



LORD
WANDSWORTH
COLLEGE

• HAMPSHIRE •



Lord Wandsworth College

Head of French

Candidate Pack





Welcome to Lord Wandsworth College

Situated on a magnificent 1200 acre campus of rolling countryside, woodland and a working arable farm, Lord Wandsworth College (LWC) provides an inspiring education to approximately 700 boarding and day pupils (co-ed) aged 11-18.

LWC is thriving under the leadership of Adam Williams. Its popularity has been reflected in significantly rising pupil numbers and a transformational vision for education has led to major investment in the campus and facilities of close to £25m. The latest, and most significant, of these capital projects is an £9m state-of-the-art Science Centre, which opened early in 2022.

This is a dynamic and highly successful school on a clearly upward trajectory with significant investment in staff professional development too. Furthermore, the College has won three national awards for Wellbeing and Mental health Initiatives in as many years and continues to celebrate record academic achievement and a range of sporting honours, whilst retaining a strong grasp of the importance of being a grounded school.



Our History

Lord Wandsworth College is named after Baron Sydney Stern, a Liberal MP and the second son of a City banker. Granted a peerage less than four years after winning the seat of Stowmarket in 1891, Stern took the title of Lord Wandsworth in reflection of his many links with the area.

When Lord Wandsworth died in 1912, he left a generous bequest to educate the children of agricultural workers – children who had lost one or both parents and needed the support of a boarding environment.

Lord Wandsworth's Trustees purchased the site on which the College now stands and the first Foundationers arrived in 1922, followed by fee-paying pupils in 1945.

The Foundation

Committed to upholding the wishes of Lord Wandsworth, every year the Lord Wandsworth Foundation offers approximately 50 assisted Foundation places. 2,500 Foundationers have passed through the College since its inception.

The Foundation exists to help children who have lost the support of one or both parents through death, divorce or separation and require a caring and supportive boarding environment in which to thrive. It is led by a team of Trustees, all of whom are governors of LWC and live in the local community.

The day-to-day running of the Foundation, including the selection of Foundationers, is handled by the Admissions team and the Foundation Tutor, who work alongside the Development Director to promote the work of the Foundation.

The 5 Pillars

Our 5 Pillars define a Lord Wandsworth education.

They are:

+1 Do One More Thing

These are the small acts of kindness which all members of the LWC community strive to make part of their daily lives. The emphasis is on the one thing that each person can do to make a conversation or interaction with another person that little bit better.

+2 Be Two Years Ahead

+2 is a phrase that is well-used at LWC. It is an aspiration and a mindset which encourages pupils to stretch themselves two years beyond their current academic level. It's about inspirational teaching and learning, making connections, sharing knowledge, and thinking differently.

+3 Wellbeing and Happiness

LWC aspires to be the most incredible place to live and work for both pupils and staff alike. The College believes happy children are successful children and there is a strong focus on welfare, wellbeing, and good mental health: the triumvirate of the +3 philosophy.



4 Pupil Voice

Schools flourish when pupils have a meaningful, positive input and impact within their environment, and LWC aspires to be the leading school in the UK in terms of pupil voice. Pupils are involved in campus master-planning, exterior and interior building design, staff appraisal, academic feedback, and further enriching the College's dynamic culture.

5 Character Education

Cognitive ability is not the only thing that determines a child's life chances. Character can shape one's destiny. Character is not inherent; it is born of positive experiences, and it can be taught. Character attributes of Fairness, Generosity, Empathy, Loyalty, Gratitude, Courage, Engagement, Creativity, Perseverance, Optimism, Self-control, and Curiosity are taught intentionally at LWC, and a commitment to character education runs throughout the educational experience.



