STATEMENT

Worth School welcomes its pupils into a Christ-centred education in goodness, truth and beauty, to form them in humility for service and leadership in a changing world.



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—we offer education with heart and soul, and this gives Worth a difference 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 McPherson

Stuart McPherson
Head Master

ABOUT THE SCHOOL

Worth is a leading, independent, co-educational Catholic school of around 600 pupils, aged between 11 and 18—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 tranquility and beauty. At the same time, Worth is very conveniently located: London is thirty-five minutes by train, and Gatwick Airport, Three Bridges Station and the M23 are all within six miles.





SAFEGUARDING

At Worth, there is nothing more important to us than the physical and emotional health and well-being of our pupils and staff alike. We have created a safer culture in which staff, pupils, parents and governors feel able to articulate concerns comfortably; safe in the knowledge that effective action will be taken, as appropriate.

Our Child Protection and Safeguarding Policy applies to all adults, including volunteers, working in or on behalf of our School, in term and out of term time. We expect everyone working in, or for, our School to share responsibility for keeping children and adults at risk safe from harm and abuse, and to report any concerns to our Designated Safeguarding Lead or his Deputy.

We have robust procedures in place for visitors to the site and carry out full recruitment checks on any adult who spends time regularly with our pupils. We have created our recruitment and selection policy to ensure Safer Recruitment practices are carried out throughout the School and these are applicable to all staff.

The Schools objectives include:

- Being healthy: enjoying good physical and mental health and living a healthy lifestyle
- Staying safe: being protected from harm and neglect
- Enjoying and achieving: getting the most out of life and developing the skills for adulthood
- Making a positive contribution: being involved with the community and society and not engaging in anti-social or offending behaviour
- Economic well-being: not being prevented by economic disadvantage from achieving their full potential in life.

Pupil welfare issues are addressed across the life of the School, through the dedication of staff to the ethos of the School. The pupils at Worth are taught and regularly updated on how to stay safe, including on-line and with their peers, and the staff have termly safeguarding updates via briefings and newsletters.

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. The majority of our pupils go on to gain places at the best universities, including Oxford and Cambridge. The School enjoys a strong reputation for supporting all pupils through their academic journey, and seeks to bring out the very best in them all.

CO-CURRICULAR

Worth has a long tradition of commitment to the performing arts. We have 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, and 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 House Master or House Mistress 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, and 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.

ETHOS AND VALUES

Worth's origins are in the Benedictine monastic tradition, whose central tenets include hospitality, community, humility and a life lived in relationship with God. At Worth we want to educate boys and girls in the things of deep and lasting value to help give their lives real purpose. We think that to educate young people means to form them in their attitudes to themselves, each other and the world.

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 love and by our response to that love. Our Benedictine tradition encourages young people to go on a journey of self-awareness and understanding—a journey in which they are supported by the entire community.

Worth's unique model of Chaplaincy involves a team of youth workers, The Forerunners, who work alongside monk chaplains to present an approachable, youth-oriented style of Christian formation and worship to the pupils each week in the Abbey Church and throughout the term at various other gatherings and service opportunities.



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, and 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, enhanced pension contribution and discounted school fees for their children. 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.





TEACHER OF GERMAN PART TIME

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 January 2020 we are seeking to appoint a well-qualified and enthusiastic teacher who is able to teach German to the highest level 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. The post would suit an NQT or someone wishing to move into the independent sector. A working knowledge of ICT is essential as is a willingness to contribute to other school activities in a thriving boarding environment.

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

To request the full Applicant Information Pack, please contact a member of the HR Department via email: recruitment@worth.org.uk or telephone: 01342 710217. To view the full job description, please click the "1 Document Available" button above to download.

We are committed to the safeguarding of children, all employees must have the ability to understand and adhere to Child Protection and Safeguarding legislation. References will be taken prior to interview and DBS checks will be conducted on the successful applicant.

Closing date for applications: Friday 24th January 2020*

*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.



THE GERMAN DEPARTMENT

The German department is a small but thriving department within Modern Languages. The emphasis lies on enabling our pupils to become competent and self-reliant speakers of German. Bucking the national trend, the take-up of German at Worth School is firmly on the up. Class sizes are smaller than average and the classroom atmosphere is very friendly. The German department regularly organises events and outings, including an annual Oktoberfest, Karnevalparty and Christmas celebrations, and puts on German plays.

YEARS 7 & 8

Currently there is no provision for German in Year 7, but where possible we cater for bilingual students or students who have studied German before.

YEAR 9

The German course in Year 9 is a beginners' course. The language is taught with a strong focus on oral expression in view of the fact that we want to see our pupils in a position to gain the most from and feel absolutely comfortable about.

YEARS 10 & 11

We currently use the Edexcel board for our IGCSE course and our goal is to put all our Germanists in a position where they can express most of their thoughts and ideas. Year 11 travelled to Berlin during October half-term last year to learn about German history and practise their German conversation skills.

SIXTH FORM

Students can take German as an International Baccalaureat (IB) or A Level subject.

At IB we offer Higher and Standard Level German classes for native speakers (Language A Literature) as well as non-native speakers (Language B). Due to the growing numbers of native Germans, we are now offering SL and HL in Language A. This course is at the same level as German literature would be taught in Germany and offers a deep insight into the language.

The focus of the German B course is on developing further their knowledge of German culture and society as well as their spoken proficiency. At Higher Level they will also be introduced to German literature. The native speaker course combines the study of German literature with a socio-cultural analysis of language and how language changes over the centuries. Both are fascinating courses, much enjoyed by students and the teachers alike.

At A Level we follow the new linear AQA A-Level course. Similar to the IB, the students attend a conversation lesson once a week and the emphasis of the course is based on the acquisition of the German language through studying a variety of topics as well as film and literature.

Prepared: VJB/SF	REF: Teacher of German PT
Approved: SMM	Revision: C Date: 20 th November 2019

JOB PROFILE

Reporting to: German Subject Leader/Head of MFL	Purpose of Job: To teach German
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KEY RESPONSIBILITIES

Teaching

- Teach German classes to a very high standard of professional practice, ensuring that students acquire an abiding love of the subject and that they secure excellent results in their examinations.
- 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
- Undertake, from time to time, various administrative tasks in support of the German/MFL department and as directed by the school
- Attend parents' conferences
- Participate actively in the promotion of the school, e.g. through informal promotion to those outside
- Uphold all school rules as well as the codes of conduct as laid down in the Staff Handbook
- Promote and safeguard the welfare of children and young people for whom you are responsible, and with whom you come into contact

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

Essential	Desirable
<ul style="list-style-type: none"> • Knowledge of Child Protection legislation and procedures • Educated to degree level in German or related subject • The ability to teach to Sixth Form level • Working knowledge of ICT • Good written and verbal communication skills with colleagues, children and families • A teaching qualification • Previous experience of teaching gained from either the maintained or independent sector 	<ul style="list-style-type: none"> • The ability to teach another language • Experience of delivering the IB

COMPETENCY PROFILE

Commitment – To be committed to promoting and safeguarding the welfare of our pupils in line with policy and legislation

Quality - To exemplify highest professional standards at all times, complying with the schools policies and ethos and a committal to your own continuing professional development

Integrity - Establish and maintain with students a professional relationship based on mutual respect and personal boundaries

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. Other tasks and responsibilities may be allocated as necessary from time to time.



WORTH
SCHOOL