



Vacancy Information Pack

Teacher of Modern Foreign Languages

Reading School
Erleigh Road, Reading, Berkshire, RG1 5LW





Reading School

Introduction

Everyone needs to belong, and at Reading School our staff work together, acting with purpose and leadership to serve the school community and beyond. With common purpose we achieve a profound sense of belonging.

Belonging is an essential component of wellbeing, because when we feel that we belong, we are more likely to achieve our potential, add value and make a positive difference.

As a school of character we believe that your actions can and will make a difference to you and others. We role model positive behaviour and celebrate success.

We support our staff to learn, lead and serve.

Learn: What are my opportunities for development in the year ahead?

Lead: How can I role model a culture of character and belonging to colleagues?

Serve: How can my skills positively shape the school community?

We are a values-based organisation that contributes to meaningful work and focuses on growth and development. Our values underpin everything that we do.

If you are thinking about joining our team you can find out why it might be the right fit for you. Our team is proud to make a positive impact and strives to put values in to action – excellence, integrity, leadership and community.

We believe that when you feel, safe and included, you will be at your most engaged and productive.

We are committed to developing our staff by providing opportunities for growth to empower you to achieve your best.

Mr AM Robson
Headmaster

**REQUIRED FOR SEPTEMBER 2022
TEACHER OF SPANISH (FULL TIME OR PART TIME)**

We are looking for an inspiring and passionate Spanish teacher to join a thriving Department. The ideal candidate will:

- Be able to offer Spanish at KS3, KS4 and KS5
- Plan and deliver engaging and challenging lessons to stretch our students
- Create and share resources with colleagues
- Contribute to the planning and running of language trips
- Take an active role in promoting all the languages we offer within our department
- Be prepared to participate in the wider school activities that are offered both on and outside of the curriculum

The ability to offer French at KS3 and KS4 would be an advantage.

Both full time and part time applications will be considered. The role is suitable for an ECT or a more experienced teacher.

At Reading School, Spanish is part of the Classical Studies and Languages department, which also offers Ancient History, Classical Civilisation, French, German, Latin and Mandarin.

Combining a distinguished heritage, a positive reputation for outstanding academic achievement and a commitment to high standards of pastoral care, at Reading School we aspire to be a "World Class School" with excellence at the heart of everything we do. We are situated 15 minutes' walk from central Reading and close to transport links. Reading is a diverse place to live with arts, culture and heritage at the heart of the town.

In 2022, the school was rated the Sunday Times South East State School of the Year and awarded 'outstanding' in the Boarding Ofsted Inspection in February 2020. We offer the chance to teach students with outstanding behaviour and motivation; we provide fantastic international connections in Spain, France, Germany, China, New Zealand and Australia; we ensure generous holidays; we deliver exceptional professional development opportunities and have a clear educational philosophy. All this makes Reading School a fantastic place to work.

All applicants must complete a Teacher Application Form and submit it to hr@reading-school.co.uk with a cover letter, the form can be found on our [website](#).

Deadline for applications 20 May with interviews between 23 May and 27 May to suit candidates' availability. Interviews may be scheduled earlier for early applicants.

Reading School is committed to safeguarding and promoting the welfare of students and expects all staff to share this commitment. The successful applicant will be subject to an enhanced DBS check.



Future Stories



FINALIST
SCHOOL/COLLEGE
OF THE YEAR
2021

UK
Social
Mobility
Awards



bsa | GROUP
MEMBERSHIP 21/22
baisis bsa hieda saepa bsab

What we can offer you...

Excellence

- A vibrant and positive team of subject specialists dedicated to collaboration
- A timetable that gives generous teaching time to A Level and GCSE classes
- Generous holiday and an October 'Reading Week' to support staff wellbeing and maximise the value of time in the classroom
- An absolute commitment to growing and developing all our staff
- Opportunities to innovate and lead extra-curricular or pastoral projects if desired

Integrity

- Employee Assistance Programme
- Annual eye care for regular DSE users
- Ride to Work and Technology schemes
- Private Health Medical Insurance (employee contributed, competitive corporate rate)
- Free on-site car parking near central Reading & in walking distance of Reading Station
- Free use of on site Fitness Suite
- Generous staff absence policy: 6 days term time release for CPD and experienced in-house Cover Supervisor team to support absence