Role Profile

Department:	Modern Foreign Languages
Responsible to:	Head of MFL
Location:	On Campus
Contract:	Full-time, Permanent
HoD Allowance:	Medium Allowance
Salary:	£42,880 (Threshold 2), depending on experience

Benefits

- Contributory pension scheme
- Fee remission for children
- Death in service scheme - 4 times your annual salary
- Give as you earn and staff volunteering day
- Personal accident insurance
- Enhanced family friendly policies including support for emergency time off for dependants
- State of the art, restaurant quality, hot and cold food available
- Friends and Family referral scheme (£250 for each referral)
- Use of wide-ranging school facilities - swimming pool, tennis, walks, trails etc
- Excellent social and sporting events for staff within the school

Role outline and purpose

The Head of French will identify and promote best practice within the French Department and co-ordinate cross-curricular initiatives both within and beyond LWC. They will liaise with Heads of Year and the Academic Enrichment Leads as required and attend Heads of Department meetings and other scheduled meetings as appropriate.

The MFL Department at Lord Wandsworth College is organised into the French and Spanish Departments, each with its own Head of Department. We are a strong team of 10 full- and part-time staff, including a French assistant and a Spanish assistant, working cohesively and positively together. We follow the AQA course in French and Spanish for both GCSE and A Level and we have our own CLIL-inspired courses in the 1st and 2nd Form. As Head of French, you will be responsible for the day-to-day co-ordination of the French Department, as well as its strategic management in consultation with the Head of Spanish, Head of MFL and the Deputy Head (Teaching & Learning). You will be expected to teach French at KS3, KS4, and KS5, and be confident in preparing pupils for Oxbridge.

All pupils are expected to study a modern foreign language to GCSE and many choose to study both French and Spanish. We are extremely successful, with a healthy number of pupils currently studying at A Level, despite the national trends in the take-up of languages. We offer a range of extra-curricular events, such as regular film evenings and theatre visits, and our languages prefects are involved in many departmental and whole-school initiatives. We organise a biennial homestay visit to Montpellier in France and Granada in Spain for our GCSE and A Level pupils and annual KS3 French and Spanish trips on rotation.

Each classroom is equipped with wireless internet access and a Smart TV. Pupils access resources via their own devices and teaching is supported by Microsoft OneNote. There is a central bank of resources, a staff area and a library space containing a range of books for general reading and for reading around A Level topics.

You will be expected to carry out the professional duties of a teacher as circumstances may require and in accordance with the College's policies under the direction of the Headmaster. Teaching at LWC requires that members of the academic staff be willing to contribute fully to the life of the College. This includes tutoring, co-curricular involvement, boarding house duties, cover duties and attending parents' evenings for the year groups taught. Liaison with parents is included in the sphere of the teacher's responsibilities.

Role responsibilities

The academic curriculum at Lord Wandsworth College is underpinned by four principles known as A2RH. Through these principles, set [HERE](#), we aim to enable all pupils to find and develop a passion for learning that inspires them to improve and that will stay with them beyond their time with us.

Running the department - Curriculum and Learning

- In line with College strategy and evidence-informed best practice, set the highest standards for both teaching and learning in terms of both an ambitious curriculum and teaching strategies that inspire
- Review and revise the curriculum to ensure it meets the needs of our pupils in line with College policies
- Enrich the learning to foster an ambitious academic ethos throughout the department
- Monitor the quality of teaching and learning in the Department via discussion of teaching strategies, reviewing of lesson planning and lesson observations to ensure that teaching:
 - meets the expectations set out in the College's Teaching and Learning policy
 - is effective in promoting pupils' progress and supportive of the College's aims
 - is well planned and based on an accurate understanding of pupils' needs
- Make effective use of data to help in monitoring standards of learning and teaching in subject departments, and to identify under-performance as well as those who may excel
- Ensure that departmental strategies are in place to ensure the best behaviour for learning in classrooms, in line with the relevant College policies, to ensure that pupils have positive attitudes to their work and their involvement in classroom activities
- Communicate with the Head of Curriculum Support to ensure that all extra learning needs are being addressed both in and out of the classroom

Planning, Teaching and Class Management

Teach allocated pupils by planning your teaching to achieve progression of learning through:

- Identifying clear teaching objectives and specifying how they will be taught and assessed
- Setting tasks which challenge pupils and ensure high levels of interest
- Setting clear targets, building on prior attainment
- Being aware of and making provision for all pupils with individual learning support needs
- Being aware of and making provision for all EAL pupils
- Providing clear structures for lessons, maintaining pace, motivation, and challenge
- Making effective use of assessment and ensuring coverage of programmes of study
- Maintaining discipline in accordance with the College's procedures and encouraging good practice regarding punctuality, behaviour, standards of work and PREP

Using a variety of teaching methods to:

- Match approach to content, structure information, present a set of key ideas and use appropriate vocabulary
- Use effective questioning, listen carefully to pupils, give attention to errors and misconceptions.
- Select appropriate learning resources and develop study skills through library, ICT, and other sources
- Ensuring pupils acquire knowledge, skills and understanding appropriate to the subject taught
- Liaising with your Head of Department to ensure the implementation of department policy and best practice

Monitoring, Assessment, Recording, Reporting

- Assess how well learning objectives have been achieved and use them to improve specific aspects of teaching
- Mark and monitor pupils' work and set targets for progress in line with the College's Marking and Assessment policy and the departmental policy
- Assess and record pupils' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning, and recognise the level at which the pupil is achieving
- Undertake assessment of pupils as requested by examination bodies, departmental and school procedures

All full-time teachers are expected to have a tutor group, complete one evening duty in a boarding house each week if living on site; contribute to the co-curricular programme, including on Saturdays (approximately 2 - 3 sessions per week minimum) and carry out other rota duties (tea, lunch, Sunday boarder trips etc).

Person Specification

- Have a working knowledge of teachers' professional duties and legal liabilities
- Always operate within the stated policies and practices of the school
- Know subject(s) or specialism(s) to enable effective teaching
- Take account of wider curriculum developments
- Endeavour to give every child the opportunity to reach their potential and meet high expectations
- Co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the College, department, and pupils
- Take part in marketing and liaison activities such as Open Evenings, Parents' Evenings, and events with partner schools
- Liaise effectively with parents and governors
- The ability to coach games and/or offer expertise or enthusiasm within the co-curriculum would be an advantage
- Awareness of budget management as the role holds accountability for the budgeting cycle for the department
- Ability to complete departmental appraisals and support the professional development of individual staff

Behaviours and competencies

- Demonstrate a commitment to the values of LWC
- Be proactive in matters relating to health and safety
- Demonstrate commitment to diversity and inclusion practices
- Establish effective working relationships and set a good example through your personal and professional conduct
- Hold a strong understanding of the importance of Safeguarding and Child Protection

Key Stakeholders

- Deputy Head (Teaching & Learning)
- Headmaster
- All Academic Staff

This role profile is not exhaustive and will be subject to review. It may be amended to meet the changing needs of the College.

Appointment process and how to apply

Please apply via our website using the Vacancy Filler platform.

The closing date for applications is Monday 18th December 2023 at 5pm, with interviews taking place on Thursday 18th January 2024.

Please note 2 references will be required prior to interview.

Should you wish to discuss the role in strict confidence please feel free to contact the Head of MFL, Sarah Badger on badgersa@lordwandsworth.org

We welcome people of all faiths and those that are committed to these values. We recognise that we have under-represented groups within our workforce. As part of our commitment to diversity and equality of opportunity we are actively encouraging applications from underrepresented groups such as returning parents or carers who are re-entering work after a career break, people who are LGBT+, from Black, Asian and Minority Ethnic backgrounds, with a disability, impairment, learning difference or long-term condition, with caring responsibilities, from different nations and regions and those with a lived experience of poverty as well as any other under-represented group in our workforce. We are committed ensuring the safety and protection of our employees from all forms of harm.

Appointments will be made subject to receipt of satisfactory references and enhanced DBS check. The College is committed to safeguarding and promoting the welfare of young people. We are an equal opportunities employer.

Lord Wandsworth College is a registered charity (Number: 1143359) providing outstanding caring education for boys and girls since 1912.



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