



# ADCOTE SCHOOL

## Candidate Brief for Teacher of MFL



Adcote School is a non-selective independent Boarding and Day School for Girls aged 7 to 18 that delivers strong academic results through highly personalised learning and pastoral care within a small, friendly school setting. The school aims to provide a supportive yet demanding learning environment and is renowned for building confidence through its nurturing environment.

Adcote was founded in 1907 by Amy Gough, moving to its current location in 1927. The school is housed in a Grade 1 listed building surrounded by 30 acres of Parkland. The school is located 6 miles north of the historic town of Shrewsbury, which has good road and rail links with Birmingham, Manchester and London. We welcome students from across Shropshire, with a small number coming from further afield. The school also has a number of international students, with 16 nationalities represented in school at the moment. Thus, the school has a vibrant and inclusive atmosphere. At present, there are 200 students on roll. The main points of entry are Years 3, 7 and 12, although girls can enter the school at other times throughout the year. 70% of students are day pupils with the remaining 30% being either full or weekly boarders.



Adcote has a family feeling, offering an education which is tailored to meet individual needs. We foster a sense of self belief and encourage all girls to be confident. Staff know the girls' well and this enables all talents and abilities to be recognised, encouraged and developed. Our girls feel secure and well supported in their learning.

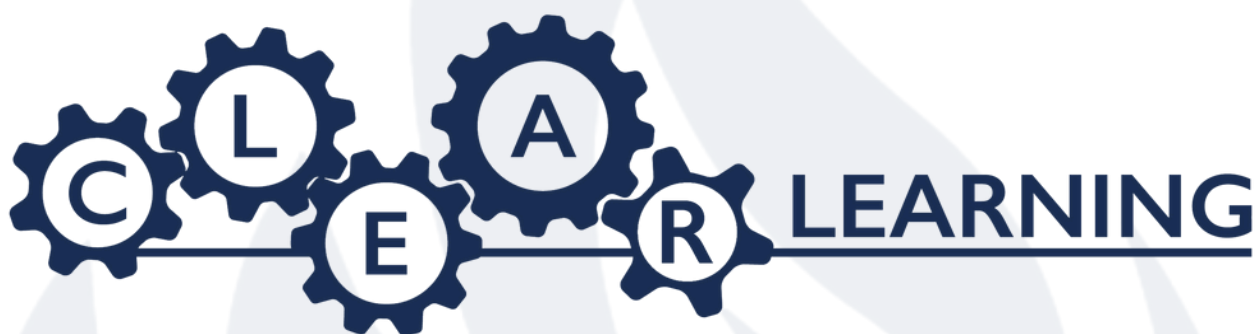
Examination outcomes are strong at both GCSE and A level. Value added statistics against national benchmarking data are impressive and in 2023 100% of our students were accepted by their university of choice. In 2023 we achieved 84% A\* - A at A Level in at least one subject.

Our facilities include an air-conditioned sports hall where most sports are taught, tennis courts and beautiful large grass areas. We have two Boarding Houses: Norman, which takes boarders aged 7-15 and is housed in the main building, and Aston, a purpose built Year 11 and Sixth Form centre which has twin bedded, ensuite rooms.



We have a character-building programme called CLEAR Learning. The aim of the programme is to build five key traits in all our students, namely confidence, leadership, engagement, achievement and resilience.

The CLEAR Learning programme is central to our ethos and curriculum, its delivery being underpinned by termly whole school Challenge Days. It has been popular with both students and parents and has been a leading contributory factor to the school's recent growth in numbers.



## PREP SCHOOL

Our Prep School provides the perfect foundation to nurture and develop young girls. Our emphasis on traditional values, means that our children are educated in a safe and homely environment where a passion for learning is born. Our younger students follow age appropriate activities to secure the core values of the CLEAR Learning programme and their progress in the key areas of confidence, leadership, engagement, achievement and resilience are explicitly reported in their written reports and at their parents' evenings so that parents have a clear understanding of how their daughters are developing as young people, not just how they are performing in their lessons.

