



BISHOP WORDSWORTH'S SCHOOL GERMAN TEACHER VACANCY FIXED TERM MATERNITY POST (FROM SEPTEMBER 2022)



TABLE OF CONTENTS

The Appointment	Page 2
The School	Page 3
Candidate Profile	Page 8
Specific Responsibilities	Page 9





APPOINTMENT OF GERMAN TEACHER (MATERNITY COVER)

Bishop Wordsworth's School seeks to appoint an enthusiastic and energising Maternity cover German & Teacher (ECT or experienced) with a real drive and enthusiasm for languages together with the motivation and subject knowledge to be able to really challenge and inspire. The successful candidate will be expected to take an active role in this successful department and in school life in general and will be welcomed into a supportive team led by an engaging and inspiring Head of Department where wellbeing is key. The ability to teach German from KS3 through to KS5 is essential, the ability to teach French at KS3 level would also be desirable.

Bishops is a unique school in a unique place. Students come to us from all types of background, united by their aptitude for an academic education. It is our privilege to foster every student's ability and equip him to excel.



THE SCHOOL

History and tradition

Bishop John Wordsworth intended that his school should provide a centre of academic excellence in the heart of Salisbury. Since 1890 Bishop's has fulfilled that mission, and today we educate over 1,200 students aged between 11 and 18 and from this academic year over 40 sixth form girls. Under the shadow of the Cathedral spire our eclectic buildings span the seventeenth to the twenty-first centuries, reflecting the school's heritage. This creates a very special atmosphere in which students are conscious, on a daily basis, of their part in a long tradition of academic endeavour.

Admission on ability

As a Church of England Grammar School and Academy, we set our own entrance test and policy on admissions. Any student living within reasonable travelling distance of Salisbury is welcome to apply and students from the broadest range of schools and backgrounds thrive here.

High expectations and high achievement

Bishop's is one of the best-performing schools in the country and outstanding levels of success are part of everyday life. We never take this for granted, however, continuously supporting and encouraging students to give full commitment to all that they do. Well aware of our expectations, the students relish the opportunity to aim high and achieve their goals. Every student is encouraged to find something at which he excels and to develop self-confidence as a result.

Christian values

Our Church school ethos permeates the fabric of life here – from regular worship in the Cathedral and our Chapel, through religious education, to the way we operate as a community. We welcome students of all faiths or none, but the Christian values of concern for one other, respect and tolerance provide a moral compass that influences everyone, both personally and culturally.

Spirit of togetherness

As the school motto *veritas in caritate* (truth through caring) suggests, consideration and thoughtfulness are central to life at Bishop's. Right from day one, we work hard to make students feel valued and welcome. Within each year there are five tutor groups of around 32 students, led by form tutors. During Year 7 we monitor these groups carefully, knowing that the happier students are, the quicker they will settle in and flourish.. If problems arise the form tutor or the relevant Head of School are the first points of contact and Heads of School operate an 'open door' policy whenever possible.



Academic life

Rigour, depth and breadth characterise academic life at Bishop's. Students enjoy being taught by highly qualified subject specialists. Teachers teach so that students do well – but also to extend their knowledge and understanding beyond the narrow confines of exam syllabi. Throughout, we aim to engender a passion for learning and the skills to pursue that passion independently. In and out of school there are countless opportunities for students to develop their academic interests – workshops, lectures, master classes, fieldwork and more. Students regularly take part in school and national competitions, with many gaining success both within and beyond the curriculum.

Extra-curricular

A broad extra-curricular programme helps students to understand more of the world, to challenge themselves and to grow as individuals. At Bishop's we aim to provide many and varied opportunities, so that every student has the chance to find new interests and achieve great things. Competitive sport is in the lifeblood of the school. Rugby, Cross Country, Athletics, Basketball, Soccer, Hockey and more figure in the sporting calendar, with regular fixtures against schools across Wiltshire and the South West of England. While we are justly proud of our outstanding reputation for sporting success both regionally and nationally, we value equally the commitment of students who give their best to an activity they enjoy.



BWS 1st XV at the NatWest Schools' Cup Final at Twickenham - 29 March 2017



The opportunities to experience activities here and abroad are immense.

Music is very strong at Bishop's, and many students have instrumental lessons at all levels. As well as touring abroad and in the UK, the Choir performs regularly for school occasions in the Cathedral. Students play in wind bands, brass and string ensembles, and often collaborate to form rock bands of their own.

Drama thrives too, with every age group having opportunities to take part either in clubs or productions. Through our vibrant Art department students can develop their talents both in and out of lessons. Theatre and gallery trips feature regularly, as do plays, musicals and concerts on a variety of scales. Over 40 clubs and societies meet during lunch breaks or after school.

