



## **FULL-TIME, TEACHER OF SPANISH**

Appointment to take effect from September 2021

### **GENERAL**

Malvern College is a leading independent school for girls and boys aged 13 to 18. Our focus is on encouraging academic excellence, personal growth and all-round achievement in our pupils and providing outstanding pastoral care through the impressive House system. It is a vibrant hub of activity where pupils participate in an enormous range of co-curricular activities that support and inform their individual academic programmes.

The school is proud of its high academic standards and its pastoral care. There is a broad curriculum which is intended to give all pupils breadth and depth in a range of disciplines. We have offered the International Baccalaureate as an alternative to A levels since 1992 and approximately 50% of our Sixth Form choose each course of study. Results are excellent and pupils consistently secure places at Russell Group universities, including Oxford and Cambridge and an increasing number of pupils go to Ivy League or top universities in the US, Canada and Europe. Malvern College is a SAT centre.

There are 635 pupils at Malvern College, around 250 at The Downs Malvern and around 180 at Abberley Hall, our affiliated prep schools. We are a traditional full boarding school with 75% of our pupils boarding and weekends are busy with a full programme of activities. We seek to prepare those who study at Malvern for a world that is fast-changing, and our House system engenders a sense of community and collective purpose. Pupils eat in their Houses, creating the family feel for which Malvern is well-known.

Situated on the lower slopes of the Malvern Hills and close to the centre of Great Malvern, the beautiful 250-acre main College campus commands striking views across the Severn Plain towards the Cotswolds.

The excellent facilities include an Arts Centre, a Music School, a newly redeveloped Theatre, two tournament quality Rackets Courts, a Library, extensive sports grounds, two all-weather pitches and a Technology Centre. A newly refurbished Science Centre was officially opened in 2015 which, alongside state-of-the-art laboratories and equipment, also has a lecture theatre. Our other facilities include a fantastic sports complex which has a twenty-five-metre pool, an eight-court sports hall, squash courts, gym, dance studio, climbing wall and rifle range. In addition, a hospitality suite allows the College to host a variety of functions throughout the year.

The Malvern brand is globally strong: we have sister schools in Qingdao, Chengdu, New Cairo, Hong Kong and our new School in Switzerland is opening in September 2021.

Our school community is vibrant and staff are committed and enthusiastic; all applicants are encouraged to view our website [www.malverncollege.org.uk](http://www.malverncollege.org.uk)

## **MODERN FOREIGN LANGUAGES DEPARTMENT**

The Modern Languages department offers French, German and Spanish to IGCSE, A level and as part of the International Baccalaureate Diploma (all three languages are offered at both Standard and Higher Level). In addition, Italian is taught at Ab Initio as part of the IB Diploma, as is Spanish. In the first year at the College, known as the Foundation Year (Year 9), pupils have the opportunity to study French, German and Spanish from beginner level. Moving into the IGCSE course in the Remove (Year 10), there are usually 2-3 Spanish sets. Provision is also regularly made for Chinese, Italian, Japanese, Russian, Welsh and Arabic. There are 6 full-time teachers, several part-time teachers, 3 language assistants and numerous language tutors. Public examination results are routinely excellent. There is a comprehensive programme of visits abroad.

### **THE APPOINTMENT**

The successful applicant will be passionate about their subject and have the skills to communicate this enthusiasm to pupils in teaching Spanish throughout the school. The ability to offer French or another language would be an advantage.

The successful applicant will also want to impact positively on pupil achievement and development by contributing outside the department to both the pastoral and co-curricular spheres of our pupils' education and our desire to develop the 'whole child'.

### **PURPOSE OF THE ROLE**

To provide pupils with high quality teaching of Spanish up to and including Sixth Form as well as preparation for elite level universities. The teacher will report to the Head of Spanish and Head of MFL.

To help maintain the high profile of modern languages throughout the College and to help drive the further development of languages as an academic subject.

To contribute fully to the life of the school through, in addition to teaching, participating in the normal supervisory and co-curricular duties undertaken by all members of staff, including fulfilling a commitment to the sporting, pastoral and boarding life of the school.

