



WINCHESTER
COLLEGE

TEACHER OF
MODERN
LANGUAGES
(FRENCH
SPECIALIST)

FOR SEPTEMBER 2020

APPLICANT INFORMATION

ABOUT WINCHESTER COLLEGE

Winchester College is a boys' boarding school of 700 pupils aged 13 to 18 years. It was founded in 1382 and is one of the world's oldest and most prestigious schools. It is rich in ancient heritage, set beside the River Itchen on the edge of a National Park, within the beautiful and historic city of Winchester.

Academically, Winchester is among the very best boys' schools in the country and is sought after for its combination of superb teaching, pastoral care, sport and activities.

At all levels Winchester encourages pupils to look beyond the curriculum. Boys in the sixth form currently study three Cambridge Pre-U subjects; these offer a rigorous academic qualification and are an excellent preparation for university study. "Div" is our unique programme of general cultural studies. In these lessons, boys engage with a wide range of subjects, from English Literature to Ancient History to the History of Science.

From September 2020, pupils in Year 12 will be studying linear A-level courses. Pupils will ordinarily study three A-level subjects and an Extended Project Qualification (EPQ) alongside Div. Linear A-levels are complemented by the flexibility of the EPQ where boys are able to more deeply explore their cross-curricular research interests. The EPQ encourages pupils to develop first-class research skills, to synthesise information from variety of differing sources, and to become accustomed to the demands of independent study.

Music has been central to life at Winchester ever since its foundation, and the school is unique in having maintained its Choral Foundation to the present day. The Music Department is now one of the leading departments in the country, and offers outstanding opportunities to all.

Sport is a major part of Winchester life. There are many fixtures against other schools, and this year the school has begun the redevelopment of sports facilities to create a state-of-the-art complex that will allow all boys to enjoy and participate in a variety of sports, whilst simultaneously enabling the most talented and driven boys to train and compete at the highest level.

Much energy is also invested in the Combined Cadet Force, the Duke of Edinburgh Awards, Community Service, and in links with local primary and secondary maintained schools. This commitment provides boys with many opportunities to work for the benefit of others, inside and outside the classroom, developing the knowledge and skills, and the rights and responsibilities, which will enable them to grow into valuable and productive members of society.

Boys eat all meals in their boarding houses, talking with their housemaster, and interacting with friends, visitors and teachers. We believe that conversational ability, developed both inside and outside the community, equips boys to talk to anyone, about anything, in practically any situation.

This unparalleled combination attracts pupils from across the world, making Winchester a truly international community which celebrates every pupil's individuality, passions and potential.



“Winchester is a place where you can make things happen”



“I came to Winchester after several years teaching at Oxford University: in some ways it wasn’t a huge change – the buildings here are just as historic and beautiful and the pupils are just as bright and stimulating”

THE MODERN LANGUAGES DEPARTMENT

The Modern Languages Department is one of the largest and most successful in the school, with twelve full-time and eight part-time teachers, including four language assistants. The department occupies a substantial suite of rooms in the centre of the school, all of which are equipped with WiFi, and there is a Sanako 1200 digital language laboratory to which all sets have regular access. The main school library is very close by: it holds an excellent selection of foreign-language literature, as well as European newspapers and periodicals.

French, German, Spanish and Russian are currently taught to GCSE and Pre-U level, and Mandarin is taught to GCSE. From September 2020, pupils in Year 12 will be studying linear A-level courses. Every boy in the school takes at least one modern language (either French or German) to GCSE, but many study two and some three. There are currently over 100 boys studying a modern language in the sixth form. Every year a number of boys apply to read Modern Languages at university, including at Oxford and Cambridge, where the department is very well represented.

The department has a strong literary tradition. In the sixth form, boys study literature as an integral part of their language courses and are expected to read widely in their subject. There are prestigious essay and recitation competitions in all languages, as well as play-reading societies; each year, outside speakers are invited to address pupils on literary and other cultural topics. French plays are regularly staged in the school theatre. There is an annual programme of trips and exchanges to France, Germany, Austria, Spain and Russia, and all colleagues in the department are expected to participate in such trips from time to time.

Results are outstanding. At Pre-U in summer 2019, across all languages, eight Distinction 1 grades (a grade above A-level A*) were awarded, eighteen D2s (equivalent to A*), and sixteen D3s (A). There were no results below M2/B. The A*/A range at GCSE and IGCSE for all languages was over 90%.

ROLE AND RESPONSIBILITIES

The successful candidate will be accountable to the Head of Modern Languages for the quality, success and development of his/her teaching, all routine activities throughout the working week and providing feedback on any pupil, staff or organisational issues; and for external examination results.