Leadership

- A vision for the future of education which values the whole student and promotes character and leadership as much as academic excellence
- A supportive, proactive and knowledgeable governing body and associate staff team
- Outstanding CPD opportunities: networks with other schools, dedicated time to visit external institutions, University links and support for research projects
- Collaborative planning, feedback not marking, minimal data reporting
- Protected PPA time when you choose, no formal observations and Performance Management targets that are never based on exam results alone

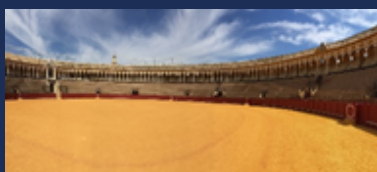
Community

- Exceptional students who are motivated, interesting and able
- A staff body based on values of support, kindness, calm and caring responses
- A free cup of tea / coffee each day for all staff from our Refectory
- International connections and partner schools in Kenya, New Zealand, Denmark and China
- A school where you can really make your mark and where you will feel valued.

Spanish

Here at Reading School, we do not only teach a language, we go beyond and into the culture of this extremely popular language. A language spoken by more than 500 million people reach the students through the culture, the festivals, the customs and the literature.

Reading School students do not learn languages, they live languages. They get to know who Don Quijote was, how people of Spanish speaking countries celebrate Carnivals, why Mexicans celebrate El Día de los Muertos, what is El Gordo de Navidad, El Día de la Hispanidad and La Tomatina just to name a few. They also participate in special days where they learn how to play traditional games from the different communities of Spain like La pelota vasca or los bolos murcianos. We also organize special events such as a trip to Cordoba for KS3, an exchange programme for KS4 & 5 to Colegio CEDES, Albecete, as well as a night out at a local Spanish restaurant!



Córdoba trip in June 2019



Día de los Muertos masks



Spanish exchange to Valencia 2020

French

Studying (and teaching!) French at Reading School is really exciting. We pride ourselves in making the learning environment both fun and challenging to stretch our talented pupils and spark their curiosity. We like to go beyond the textbook and include games and culture in the lessons. Everyone loves learning about la galette des rois if it means we get to eat some!

Younger boys thus enjoy spending a whole term studying Astérix chez les Bretons and get to make their own comic, or they produce an actual sitcom in French (the perfect opportunity to wear a wig!). They have made a full Reading School's Got Talent show where the talents were impressive but their French skills were even more so. And because our boys are so "branchés", they love rapping about their best friends.

With older students, we like to broaden their perspective by having French pen-pals and exchanges with French schools in Lyon and Fougères in KS4 and 5. Bringing in the culture is really important to us, and literature and cinema are the prime forms we embrace in lessons. The students take part in film, creative writing or debating competitions and usually blow our mind with their inventiveness. But of course getting older doesn't mean we stop playing, and if year 10 get really excited about "money drop", year 13 are all about "le maillon faible"!

At A Level, we chose to study No et moi by Delphine de Vigan and La Haine by Mathieu Kassovitz are popular with the boys as they tackle issues that are close to their hearts, and their essays are always interesting to read.

Languages at Reading School is all about modernity and technology. All classes get a chance to work in a computer suite once a fortnight and we use a range of tools and websites, our most popular one being "This is language". In recent vocab competition, some of our boys made it to the top 10 nationally and the enthusiasm was brilliant.



A range of our students' French trips and activities, including an amazing experience for Year 8s at the Château de la Baudonnière, Y9/10 French exchange, Y13 Interviewing the Mayor of Saint Hillaire, Y10 translation game, practising pétanque and making crêpes.

Character Education is at the heart of all we do...

Reading School believes Character Education belongs at the heart of the curriculum. The Reading Way is a holistic approach with a broad curriculum that encourages intellectual curiosity, whilst enriching and developing the sporting and artistic lives and cultural capital of our students.

The aims of academic excellence and building good men are complementary: we want our students to flourish through sustained high performance and personal development.

The Reading Way invites all staff (Teaching and Associate) to work together with students and parents, to learn with and from each other, acting with purpose and leading in order to serve both the school community and beyond.