Students who are most able are fully stretched, heard and academically challenged. Their love of learning and their curiosity are encouraged. Those children who need extra help will receive it in a kind and supportive manner, in an atmosphere of care and respect. From a young age, our girls are encouraged to overcome their fears and to "have a go". Our approach means that we have a strong reputation for uncovering hidden talents.

Our Prep School caters for girls from Year 2 to Year 6. The school is very much part of the main school, so our younger students have all the advantages of seeing truly positive role models in our older girls.



## SENIOR SCHOOL

Our Senior School caters for students from Year 9 to Year 11 and takes girls through their critical GCSE years. The ethos of consideration and personal attention is carried on from our Prep School into our Senior School. As we know all our students really well, we can offer individual, tailored support regarding their learning and provide knowledgeable advice on career choices including guidance on A level subjects. Throughout their academic journey, we monitor our students closely, tracking their grades against their data, making sure that they are all fulfilling their potential, intervening when extra support is needed.

Small classes mean that our dedicated teachers are able to address girls' needs and friendly relationships mean that girls are not afraid to ask for advice if they need it. Additionally, the Senior School brings new opportunities for the girls to develop their skills and become the person they want to be. Combined Cadet Forces, Duke of Edinburgh, LAMDA, debating and Wayfarers all ensure that girls have the confidence and vision to succeed, as well as the organisational skills and resilience they will need to plan for success.

Our exemplary pastoral care, with sympathetic and understanding specialists, means that girls flourish and our strong Personal, Social and Health Education programme supports them as they make their way into adulthood. With growing maturity, we are able to make sure that they have a broad and sensitive understanding of the world they are entering once they leave the security of school. They develop a healthy sense of perspective that helps them in making crucial judgements. We encourage them to play a full and constructive role in society and they have a strong sense of civic duty. Thus, our students leave us as well-rounded, capable and well-qualified young women.



## SIXTH FORM

The Sixth Form at Adcote provides the bridge between school and the outside world, whether that's university or employment. It is a time for girls to develop their interests and challenge themselves as young adults as they approach the next important stage of their lives.

Success at A level naturally forms a central focus of students' time in the Sixth Form.

The majority of our students choose to follow three linear A levels. A small number of girls will take four subjects at A level. We offer a broad and challenging array of different A level options, together with a small number of BTEC courses.

Our small size tutorial classes not only offer a taste of the teaching style at university but also mean that as in other areas of the school, personal attention is high. This becomes increasingly important as girls make their plans for their futures.

Almost all of our girls choose to go onto university but the application route can be tricky to navigate. However, our girls receive individualised UCAS & Careers support, including Oxbridge and USA Universities guidance and preparation. Our Personal Statement workshops are followed by one to one advice and support from experienced practitioners so that applications made by students are the very strongest they can be.

Sixth Form at Adcote brings other opportunities too:

Girls will also be offered the chance to complete the Extended Project Qualification, this offers girls the opportunity to complete studies on a topic that is of particular interest to them and, is popular with universities as it can give them a valuable insight into the student's interest.

Our Sixth Formers play an important part in making our school the warm and inclusive school that it is. They are valued and cared for. This promotes excellent emotional well-being in them and this, together with their academic excellence, means that Adcote Graduates leave us as well educated and balanced young women who have all that they need to be happy in their futures.



There is a vibrant extra-curricular programme across the entire school which enriches all students' educational experience and enables them to try out new things, develop their talent, leadership skills, teamwork and resilience.

Adcote School is proud of its reputation of excellence in Art, Music and Drama, subjects which have truly thrived over the past years, and we are incredibly proud of the girls' achievements in all areas of performance.

We pride ourselves on producing polished and professional in-house performances and we always have fantastic responses from our audiences. Musical productions over the last few years such as "Grease " "Sister Act" and "Billy Elliot" have been ambitious and impressive.

Almost half the girls in school have individual instrumental or singing lessons and the girls enjoy string groups, a rock band, orchestra and informal concerts.