A student can become involved in voluntary work locally, play chess, try debating or film-making. The opportunities to experience activities and destinations here and abroad are immense: from Outward bound and community service to fieldwork, expeditions and cultural exchange, all students will have the chance to give it a go.

School Routine

Lower School (Years 7 & 8)

The routine of daily life for Years 7-8 at BWS is organised and run by the Lower School Office who monitor the academic progress of the students through the analysis of report data and receive information from all aspects of students' schooling, including rewards and sanctions, so that they can both support and challenge students to do their best. Largely, students are taught within their tutor groups and follow a common timetable. Many departments begin GCSE syllabuses in Year 9. As a minimum, teaching in all subjects follows the National Curriculum, and the knowledge, understanding and skills that students acquire lay solid foundations for their future studies.

Middle School (Years 9 to 11)

The School places great emphasis on ensuring that students achieve the highest academic standards of which they are capable, whilst encouraging them to develop their social, cultural and recreational skills and interests at the same time. This means that we adopt a firm but caring approach to all aspects of School life. The Staff endeavour to work closely with parents in ensuring that students spend their time at School profitably but happily. In the Middle School this policy is carried out by working closely with students and parents on academic, pastoral and career matters and by trying to equip them with a good range of qualifications and skills by the end of Year 11 - whether they go on to enter the Sixth Form or leave school at this stage. Pastoral care is delivered through the tutorial programme and personal interviews carried out by tutors within our tutorial programme. Impartial Careers Guidance is provided by the School's Careers Adviser and the School Chaplain is also available for counselling and guidance. Members of the team maintain regular contact with Middle School students and with one another and regularly meet with the Headmaster to discuss students' progress.

Sixth Form

Almost all students stay on into the Sixth Form, where they are offered a broad academic curriculum, supported by stimulating enrichment courses. We have been teaching female students through a partnership arrangement for many years and are excited that from September 2020 BWS Sixth Form has become fully co-educational with 43 girls joining our sixth form this year.

Bishop's is a tight-knit community of over 1000 students; about a third of these are in the Sixth Form, including about 140 Year 12 students who join us after Year 11. In the last Ofsted inspection both the school and the Sixth Form were rated 'Outstanding' with the inspector noting that 'The school provides an outstanding Sixth Form where students are extremely well prepared for academic studies at university and develop as well-rounded young people. Expectations are high and standards achieved in A-Level examinations are outstanding.' Most students go on to Higher Education and we have a superb record in university entrance, with many embarking upon the most demanding disciplines at leading universities, including a very proud record of success at Oxford and Cambridge. Our school is renowned for its strong academic tradition and outstanding results – however we see our role as going much further than providing our sixth formers with an excellent base for university entry and preparation for employment. We are also very proud of the rich mixture of extra-curricular opportunities that our students enjoy, including sport, music and drama. Our Sixth Form is further strengthened by strong pastoral and academic support – we are a caring community in which the needs of individuals are given great emphasis.





Barcelona Trip June 2018



Normandy Trip July 2018

THE DEPARTMENT

The German and French departments are successful, thriving and offer comprehensive KS3, GCSE and A-Level courses. Teaching and Learning are centred on our three MFL values: Communication, Variety and Motivation. Pupils are offered wide-ranging opportunities to experience culture, and the departments are keen to offer residential trips to Germany and France in the near future. As such, the new member of staff will be encouraged to play a big part in developing a diverse range of future trips to build confidence and increase pupil engagement and attainment back in class.

We have successfully implemented a Volunteer Assistant programme for French and German-speaking parents to help our GCSE and 6th Form students through scheduled conversation sessions. A-Level students in turn help their younger peers by leading conversation classes or extra-curricular clubs

The Team

Head of MFL:

Mr Andy Green

MFL Teachers:

Mrs Leanne Bould (Second i/c MFL)

Mr Matt Brundle

Ms Joanne Campling

Mrs Louise Drummond

Miss Carolina Guadas Sanchis

Ms Olivia Telford



Twitter feed: [@BWordsworths](https://twitter.com/BWordsworths)



[@bwsmfl](https://www.instagram.com/bwsmfl)



PERSON SPECIFICATION – GERMAN TEACHER (MATERNITY COVER)

The following are essential or desirable characteristics associated with the post of a Teacher at Bishop Wordsworth's School. Evidence will be drawn from the application form and explored at interview.

