



# CANDIDATE BRIEF

Teacher of Modern Foreign Languages





## WELCOME TO SIBFORD

Sibford School is a co-educational, independent day and boarding school for children aged 3-18.

Sibford is a place where we aim to nurture ambitious learners who shape their worlds with their creative, compassionate and questioning minds, where your teaching journey can flourish alongside the growth of our exceptional students.

In our commitment to individuality, we recognise that educators, much like our students, are diverse in their approaches and strengths. At Sibford, you're encouraged to be adventurous, curious, creative, confident, and above all—be yourself.

Rooted in Quaker values, our approach to teaching is grounded in truth, integrity, equality, community, peace, simplicity, and sustainability. These values are not just words on paper but living principles that underpin the distinctive characteristics of Sibfordians.

In the nurturing, safe, and supportive environment we cultivate, you'll find a space where your teaching potential has no limits. Here, there's no ceiling on your ability to inspire and shape young minds, both academically and personally. Tolerance and consideration towards each other are not just encouraged; they are integral to our community ethos.

Our curriculum is as diverse as the talents it aims to nurture. Whether you are joining us to teach

traditional academics, creative arts, technology, or horticulture, you'll have the opportunity to guide students on their unique journeys. In small, dedicated classes, you'll be the mentor, inspiring and stretching each individual, guiding them to discover their own talents and embrace their authenticity.

Beyond the classroom, we invite you to contribute to a myriad of co-curricular activities. These experiences not only foster skill development in the students but also create strong connections based on shared interests, forming a deep sense of belonging within our community.

Sibford is more than just a school; it's a place where educators are partners in the growth and development of future leaders and citizens. If you're seeking a teaching environment that values creativity, agility, resilience, positivity and empathy, we warmly invite you to consider joining us at Sibford.

A candidate pack can only convey so much. Come and meet us in person—experience the genuine warmth and vibrancy that defines our educational community.

Looking forward to the prospect of welcoming you to the Sibford family.

**Rebecca Evans, Head**





## EMPLOYEE BENEFITS FOR TEACHERS

<b>Salary</b>	Sibford Teaching Scale Aims to mirror national teaching pay scales
<b>Pension Employer's contribution</b>	18%
<b>Pension Employee's contribution</b>	5% minimum
<b>Group Life Assurance</b>	4 x annual salary
<b>Group Income Protection</b>	50% of basic salary Payable for up to 3 years
<b>Staff Fee Remission Discount on school fees</b>	66.6% pro-rata'd for part time
<b>Paid Holidays</b>	18 weeks - Including bank holidays
<b>Academic term</b>	34 weeks term time
<b>Sick Pay entitlement</b>	1 month full & 1 month half pay per year of service – up to maximum of 6 months
<b>Free School lunch</b>	Provided on working days
<b>Free car parking</b>	Parking is on the school site
<b>Free use of School Swimming pool for staff</b>	Allocated times



## THE ROLE - Teacher of Modern Foreign Languages

- **Part time**
- **£30,000 to £41,333 pro rata per annum**
- **Reports to:** Head of MFL Department.
- **Key contacts:** HoD, Head of Key Stages, other teachers, Support for Learning, parents.
- **Accommodation** may be available on site

A requirement has arisen for an enthusiastic part-time teacher to join the Modern Languages Department at Sibford School. All Sibford pupils in Years 2-9 study French, which is also taught at GCSE, AS and A2 level. Spanish is introduced at Key Stage 3 and is also offered at GCSE and AS/A2 level.

### **The qualities that the successful applicant will possess are:**

- Enthusiasm for languages with an ability to plan and deliver engaging lessons;
- A professional attitude to responsibilities as a classroom teacher and member of a team;
- An ability to accurately, regularly and effectively record and monitor students' work and progress;
- An ability to meet deadlines;
- An ability to share good practice and ideas with colleagues;
- An ability to promote a love of languages and other cultures through teaching and involvement in extracurricular activities both in school and on trips abroad.
- A willingness to contribute to the wider life and activities of a boarding school.

**Closing date for applications:** Tuesday 12 March 2024.

**Interview date:** Monday 18 March 2024.

We reserve the right to close prior to this date should sufficient applications be received.



## PERSON SPECIFICATION

Requirements	Essential	Desirable
<b>Educational attainment</b>	<p>Qualified Teacher Status.</p> <p>A good academic record.</p> <p>Educated to degree level, with any higher degree, postgraduate or leadership qualification an advantage.</p>	<p>MA in Education.</p>
<b>Knowledge required</b>	<p>Expert knowledge of Spanish and/or French at KS3.</p> <p>Sympathy with the Quaker ethos.</p>	<p>Expert knowledge of French and/or Spanish at KS4.</p>
<b>Experience required</b>	<p>Proven experience of teaching modern foreign languages.</p>	<p>Experience in GCSE and A Level qualifications.</p>
	<p>Ability to motivate and enthuse pupils.</p>	
	<p>Sound knowledge of effective educational policies, practices and trends.</p>	
	<p>Recent, proven experience of ensuring pupils achieve their full potential against predicted grades, using tracking and monitoring data.</p>	
	<p>Ability to sustain educational excellence and identify areas for improvement.</p>	



## PERSON SPECIFICATION

Requirements	Essential	Desirable
<b>Skills and aptitudes required</b>	Ability to manage workload.	
	The ability to create an effective atmosphere within lessons that will encourage and promote learning.	
	Strong literacy and ICT skills including use of school databases.	
	Ability to inspire, motivate and engage pupils with a knowledge of how to cater for more able pupils and those who need additional support.	
	Experience being a form tutor and/ or delivering exceptional pastoral care.	
<b>Interests</b>	Commitment to continued professional development.	
<b>Personal qualities required</b>	Enthusiastic, creative and passionate about the MFL.	Enthusiastic and passionate about other academic subjects.
	Confidentiality, Sense of humour, organisation, creativity, reliability.	
<b>Circumstances</b>	Participate fully and actively in the boarding life of the school with associated duties and responsibilities. Part-time staff are expected to take a proportion of these responsibilities.	Able to attend some meetings out of normal school hours in line with the School Academic calendar.



## THE APPLICATION PROCESS

**Thank you for showing an interest in our school and the vacancy which we are currently advertising.**

You can complete the application online via the school website here: [Work With Us | Sibford School](#).

If you have any questions or queries, please contact the HR department: [hr@sibfordschool.co.uk](mailto:hr@sibfordschool.co.uk) or call 01295 781291.

Applications will be reviewed as they are received. The School reserves the right to appoint at any stage of the recruitment process; early applications are therefore encouraged.

Sibford School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All offers of employment are subject to an enhanced DBS check.

We are unable to accept CVs due to Safer Recruitment Practices.

If you are successfully shortlisted, you will be invited for interview at the school.

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