

TEACHER OF EAL

1 Year Fixed-Term Contract

Part-Time or Full-Time from January 2022

Whitgift is one of Britain's leading independent day and boarding schools for boys aged between 10 and 18 years with approximately 1500 pupils and over a hundred 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. This will initially be a fixed-term contract, part-time post from January 2022 until the end of the academic year, with the potential to become a permanent. This could also be a full-time position for candidates that have the ability to teach another academic subject.

Applicants must have a degree and be CELTA qualified (or equivalent qualification), ideally with experience in teaching teenagers in this field. Teachers with a DELTA (or equivalent qualification) and experience at teaching international examinations such as FCE and IELTS are particularly welcome to apply. Candidates should have a high standard of professionalism, be able to work at a fast pace and cope efficiently with record keeping other administrative duties as well as teaching. Native/near-native competence in spoken and written English is essential. The successful candidate will work with pupils whose first language is not English and who live on a long-term or permanent basis in the UK. The purpose of the post is to help pupils acquire English in order to access the curriculum and participate in school and community life.

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. A full and active involvement in co-curricular activities would be expected.

The position is suitable for someone who is new to teaching and looking to challenge themselves academically, for an NQT or for a more experienced candidate. The ability to work as a team is essential and candidates will also need to have good IT skills.

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

The position reports to the EAL Co-ordinator.

The Department

Following the opening of our Boarding House, an EAL department was created to work alongside Learning Support in order to meet the needs of our EAL pupils. We currently have around 100 pupils residing in the Boarding House, about half of whom are international pupils.

There are approximately 60 EAL pupils at Whitgift. The majority speak Cantonese, Mandarin or come from Europe. We currently support boys across the different year groups, from Year 7 to year 13, providing general support in English, preparing them for international examinations such as the FCE and IELTS or for IGCSE English Language and Literature.

Duties and Responsibilities

The EAL teacher appointed will be responsible for the following:

- Plan, prepare and deliver lessons for individuals, small groups and larger classes
- Support pupils' learning across the curriculum, tailoring support to match learners' needs
- Create and implement a range of teaching strategies with the aim to extend EAL pupils' English language competencies
- Support pupils to become independent, co-operative and collaborative learners
- Support pupils' access to learning through the effective use of ICT
- Provide effective written feedback through the School's reporting system
- Liaise regularly with parents/guardians and the Boarding House team
- Support staff working with EAL pupils and advise on appropriate teaching and learning styles in order to provide an environment in which the particular needs and experiences of pupils are met
- Contribute to the management of EAL pupils' behaviour and encourage the pupil to conform to the School's expectations in this regard
- Create opportunities for the EAL pupils to assimilate into the British culture and help organise EAL trips
- Create opportunities for the EAL pupils to share and celebrate their own culture
- Support pupils with EAL to access extended school activities
- Provide support in mainstream classes to pupils and staff to ensure effective access to subjects

- Liaise regularly with Form Tutors
- Contribute to maintaining pupil records and keep a record of the support given
- Escort and supervise EAL pupils on educational visits and out of school activities
- Help identify more advanced EAL pupils who are under-achieving
- Attend meetings with the EAL Coordinator
- Help to provide Continuing Professional Development (CPD) for mainstream teachers
- Help prepare information for the EAL Coordinator, e.g. for inspection visits
- Help to review policies relating to the education of pupils with English as an additional language
- Engage in CPD and participate in performance review procedures
- Attend Parents' Evenings
- Keep abreast of developments in teaching pupils who have English as an additional language
- Provide pastoral support to pupils as required
- Promote and safeguard the welfare of children and young people for whom you are responsible and with whom you come into contact.

Boarding

Our superbly equipped boarding facilities are ideally placed within the spacious grounds of Hailing Park. A large proportion of boarders come from various parts of the United Kingdom, and some from 20 other countries across the world. 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 residential and non-residential along with a wide range of co-curricular activities which include outstanding sport and music programmes. Shortlisted applicants will be able to express their interest at interview.

Community Engagement

The John Whitgift Foundation has a strong ethos of giving back to the local community. As part of this, we are proud to promote these values and this filters through all aspects of the School.

Whitgift pupils and staff are already active in in this area, particularly through our links with primary schools, and we are committed to increasing this involvement in the coming years. There will be exciting opportunities for staff to be involved in activities which both enhance the development of Whitgift pupils and support the needs of others in the local area.

Opportunities will become available in the Whitgift Community Summer School, Primary Academic Masterclasses, Primary Project and/or other activities of this type as the programme develops.

Teaching and Learning through Digital Strategy

We believe that technology is becoming ever more widely used in society. As part of a wide-reaching Digital Strategy, we have identified several areas where we think technology can be of benefit to Learning and Teaching at Whitgift School. The aim is to allow users to access a broader range of resources and information that can be significantly more efficient than research through traditional methods.

With this in mind, we have begun a rollout of laptop devices initially to all of our first form students. The laptops may be used to access eBooks or more up-to-date resources as well as enabling collaborative work with different pupils contributing to one finished piece.

As part of our Junior Years Curriculum (from Lower First to Second Form), we aim to challenge pupils with serious academic rigour, preparing them for success at GCSE and beyond, while enthusing them with a love of learning, intellectual curiosity about the wider world and the skills to be independent thinkers and learners.

We have now introduced Global Citizenship as a taught subject. Last term the Lower First were introduced to the UN Sustainable Development Goals, and they have been learning about climate change, poverty and food security, and plastics in the ocean. Second Formers also have timetabled lessons on 'Ignite', through which they are being taught about Global Citizenship and independent project skills.

Contact

Please feel free to contact the HR 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 daily, 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.

November 2022