	Essential	Desirable
Qualifications		
❖ Good honours degree in the specified subject or in a closely-related area	✓	
❖ UK Qualified Teacher Status	✓	
❖ Evidence of further relevant qualifications or training		✓
❖ Evidence of recent professional development		✓
Experience		
❖ Evidence of successful teaching at KS5 in the specified subject		✓
❖ The ability to French to KS3		✓
❖ Experience of pastoral work in a school setting		✓
❖ Experience in more than one school		✓
Knowledge		
❖ Up to date knowledge of the curriculum and current trends or developments	✓	
❖ Familiarity with the requirements of public examinations in the subject		✓
Skills		
❖ A confident and competent classroom practitioner	✓	
❖ A proven record of securing good progress for pupils		✓
❖ Ability to differentiate teaching to meet the needs of all pupils	✓	
❖ Good communication, organisational and interpersonal skills	✓	
❖ Ability to converse fluently in English	✓	
❖ A willingness to share good practice and promote the development of the subject	✓	
❖ Ability to use and promote the effective use of ICT	✓	
❖ An ability to build positive working relationships with colleagues	✓	
❖ An ability to work effectively as part of a team and to work independently	✓	
Other		
❖ Enthusiasm for learning and a passion for teaching	✓	
❖ High expectations of pupils and their behaviour	✓	
❖ A willingness to engage fully with continuing professional development	✓	
❖ A recognition of the importance of personal responsibility for Health and Safety	✓	
❖ A demonstrable commitment to equal opportunities	✓	
❖ Commitment to safeguarding and promoting the welfare of pupils	✓	
❖ A commitment to the School ethos and selective education in general	✓	
❖ Ability and willingness to contribute to the wider life of the School	✓	





GERMAN TEACHER JOB DESCRIPTION

Subject to Bishop Wordsworth's School's Contract of Employment

Postholder:	TBC
Accountable To:	The Postholder will work under direction from the Head of MFL
Remuneration:	MPS / UPS
Tenure:	This is a fixed-term appointment for a maternity leave

KEY AREA:	RESPONSIBILITIES:
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Working Environment:

- To ensure that teaching areas are organised appropriately and provide as pleassant, stimulating and tidy a working environment as possible.

Punctuality and Attendance:

- To insist on punctuality and to lead by example in this respect.
- To record and check any absences from lessons and to provide work as necessary in cases of extended absence.
- To take a register of students in all sixth form lessons and follow up absenteeism.

Good Order:

To ensure that each lesson starts and ends in an orderly fashion.

Classroom Management:

- To maintain high standards of classroom discipline and control, and refer to the Head of Department any pupils who are difficult or disruptive.

Lesson Content:

- To follow departmental syllabuses and schemes of work and contribute to their enhancement and development.

Preparation:

- To ensure that all lessons are thoroughly prepared and carefully structured and that the work is appropriate to the needs and abilities of each pupil. This should be recorded in their planner/diary; these should show work to be covered (as a forecast) and/or work covered (as a record) depending upon the subject matter and the individual teacher's preference. These planners should be available to the Headmaster, Deputy Headmaster and Head of Department.



- Homework:
- To set homework regularly on the nights specified in the homework timetable and in accordance with the School's homework policy. All homework set should be recorded in the planner. Pupils who do not produce satisfactory work on time should be referred to the Head of Department and, if appropriate, the Head of School.
- Marking:
- To mark work regularly, in line with School and departmental policy and guidance, and to keep up to date records of each pupil's work and progress. This record should be available to the Head of Department/Head of School and Deputy Headmaster.
- Assessment/Reports:
- To complete pupil assessments, profiles and reports carefully and promptly and to adhere to the School's policies and procedures for formal assessments and examinations.
- Books/Equipment Resources:
- To keep careful records of the issue and collection of books and resources and to inform the Head of Department of any loss or damage which occurs.
 - To manage the use of all resources by pupils in line with the School's Health & Safety Policy.
- Meetings:
- To attend and contribute to departmental and staff meetings. To attend parents' evenings and any other meetings directed by the Headmaster.
- Rewards/Sanctions/Concerns:
- To apply the School's system of rewards and sanctions, and to inform the Head of Department of pupils worthy of praise and pupils causing concern.
- Professional Development:
- To extend professional expertise by seeking and applying for relevant in-service training and attending whole staff training sessions.
- Performance Management:
- To participate in the School's system of Performance Management.
- Extra-Curricular Activities:
- To contribute to the School's extra-curricular activities programme if they so choose. This is a non-contractual area where staff participation is entirely a matter of discretion and goodwill. However, such involvement carries important reciprocal benefits – for pupils and the development of the School's ethos but also for the professional development of the colleague concerned.