He/she will have an enthusiasm for the subject and for teaching. Upon joining the department, he/she will take responsibility for a number of classes across the age and ability range of the pupils in the school. He/she will be expected to:

Teaching Timetable

- teach a set timetable per week
- set and mark work in accordance with school and department policies
- maintain accurate records of pupils’ attainment and academic progress
- be available to provide extra teaching outside the timetable where appropriate and as reasonably required by the school

Communication

- write reports on pupils as required
- monitor the progress of all pupils, giving constructive feedback from oral, written or examinable tasks
- attend meetings, including (but not limited to) staff meetings, chapel services, Professional Development days, and parents’ evenings
- communicate with parents over pupil progress both at planned school events and on an ‘as-needs-be’ basis (either by email or face-to-face)

Professional Development

The successful candidate will:

- show evidence of, and a continuing interest in, professional and personal development
- participate in the school's Professional Review system
- produce, share and encourage the generation of outstanding and innovative digital resources in our VLE, Firefly
- share best practice with the rest of the department

Additional Responsibilities

- be available to cover for absences both inside and outside the department as reasonably required by the Head of Department and/or the Director of Studies
- assist the Head of Department with the marking of scholarship and entrance examinations as required
- act as a tutor to a group of pupils in a boarding house
- invigilate exams (internal and external) as reasonably requested by the Examinations Officer and in accordance with the regulations of the Examining Boards

PERSON SPECIFICATION

The successful candidate will possess a strong track record of achievement in:

- demonstrating and sharing knowledge of Modern Languages, with an intuitive awareness of classroom management skills and an appropriate rapport with pupils
- being able to understand and demonstrate outstanding teaching ability
- communicating concepts in Modern Languages in an articulate, positive and sensitive way to pupils across the age and ability range, developing with them a working relationship of mutual trust and respect
- the ability to use an appropriate range of resources and strategies in teaching, to facilitate good learning
- being able to design every lesson individually, to a high standard, conforming to the scheme of work laid out in the department's working document
- the ability to organise and manage time effectively to meet the demands of the teaching week
- nurturing and supporting pupils' wellbeing with well-developed pastoral instincts

Essential

- an excellent Honours degree relevant to the teaching aspects of the role



BENEFITS AND TERMS OF SERVICE

Salary

Winchester has its own generous salary scale, which is above the national scale. In addition to salary, the school allocates a Special Responsibility Allowance (SRA) to those with additional roles, ranging from running a sport to Head of Department or House.

Accommodation

Nearly all our full time teaching staff live on site. The school owns a wide variety of high quality staff accommodation all within a very short walking distance of both the campus and Winchester cathedral and city centre.

Induction and Continuous Training

The school is fully committed to the induction and training of all staff. All staff are well supported when they arrive, with help and advice available from Heads of Department, Housemasters, and the Deputy Head (Academic), who has specific responsibility for overseeing the induction process.

All members of the Common Room are encouraged to subscribe to external CPD courses. In addition, we deliver a range of training, run by both our own staff and external providers, ranging from highly practical First Aid courses to seminars and learning lunches on many aspects of teaching and learning.

There is an annual cycle of appraisal offering the opportunity to reflect on professional practice and development opportunities.

For those new to teaching there is the opportunity to work towards a PGCE whilst working with us.

Private Health Care and Pension

The successful applicant will be enrolled in the school's Corporate Health Scheme in accordance with the current rules of the Scheme. Membership of the Scheme does not extend to family members and is a taxable benefit in kind.

All academic members of staff will be included in the Government Teachers' Pension Scheme (unless a valid opt out form is completed). Particulars of the scheme are provided by the Teachers' Pension Scheme.

Probation, Notice Periods

The first twenty-four months of employment will be a probationary period. Regular reviews with line managers take place over the probation period with the opportunity to discuss progress, identify any areas for action and ensure there is appropriate guidance and support in place to enable successful completion of the probationary period.

During the probationary period, the notice required by either party to terminate employment will be four weeks. Once employment is confirmed, the notice period will increase to one full term.

Disclosure Check

As Winchester College is an educational establishment, a condition of employment will be that the successful candidate must consent to the school obtaining an Enhanced Level Disclosure check through the Disclosure and Barring Service. This will reveal all spent and unspent convictions, warnings, cautions and bind-overs. A policy on the recruitment of ex-offenders is available on the school's website.

The jobholder's responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact with, will be to adhere to and ensure compliance with the school's Child Protection and Safeguarding Policy at all times. If, in the course of carrying out the duties of the post, the teacher becomes aware of any actual or potential risks to the safety or welfare of children in the school, they must report any concerns to the school's Designated Safeguarding Lead or in his/her absence the Deputy Designated Safeguarding Lead.

References and Other Pre-employment Checks

The appointment will be dependent on the receipt of a successful medical check and satisfactory references. The College will usually seek references from short listed candidates before interview and may approach previous employers for information to verify particular experience or qualifications. At least one referee must be the current or most recent employer. Where applicants are not currently working with children but have done so in the past, one referee must be the person by whom they were most recently employed when working with children.

APPLY NOW

If you have any questions about this vacancy or the recruitment process, please email recruitment@wincoll.ac.uk

Closing date for applications: Monday 20th January 2020

The school reserves the right to appoint prior to the closing date.



DATA PROTECTION

Winchester College collects and processes relevant personal data as part of its everyday operations and is obliged to process it in accordance with the Data Protection Act 2018. The school is the Data Controller of this data under the Act and is registered with the Information Commissioner's Office; its registration number is Z5751669.

Any queries about this policy or how personal data is processed by the school should be referred to the Data Protection Liaison Officer.

