



ALDENHAM
— SCHOOL —

Teacher of MFL





A MESSAGE FROM THE HEAD OF FOUNDATION

I am delighted that you are interested in finding out more about this role within the Aldenham Foundation. I am proud to be part of an organisation which has as its core purpose preparing young people to thrive in and give back to the world in which they live.

All of my experience, as a teacher first and then as a Head has led me to believe that a child flourishes and succeeds at school when they

are known and valued as an individual by the adults around them, and when they feel a sense of connection to students older and younger than them; in other words, they should feel part of a community. The education we offer is one in which high academic expectations go hand in hand with a desire to see the whole person grow and flourish in a strong community that is both supportive and appropriately challenging.

I hope that you will want to find out more about working within the Aldenham Foundation, and look forward to meeting you soon.

Mrs Alex Hems - Head of Foundation

THE ALDENHAM FOUNDATION

The Aldenham Foundation is led by the Head of Foundation who is also Head of the Senior School.

Aldenham School educates around 680 boys and girls (11-18 yrs) together with the Aldenham Prep School, which educates around 150 boys and girls (3-11 yrs) on the Aldenham Campus.

The 20th Century and the new millennium have seen the developments continue and every challenge met. The size of the School has increased, the facilities have been updated, the academic timetable revised and extended and a wide range of activities added to the curriculum.

ALDENHAM

School Aims

Aldenham School is part of The Aldenham Foundation and shares its aims.

The Aldenham Foundation aims to provide a holistic vision of education in all its schools for which the following are essential features:

- Attentive and committed learning and teaching
- Wide opportunities for participation and experience beyond the academic curriculum
- The highest standards of pastoral care
- The development of every individual child to realise and exceed their potential
- The development of personal qualities in its pupils which will enable them to be widely admired beyond the school itself
- A sense of community in which pupils, staff, parents and governors can take pride and be valued

OUR ATTRIBUTES

The Aldenham Attributes describe our vision for the personal development of our pupils. We believe they encompass the characteristics that provide the framework for a successful experience at the School and equip them to meet the challenges of life when they leave us.

- **Aspiration**
- **Courage**
- **Independence**
- **Co-operation**
- **Curiosity**
- **Respect**



BACKGROUND TO

Aldenham School

Aldenham School was founded in 1597 and has remained on the same outstanding site ever since - surrounded by green fields, yet only 12 miles from Marble Arch. Aldenham has enjoyed a period of considerable growth over recent years and still retains a strong boarding ethos. Its reputation as an excellent environment for a high-quality all-round education owes much to its close knit and supportive community. Central to our educational aims is the fulfilment of every child's academic potential, but the building of confidence comes equally from participation in sport, music and drama and by meeting the challenge of living and working together within the disciplined community that is at the heart of Aldenham.

There are eight Houses constituting Aldenham Senior School: two co-ed Junior Houses for Years 7 and 8 which between them contain approximately 180 11-13 year old pupils, of whom up to 25 can be boarders; 2 senior (13-18) Day Houses, one for boys and the other for girls; a senior Boarding and Day house for girls; and 3 senior Boarding and Day Houses for boys. There are girls throughout the School making up around one third of the total number.

The School offers a wide variety of day and boarding options. The day pupils' programme operates from 8.30am until 5.30pm and staff are required to be on site throughout the school day. Boarders may either stay throughout the entire week as full boarders or can be flexi boarders. Flexi-boarding is an increasingly popular option. Around 180 pupils are either full boarders or flexi boarders. Boys and girls can move between these systems according to changes in family circumstances over their career in the School. It is interesting to note that a high proportion of the boarders live within a 20-mile radius.



The most recent full inspections of the School by ISI in November 2012 and December 2017 both produced exceptional outcomes with the highest grade of "excellent" being given in all categories. A full copy of the Inspection Report can be found on the School website.



Teaching loads are generous, with 51 out of 70 periods being the norm over two weeks, but colleagues are also required to contribute fully to the life of the School and to help with games, activities (4 lessons per week) and as tutors in the day and boarding houses. All teachers are also tutors, attached to one of the 8 houses and are responsible for delivering the tutorial programme, writing reports and overseeing the academic and pastoral welfare of their tutees. Drama, Music and the Duke of Edinburgh Scheme all thrive at Aldenham as well as “minor” sports such as sailing, fives and golf. The CCF is an active and well-resourced partnership with a local maintained School. The major boys’ sports are football, hockey and cricket which the School plays at a high level. The major sports for girls are hockey, netball and cricket. The School’s high profile in sport was emphasised by winning the - UI5 ESFA Elite Schools Cup, UI3 ISFA National Cup, UI4, UI5 & UI8 Hertfordshire County Cup, UI2 Plate County in 2023.