Adcote offers a wide range of activities including horse riding, music, dance, debating, stem club and many more. Many activities are connected to the CLEAR Learning programme and our staff deliver these activities with skill, passion and a knack for developing core skills. When girls reach 6th Form they have the opportunity to learn how to drive - truly building skills for life.

## Sport

For a small school, Adcote punches well above its weight in competitions and has a strong reputation for success at both a local and national level.

Gymnastics has an outstanding reputation at Adcote and is at the forefront of the school's sporting achievements, being national winners at the ISA gymnastics competition. Additionally, the school excels in athletics with success gained at regional and national events. We also have pupils who have displayed extreme talent and succeeded in national championships, meaning that they have been good enough to train with professional teams.

In addition to our competitive sport, we also cover a range of sports in PE lessons and activities, with a focus on learning skills but also allowing the girls to engage in sport for fun: dance, badminton, basketball, hockey, netball and volleyball are a few of the activities that are available.





Adcote is a full termly boarding school, with a happy mixture of British girls and International students. Our 'home from home' boarding houses welcome girls from age 7-18 and we offer full and weekly boarding in a safe, caring, friendly and disciplined environment in a school where privacy and independence are respected, and where the girls can enjoy companionship, fun and a lively programme of boarding activities.

The Head of Boarding and her team provide the care, comfort and support which are so important for the girls' wellbeing and success, nurturing and guiding the youngest boarder through to the maturity of the Sixth Form student. Many of the staff at Adcote have been boarders themselves so have a real understanding of boarding and can empathise with the girls.

At Adcote, the boarding team aims to create a homely environment where girls can relax. They will find constant help and support from them, and fellow boarders are invaluable in helping girls to succeed. True friendships and support systems are forged that often remain strong for the rest of their lives. We have a strong sense of both family and traditional values in the boarding house.

By encouraging self-discipline and a sense of responsibility, we seek to promote good self-esteem and assurance. In the Sixth Form, girls enjoy supervised independent living, encouraging them to mature and enabling them to move on at the end of Year 13 with confidence.

Depending on availability, girls are welcome to stay in the boarding house for occasional nights. Ad-hoc boarding arrangements respond to the occasional need for overnight stays, such as involvement in a school drama production, a birthday celebration, or for when parents need to be away from home for a particular reason.

We are accredited for the Forces Continuity of Education Allowance and are members of the Boarding Schools Association (BSA), Independent Schools Council (ISC), Independent Schools Association (ISA) and Girls' Schools Association (GSA).



### **KS2 MFL Teacher. Primary language Spanish 0.2-0.3 FTE**

Are you a passionate, experienced, qualified and enthusiastic MFL Teacher, who places students at the heart of everything you do? Adcote School is a 7 – 19 school and part of the IQ Education Group. We invite applications from qualified Spanish teachers along with one other language, who share our vision for delivering World Class education.

This is an outstanding opportunity for the right candidate to take a pivotal role in driving the future of languages at our School. The successful candidate will have enjoyed a range of experiences to date that will have prepared them for this role. They will be an outstanding teacher, who can demonstrate a track record of raising standards and importantly, being child centered and able to inspire young people to be the best that they can be. The successful candidate will have the highest expectations for both the young people, staff and our wider community, underpinned by our school ethos and mission and aligned with our values.

If you want to work in a School where you can make a real difference to young people, whilst working within a partnership of Schools, committed to cooperation and collaboration to unlock talent and fulfill potential, then this post is just right for you. In return you will be supported and encouraged to develop further and enjoy a long and rewarding career working at Adcote School.

#### **We are looking for someone who:**

- has vision, energy and enthusiasm for teaching and learning
- is proactive, innovative and focused on student outcomes
- is an inspirational, ambitious teacher with excellent communication and interpersonal skills
- has a proven track record of delivering and shaping high quality outcomes for young people
- is an advocate of partnership working and community engagement
- is a highly effective classroom practitioner with excellent student outcomes and high expectations of all learners and professionals
- has an appreciation for and commitment to broadening the experiences of young people

In return we can offer:

- the opportunity to work in an excellent School with a talented and committed team of staff
- a dynamic and thriving student body who deserve the best
- the support and shared purpose of SLT and IQE
- Private Pension
- excellent career opportunities and access to a comprehensive programme of professional learning and development
- a commitment to your own professional development
- Parking
- Complimentary lunch and refreshments
- Beautiful working environment

To provide professional leadership for children on a day to day basis in partnership with the Senior Leaders and the Headteacher, ensuring that the vision and values of the School are consistently applied.