Learn, lead and serve...

Electives are an integral part of our ambitious curriculum intent that seeks to develop excellence and build good men, people of substance and character. They are a positive feature of our rich and ambitious curriculum offering, giving our students access to an inspiring, broad range of opportunities to flourish. Through harnessing choice our students are supported and challenged to create energy, enhance intellectual curiosity and be accountable.

The implementation of the Electives program is based around opportunity, intellectual curiosity, cultural capital, nurturing of skills and application of knowledge, wellbeing and collaboration.

We run around 60 Electives per week, timetables in Period 7 daily and staff are keen to contribute in areas of interest.





Now in its sixth year, Reading School's Future Stories program operates in partnership with local primary schools to develop and support a range of activities.

Its focus continues to be on developing supportive mentoring relationships between primary school pupils and Sixth form students who give their time and energy to support the program.

During 2020, we developed and sustained a model of online mentoring that has proven to benefit students in need of additional 1:1 support or encouragement to improve their attainment and self-confidence.

You can get involved in delivering fun interactive sessions to primary school students. These sessions are supported by our senior prefects, who greatly benefit from the opportunity to develop their leadership skills and support other students in our local community.

Our Co-Curricular Programme is designed to enable our pupils to extend their aspirations, skills and a range of interests beyond the classroom.

We have lots of available activities including Dungeons and Dragons Club, Robotics, Drama, Music, Combined Cadet Force (CCF) and a wide range of sports, including rugby, lacrosse, football and cricket. However, we are always open to giving staff the freedom to open up new opportunities for our students.

You can discover more about the opportunities you can get involved in on [our website](#).





A Rich History and a Promising Future

Reading School has a rich history and we wish to build on our impressive past and current achievements and successfully realise the school's ambitious development plans.

Founded in 1125 as part of Reading Abbey, Reading School is the tenth oldest school in England. In 1486 the school was refounded by Henry VII as a 'Free Grammar School'. After the dissolution of Reading Abbey in 1539, the School fell under the control of the Corporation of Reading, its status being confirmed by Henry VIII in 1541.

This was reconfirmed in the Royal Charter granted to the Corporation of Reading by Elizabeth I in 1560.

During the Civil War the School was used as a garrison by Royalist forces and in 1665 Parliament, forced out of London by the Great Plague, took over the school house.

After a period of declining numbers, the School was given a renewed lease of life with the passing of the Reading School Act in 1867 which clearly set out its administration and funding.

"Reading School is the tenth oldest school in England."

The new buildings designed by Alfred Waterhouse were opened in 1871. The development of Reading School was strengthened following the 1944 Education Act and the school retained its selective status in 1973 after a petition signed by a third of all voters in Reading.

February 2011 witnessed Reading School converting to Academy status.

Since 2012, there have been improvements to examination results at both GCSE and A Level in addition to the development of a new Refectory, Computer Science facilities and 4 new Biology laboratories and 3 new Chemistry laboratories.

Academic Excellence

Our aim to be a World Class School is shaped by the central importance of academic achievement. We have an outstanding academic track record. Indeed, recent examination results have placed Reading School among the top five performing state schools in the country. In terms of its academic performance, the 'free Grammar School' competes strongly with independent schools costing up to £40,000 per year. For instance, in 2019, 88.6% of Year 13 students were awarded A*- B grades at A Level, with over 25% of candidates achieving at least 3 A* grades. In addition, 71% of candidates gained at least AAB. Furthermore, at GCSE 90.9% of entries were awarded grades 9-7 (47.7% of entries were awarded the highly coveted grade 9 and 76% were awarded grades 9-8) and 100% of pupils gained five grades 9-4 including English and Maths. In addition, 97.6% gained five grades 9-7, 58.9% gained ten grades 9-7 and over 94% of candidates achieved the English Baccalaureate. In 2021, 23 students have been offered places at Oxford and Cambridge Universities. Regularly, over 80% of places are gained at Russell Group Universities. A broad and balanced academic curriculum is one of Reading School's greatest strengths. All students study separate science and a modern or ancient language at GCSE. All students follow a three year KS4 and will be eligible for the English Baccalaureate. The large sixth form of over 360 students offers a wide range of subject combinations covering Maths, Sciences, Humanities, Languages and the Arts.