All pupils take a broad, but balanced curriculum up to GCSE of around 10 GCSE/iGCSE subjects in Year 11. The majority go on to the Sixth Form where a linear structure is used to enable most students to take three A-Levels, although some

will be offered the chance to take four. Beyond A-Level, the overwhelming majority go on to universities with a number taking gap years.

In recent years, there has been a major development and refurbishment programme. Most recently this has included the refurbishment of 10 science labs to a state-of-the art standard, and of the day and boarding house accommodation, which has been expanded and improved. The School’s buildings have undergone extensive renovation and refurbishment over recent years. The School’s newest building, The Wells Centre, includes a Sixth Form Centre as well as teaching areas for Psychology and Music. All teaching staff and students have their own Microsoft Surface device for use in and out of lessons. All teaching staff are expected to be accredited as Microsoft Educators within their first year at Aldenham. Significant ongoing investment and development of the ICT facilities allows extensive use of the Microsoft 365 environment for teaching, learning, management and administration. Computing, Dance, Design Technology (Graphics, Resistant Materials and Textiles), Drama, Government and Politics, Media Studies, Music Technology and Psychology all form part of a broad curriculum. A full-sized sports hall is at the centre of the games programme, which makes available an extremely wide variety of sports to boys and girls.

There are a number of regular school visits in the UK and abroad with many field trips, modern language visits to Europe, skiing, sports tours, as well as cultural visits to many parts of the world and expeditions to places far and wide.

Aldenham is traditionally a Christian foundation which now represents pupils, staff and families of all faiths and none. Pupils and staff are expected to be present at services once a week in the Chapel where the tenets of all faiths; kindness, tolerance and respect are reflected upon. A very wide range of racial and religious backgrounds are represented and welcomed within the School and a friendly and supportive atmosphere is our aim and our achievement within the school community.

Teacher of MFL

Reports to: Head of MFL

We are seeking a talented, enthusiastic, and well-qualified teacher to join our thriving Languages Department from January 2027. The successful candidate will teach both French and Spanish to GCSE level and French to A Level and will be committed to fostering a love of languages both inside and outside the classroom.

Summary and Main Purpose

The Languages Department offers French and Spanish at both GCSE and A Level and comprises five teachers and one assistant. In Years 7 and 8, pupils study both French and Spanish before selecting their preferred language for continued study in Year 9 and subsequently at GCSE. Students are prepared and entered for the AQA GCSE and AQA A Level specifications.

French and Spanish are popular subjects at Aldenham, and there is a high level of motivation and enthusiasm among pupils and staff alike. We are a vibrant and well-resourced department. In addition, Year 11 and A Level students benefit from weekly individual conversational sessions. To supplement our textbooks, we subscribe to a variety of support programmes. The library subscribes to a range of journals and magazines, and Year 10 language students are offered a residential trip to a target-language country.

The key tasks of the role are:

1. To teach high-quality French and Spanish lessons including both languages to GCSE and French to A Level.
2. To plan lessons which are sufficiently differentiated to engage all students.
3. To monitor and evaluate the progress of students through the marking of books, tests, and exams.
4. To record students' attendance and progress in a suitable format.
5. To report regularly and professionally to the parents/guardians of each student
6. To attend Departmental and staff meetings and to liaise with the Head of Department and pastoral staff on students' progress and other teaching and learning matters.
7. To be involved in the evaluation and development of schemes of work.
8. To take a full and active part in the Activities and Games programme as required.
9. To take on pastoral duties as a form tutor attached to a House, as directed by the Deputy Head (Pastoral).
10. To carry out other reasonable duties related to the successful running of the School, as directed by the Head of Senior School.

The post is likely to suit a person with energy, ambition and flair who is willing to take on departmental as well as full school extra-curricular activities. The successful candidate must be ICT literate.

Applicants are likely to be teachers with appropriate experience and training, but we would also consider ECTs or graduates who would be willing to be trained through the PGCE programme at the University of Buckingham. The ability to contribute significantly to the wide-ranging extra-curricular programme in the Department and the School will be a consideration in the appointment.