### **Core Responsibilities:**

All teachers must fulfil the DfE Teacher Standards at all times. The post holder will model good practice in all aspects of classroom practice.

### **VISION & PURPOSE:**

Contribute to the development and provision of the highest quality of education and student outcomes.

Make sure that young people of all abilities fulfil their potential.

Engage all young people in interesting and engaging learning.

Promote a positive ethos across the school based on the vision and ethos.

To share and support the School's responsibility to provide and monitor opportunities for personal and academic growth.

### **RESPONSIBLE FOR:**

Facilitating and encouraging inspirational learning experiences in Spanish and one other language which provide students with the opportunity to achieve their individual potential and attainment.

Raise the profile and success of your Department across the whole School.

Teaching across all key stages.

Keeping your skills and Spanish pedagogy up to date.

When required, assisting in the professional development and coaching of the team so that teaching typicality in the department is never less than 'Good'.

Devise appropriate interventions for students who are failing to make the expected levels of progress.

Student outcomes in your classes.

### **COMMON DUTIES:**

- Collaborating with others charged with specific responsibilities, in the preparation and production of Schemes of Work and all appropriate lesson notes and assessment schemes.
- Participating in the performance management systems operating within the Department and the School, and adhering to the teaching and learning quality standards set by these systems.
- Paying regard to personal and professional development, indicating such needs to relevant persons and taking up opportunities to meet these needs.
- Careful planning and preparation for each individual lesson, according to agreed lesson plan format, including ensuring that equipment and resources needed for lessons are available in the classroom.
- Ensuring that classwork and homework/prep tasks given to students are properly differentiated.
- Keeping a record of student attendance for each lesson.
- The setting and recording of classwork and homework/prep completed by each class and each individual in each class as appropriate, in accordance to the Schemes of Work and in line with the curriculum area and school policy.
- Carrying out and recording of assessment of and for Learning, in line with school Policy and Practice.
- Familiarisation with all prior performance, ability profile and target information available on individual students, teaching groups and cohorts.
- Ensuring that standards of classroom management and student behaviour allow maximum effective teaching and learning.
- Familiarisation and adherence to school policy and practice on Rewards and Sanctions.
- Familiarity and adherence to the School's policy on SEND and ensuring the effective/efficient deployment of classroom support when provided.
- Familiarisation with the detailed information on any SEND student within a teaching group and adherence to any guidance contained within an individual student education plan.
- Keeping a separate record of progress of any SEND student within a teaching group and contributing to SEND review procedures.
- Familiarity with and adherence to the School policy on Health and Safety, the appropriate codes of practice issued by external bodies and risk assessments for particular activities within the Scheme of Work.
- Responsibility for maintaining, to a high standard, the appearance of furniture and fittings in a classroom.

**PASTORAL:**

- To be a Personal Tutor/Form Coordinator to an assigned group of students.
- To promote the general progress and well-being of individual students and of the Tutor Group as a whole.
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of School life.
- To evaluate and monitor the progress of students and keep up-to-date student records as may be required.
- To contribute to the preparation of action plans and progress files and other reports.
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- To communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff.
- The working day runs from 8.30am – 4.30pm Monday to Thursday and 8.30am – 4.15pm on Friday.
- To offer lunchtime activities twice per week to enhance learning in the classroom.
- To contribute to PSHE and CEIAG Education and other enrichment experiences according to School policy.
- To ensure the Behaviour Management systems are implemented consistently in the subject area so that effective learning can take place.

**PERFORMANCE MANAGEMENT:**

Participating in the School's arrangements for performance management, professional development and the School's arrangement for quality assurance and internal verification.