Building Good Men

Whilst academic excellence is important, Reading School also offers an exceptional all-round education designed to give each student an opportunity to fully explore his talents. The school offers an extensive extra-curricular programme and has an enviable reputation in Music. Students from Year 9 are able to participate in the Combined Cadet Force (CCF) and there is a thriving 'Future Stories' programme through which the School is able to share expertise and resources with Primary Schools. Reading School is especially proud of the development of International Partnerships and since 2012 we have nurtured links with Schools in Australia, New Zealand, Denmark and Kenya. In addition, our students have represented the UK in competitions held in St Petersburg, Hong Kong, Pittsburgh, USA and Sydney, Australia. The myriad of enrichment opportunities offered are only possible through the commitment of staff, support of parents and the generosity of the Reading Foundation and the Old Redingensians Association. Learning beyond the classroom, whether it be on a Geography Field Trip in Iceland or a Cricket tour to St Lucia is a crucial component of the experience of Reading School. Enrichment activities complement and extend the experience of academic lessons. We are fully committed to developing and extending opportunities for students, through the Reading Way. We are committed to both academic excellence and building people of substance.

Pastoral Care

Reading School prides itself on delivering high standards of pastoral care. Each student is a member of a House. Currently there are five houses: County, East, School, West and Laud.

In Year 7, each student has a Form Tutor who is also the Head of House. This system helps Heads of Houses to get to know all students.

The School offers an excellent personal development programme which focuses on nurturing integrity and character. This is supplemented by the work of the Chaplain, Learning Consultant and the Special Educational Needs Co-ordinator.

Therefore, it is true to say that at Reading School we believe in the development of the heart and the head.

Boarding

Boarding is an integral part of the fabric and character of Reading School. The quality of the Boarding experience was judged to be 'outstanding' by Ofsted in March 2020. There are 80 weekly boarders from Years 7-13 in two boarding houses, East Wing and South House. As Reading School is a state school, boarders do not pay tuition fees. The Headmaster is currently Head of Boarding.

Admissions

Students are admitted to the School at the age of 11 and are required to sit entrance examinations. External qualified post-16 students are admitted to the Sixth Form.

Reading School is an academically selective, state school and is oversubscribed. The Governing Body are committed to encouraging increased social mobility through the 'Future Stories' project which seeks to encourage students from disadvantaged backgrounds to apply to sit the Entrance Test.

Facilities and Finance

Situated near the centre of Reading, the School offers good facilities which have undergone improvement recently – a Refectory in 2012, new Computer Science laboratories in 2013, refurbished Lecture Theatre in 2014, Fitness Suite and 7 new Biology and Chemistry Laboratories in 2018.

The School has ambitious plans to develop the site, especially relating to Sports Facilities.

Leadership and Governance

Leadership

The Headmaster, Mr AM Robson, is supported by the Senior Leadership Team, comprising of the Deputy Headteacher, five Assistant Headteachers, Finance Director, Executive Assistant and the Chief Operating Officer. This group meets every morning, with a fuller meeting after school every Monday.

Governance

As an Academy Trust, Reading School is a charitable company limited by guarantee under the overall authority of the Governing Body and the Headmaster. The school site is owned by a charitable trust, The Reading Foundation, established in 1986.

The Governing Body is chaired by Mr Robert Kenwick and comprises 16 Governors who are Directors of the Reading School Academy Trust Company and is served by an effective, experienced Clerk to the Governors.



Reading School is committed to safeguarding and promoting the welfare of children and young people.

The successful candidate must be willing to undergo an Enhanced DBS Disclosure.

How to Apply

Please complete the Teaching Staff application form and submit it, with a cover letter, to:

hr@reading-school.co.uk

or by post for the attention of
The Headmaster, Mr AM Robson

Deadline for applications 20 May with interviews between 23 May and 27 May to suit candidates' availability.

Interviews may be scheduled earlier for early applicants.

If you have any queries regarding this role, please contact:

hr@reading-school.co.uk

or call:

0118 901 5600

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