Salary and Conditions

The salary for this post will depend upon the qualifications and experience of the candidate and will be discussed at interview. The School currently participates in the Teachers' Superannuation Scheme. Candidates should note that the School is committed to safeguarding and promoting the welfare of children and that all appointments are subject to an enhanced DBS check.

The School has a strong commitment to professional development, and it is a condition of employment that all members of staff participate in any scheme of appraisal, review and professional development currently operating in the School. There is a generous scheme for the education of the children of staff. All staff have access to the fitness suite, free parking and free lunch during the term.

The Head of Languages, Marta Bustamante, will be pleased to talk to those seeking further information about the position. She can be contacted by telephone (01923 858122) or by email - mbbustamante@aldenham.com.

Person Specification

Qualifications	Essential	Desirable
Degree in relevant subject area	√	
Qualified Teacher Status (QTS)	√	
Additional certification or qualifications		√
Experience	Essential	Desirable
Teaching experience in senior school setting		√
Experience working with diverse student populations	√	
Demonstrated success in implementing teaching strategies	√	
Experience in curriculum development		√
Experience in using educational technology		√
Experience in using digital learning platforms		√
Skills & Attributes	Essential	Desirable
Strong classroom management skills	√	
Excellent communication and interpersonal skills	√	
Ability to differentiate instruction to meet diverse learner needs	√	
Ability to plan and deliver engaging and inclusive lessons	√	
Effective assessment & data analysis skills to inform instruction	√	
Competence in using educational software and technology		√
Strong organisational and time-management skills	√	
Flexibility and adaptability to meet changing needs of students	√	
Commitment to continuous professional development	√	
Commitment to staying updated with best practice	√	
Ability to collaborate effectively with colleagues and parents	√	
Ability to inspire and motivate students	√	
Personal Attributes	Essential	Desirable
Flexible approach willingness to adapt to changing environment	√	
Enthusiastic, creative and innovative approach to teaching	√	
Professional demeanor and high ethical standards	√	
Reflective practitioner committed to self-improvement	√	
Resilient and able to handle challenges effectively	√	
Good communication skills	√	
Willingness to learn and improve process	√	
Approachable personality	√	
Self-driven, adaptable and ability to use initiative in situation	√	
Cultural sensitivity and awareness	√	
Collaborative and team-oriented mindset	√	
Approachable and supportive attitude	√	

BACKGROUND TO

Aldenham School

The Aldenham Attributes of Aspiration; Co-operation; Courage; Curiosity, Independence and Respect are widely valued as encompassing the characteristics that provide our pupils with a successful experience at School and then equip them to meet the challenges when they leave us. Further details about Aldenham can be found on our website www.aldenham.com.



APPLICATION AND

Recruitment Process

Aldenham School is committed to safeguarding, promoting British values, supporting the welfare of children and young people and the prevention of extremism and radicalisation and expects all staff and volunteers to share this commitment.

We act to ensure that no job applicant is treated unfairly by reason of a protected characteristic as defined within the Equalities Act 2010. Candidates with a disability who are invited to interview should inform the School of any necessary reasonable adjustments or arrangements to assist them in attending the interview.

Applications will be accepted by completion of an application form via My New Term on the vacancies page of our website www.aldenham.com/other-information/job-opportunities/. CVs alone will not be accepted.

Applicants will be required to undergo child protection screening, including reference checks with past employers and a Disclosure and Barring Service check.

Upon successful completion of the first application stage, we will formally invite you to attend an interview on site. You will then be informed of next steps should you qualify for the next stage.

Applications will be reviewed upon receipt and interviews arranged accordingly; early applications are therefore encouraged. We reserve the right to withdraw the advertisement once a suitable candidate is found.

If you have any questions regarding the recruitment process, please do not hesitate to contact us at vacancies@aldenham.com.



THE Benefits

- Competitive pay.
- Free school meals during term time.
- Sports Centre – Staff have free access to the Sports Facilities at designated times.
- Eye Care – the Foundation contribute towards eye care costs.
- Cycle to work scheme.
- Free on-site parking.
- Investment in Training and Professional Development.
- Flu Vaccinations.
- Employee Assistance Programme.
- Pension – all teaching staff members are currently eligible to join the Teacher Pension.
- Subsidised Health Care Scheme – after a qualifying period.
- Fee remission.
- Surface Pro to assist with teaching.





ALDENHAM

SCHOOL

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PART OF THE ALDENHAM FOUNDATION