## **Qualifications**

Good degree – 2:1 or above – Essential

Teaching qualification in relevant subject – Essential

## **Knowledge & Experience**

A strong and secure subject knowledge in the specified subject up to GCSE – Essential

A strong and secure subject knowledge in the specified subject for KS5 – Desirable

An understanding of the strategies available for improving the learning and achievement of all students – Essential

A good understanding of curriculum developments in the specific subject area – Essential

Recent and relevant teaching experience in employment or training – Essential

Experience of assessment at Key Stage 3 and 4 – Essential

Experience of assessment at Key Stage 5 – Desirable

## **Teaching and Learning**

Student-centred educational philosophy – Essential

Ability to lead by example and inspire high quality teaching and learning – Essential

Ability to inspire, demonstrate and support the highest of expectations for all students – Essential

Commitment to making a positive difference for every student – Essential

Able to use a range of teaching and learning strategies – Essential

Confidence in the use of standard computer packages (word processing, email and spreadsheets) and how these can be used to enhance student learning – Essential

An understanding for how assessment for learning can improve student performance – Essential

## **Developing self and working with others**

Ability to set appropriate and challenging targets – Essential

Commitment to own self development – Essential

Commitment to working collaboratively with other schools and stakeholders – Essential

## **Helping to manage the organisation**

Ability to use strong and effective management systems underpinned by clear communication – Essential

Ability to produce and implement appropriate student improvement plans – Essential

The ability to access, analyse and interpret a range of data to raise standards – Essential

Commitment to developing strong links and partnerships with staff, parents, students, the wider community and other Schools – Essential

## **Strengthening community**

Proactive approach to ensuring excellent communication with parents and guardians – Essential

## **Personal qualities and attributes**

Passionate about education with a clear commitment to quality – Essential

A commitment to inclusion and "Achievement for All"

A highly effective communicator able to communicate both orally and in writing to students and their parents – Essential

Communicate high expectations to all students – Essential

Firm and fair management style with interpersonal awareness and concern for impact – Essential

Can lead by example with high professional standards – Essential

Has a sense of humour, a calm manner and retains an optimistic approach – Essential

Able to work independently and collaboratively as a member of a team – Essential

Strong ICT skills including working skills with interactive software – Desirable

Creative in problem solving together with willingness to take on and try new approaches and ideas – Essential

## **Safeguarding**

Commitment to safeguarding and promoting the welfare of children and young people – Essential

Ability to relate to students in a pleasant and sympathetic manner and to recognise potential child safeguarding issues – Essential

Excellent understanding of statutory safeguarding requirements – Essential

**Appointment Procedure:**

**Closing Date:**

**9am Monday 14th October 2024**

**Interview:**

**TBC**

**Start date:**

3rd January 2025 (or sooner for the right candidate)

If you would like an informal conversation about this opportunity, please contact Lucy Capener on [schoolsecretary@adcoteschool.co.uk](mailto:schoolsecretary@adcoteschool.co.uk). An application form for this post is available on the School website: [Job Vacancies | Day & Boarding School Shropshire | Adcote School For Girls](#) (Teaching Staff). It would be helpful if the letter in support of your application is no more than 2 sides of A4. Completed application forms should be returned to [schoolsecretary@adcoteschool.co.uk](mailto:schoolsecretary@adcoteschool.co.uk) by 9am on Monday 14th October.

Adcote School is committed to the safeguarding and welfare of children and young people and expects all its employees to share this commitment. Applicants should note that, in accordance with Keeping Children Safe in Education (2024), it is the applicant's responsibility to have made any necessary registrations relevant at the time of making this application which is required for people working or volunteering with children. Accordingly, any offer of employment made will be conditional upon the results of enhanced checks from the Disclosure & Barring Service ("the DBS") and Employer Access Online (regarding teacher prohibition/disqualification from working with children and young people). Furthermore, since 1st September 2022 Keeping Children Safe in Education requires us to conduct online searches.

All applications will be acknowledged by email. If you do not receive an acknowledgement that your application has been received within three working days, please contact the school by telephone (01939 260202).



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[www.adcoteschool.co.uk](http://www.adcoteschool.co.uk)