### **KEY AREAS OF RESPONSIBILITY**

- To teach Spanish throughout the School (Years 9-13) and to encourage independent learning where appropriate
- To be involved with any other aspects of school life associated with the Spanish and wider MFL curriculums, providing meaningful and enjoyable opportunities for pupils to develop their engagement with the subject beyond the standard academic timetable
- To participate in the organisation of Schemes of Work and Schemes of Learning and in all aspects of the management of the curriculum
- To be a fully integrated member of the departmental team.
- To encourage and support the use of ICT within the MFL Department.
- To support pupil development in the role of either Lower School or Sixth Form Tutor and as a House Tutor.
- To play a full part in the life of this successful boarding and day school, taking on meaningful co-curricular roles as required
- To take part in CPD to enhance and maintain knowledge and understanding of the subject and curriculum

## **LIMITS OF RESPONSIBILITY**

- To be responsible ultimately to the Headmaster through the Head of Spanish and the Head of MFL.
- To adhere to school and departmental policies
- To undertake a pastoral role, including that of either Lower School or Sixth Form Tutor, in accordance with school policy, reporting to the Deputy Head: Pastoral and Housemaster/mistress

## **CRITERIA FOR SUCCESS**

- Evidence that high standards of teaching and learning in the MFL Department are being maintained and exceeded where this is possible
- Improving, where necessary, or maintaining positive departmental “value added” results
- Maintaining positive relationships with staff and pupils.
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- Developing knowledge and cascading this throughout the department and wider teaching staff as appropriate
- Actively supporting the ethos of the school.

## **MALVERN QUALITIES**

All staff are expected to model and promote our Malvern Qualities, which are:

- Resilience
- Self-awareness
- Open-mindedness
- Kindness
- Collaboration
- Risk-taking
- Curiosity
- Ambition
- Independence
- Integrity
- Humility

## **BENEFITS OF WORKING AT MALVERN**

- Excellent opportunities for Continuous Professional Development.
- Fee concessions for staff children at Malvern College, Abberley Hall and The Downs Malvern.
- All teachers are issued with a laptop, and the majority of teachers have their own classroom.
- Opportunity to take on additional responsibilities.
- A voice on professional matters via the President of the Common Room or the Conditions of Service Committee.
- Free on-site parking.
- Membership of an appropriate pension scheme.
- Private Health Insurance.

- Cycle to Work Scheme.
- Subsidised membership of the Sports Complex and facilities for staff and their immediate family.
- Free membership of the College library.
- A beautiful campus with the Malvern Hills nearby.
- A strong, supportive staff community.

## **GENERAL REQUIREMENTS**

Malvern College is committed to safeguarding and promoting the welfare of its pupils and expects all employees to share this commitment. Employees must, at all times, have regard to the need to safeguard and promote the welfare of children in line with the provisions of the Children Act 2004 (as amended) and Keeping Children Safe in Education (as amended) and be fully aware of, and understand, the duties and responsibilities that apply to their role in relation to these requirements. All employees must attend appropriate training in accordance with College and local Safeguarding Board stipulations.

In accordance with the provisions of the Health and Safety at Work Act 1974 (as amended) and the Management of Health and Safety at Work Regulations 1999 (as amended) you must take reasonable care not to endanger yourself or other persons whilst at work. You must co-operate with the College to enable it to comply with its legal duties for Health and Safety.

It should be noted that the above list of duties and responsibilities is not necessarily a complete statement of the duties of the post. It is intended to give an overall view of the position and should be taken as guidance only.

## **APPLICATIONS**

Applicants may contact the Head of MFL, Mr Alexander Young, to discuss the post if they wish. Mr Young can be contacted by email: [alexander.young@malverncollege.org.uk](mailto:alexander.young@malverncollege.org.uk)

Full details of working at Malvern College and our Application form can be found on our website: [www.malverncollege.org.uk/Job-Vacancies](http://www.malverncollege.org.uk/Job-Vacancies)

Applications, consisting of an online application form including a supporting statement should be submitted via the 'Quick Apply' on the TES website. Any queries regarding the application process please contact the Human Resources team either via email [humanresources@malverncollege.org.uk](mailto:humanresources@malverncollege.org.uk) or by phone 01684 581647.

Applications should be submitted by no later than **12 noon on Friday 9 April**.

The selection process is currently scheduled to be held during w/c **19<sup>th</sup> April**, which will involve spending a day at the school and:

- An observed lesson
- An interview with the Heads of Department and a member of the academic leadership team
- An interview with the Headmaster and/or Senior Deputy Head
- An interview with the Deputy Head: Pastoral and one of the pastoral leadership team
- An interview with the Director of Human Resources
- A tour of the College
- Lunch either in House or with the Department

You will also be required to provide proof of your identity, right to work in the UK and qualifications during the selection process.

***Malvern College exists to provide a quality all round education for pupils aged 13 - 18 and is committed to safeguarding and promoting the welfare of children and young people. Candidates must be prepared to undergo child protection screening and an Enhanced DBS check.***

***We will seek references on short-listed candidates that will include questions about past disciplinary actions or allegations in relation to behaviour with children and may approach previous employers for information to verify particular experience or qualifications before interview.***

**March 2021**