



The Crypt School

An Outstanding Co-Educational Grammar School and VI Form

Teacher of MFL (Maternity Cover) Spanish with French (between 0.700 and Full Time)

Start Date: 1st September 2025



If you would like any further information on the role, please contact Sharon Bailey, HR on sbailey@crypt.gloucs.sch.uk or T: 01452 530291.

The closing date for applications: Noon, Tuesday 4th March 2025

Interview date: Monday 10th March 2025

The Crypt School is committed to safeguarding and promoting the welfare of children and young people in its recruitment and selection of job applicants and expects all staff to share this commitment.

As part of due diligence, shortlisted candidates will be subject to an online search and the successful candidate will be required to undergo an enhanced DBS check



The Crypt School

An Outstanding Co-Educational Grammar School and VI Form

Message from the Headmaster – Mr. Nicholas Dyer



I am delighted that you are considering applying for this important role here at The Crypt School. I do hope that you find this information helpful and we look forward to receiving your application.

The position of MFL Teacher is an important one for the School: large numbers of students opt for MFL at GCSE, and we offer all three languages at A level. Students go on to study languages at university, including recent successful applications to Oxford and Cambridge.

Founded in 1539 and set in nearly 30 acres of grounds, The Crypt School's vision is derived from its Latin motto, "Floreat Schola Cryptiensis": floreat means "to flourish" and at The Crypt we wish all our students, as well as our staff, to flourish in all that they do. In order to achieve that vision, we strive to create the best possible environment and culture within which our students can learn, develop essential key skills and personal attributes, make friends and enjoy their school lives; equally, we wish for our staff to flourish in their work at school, and always strive to place their welfare at the centre of our work and planning. The School has grown significantly over the last five years, especially since the admission of girls into the main school in September 2018. Today, The Crypt School is Gloucester's only co-educational selective school with a student roll of over 1100. The student body is a diverse, caring and enthusiastic one and our staff are a highly professional, caring and generous group of people who commit themselves fully to the academic, pastoral and extra-curricular life of the School. The School is a vibrant place to both learn within and to work at; it is a place where learning is valued for its own sake, within an environment of strong pastoral care. At the centre of our school life, is a powerful sense of community, where students are supported and encouraged to learn and engage with each other.

Confident, friendly and respectful, the high quality of our student's personal development is remarkable and is one of the greatest strengths of the School.

The School has benefited from significant capital investment over recent years which has enhanced the learning environment for both students and staff alike. Recent projects have included the building of two new teaching blocks and a sports pavilion; the refurbishment of the sports hall and the creation of an outdoor netball and tennis area as well as the creation of a new physics laboratory. We continue the refurbishment of the older parts of the school, and the sixth form centre has recently undergone a major redevelopment, giving enhanced accommodation to our senior students.



The Crypt School

An Outstanding Co-Educational Grammar School and VI Form

In March 2024, the School received an outstanding Ofsted report in all areas and our extra-curricular programme was singled out as being a particular strength. Pupils make exceptionally good use of the extensive range of extra-curricular activities on offer. For example, in MFL, students run a weekly languages society, book club and film club. They attend plays, participate in debates and compete in the many sporting opportunities on offer.

Staff work hard and give generously of their time to the life and wellbeing of the School. Time and money is invested in their professional development, and each member of the teaching staff is equipped with a laptop and iPad; other benefits also enhance the working experience of colleagues at the School (<https://cryptschool.org/explore-our-school/work-with-us/>)

The Crypt School is located just outside of the City of Gloucester in the West of England. Gloucester is known for its 11th century Cathedral and close; for Blackfriars, which is a stunning example of a 13th century mediaeval priory site; the British Waterways Museum, which celebrates the city's industrial past, and now the vibrant Gloucester Quays, which has a selection of shops and restaurants. Gloucester is a vibrant and growing city, and the School is conveniently located close to the City, and close to good road and rail links to Cheltenham and the surrounding region, including Bristol for example.

We recognise the time and thought that goes into an application and we will certainly give yours serious consideration.

If you have any further questions or wish to visit the School prior to sending in an application, please contact Sharon Bailey via sbailey@crypt.gloucs.sch.uk who will be able to assist you.

With best wishes,

Nicholas Dyer



The Crypt School

An Outstanding Co-Educational Grammar School and VI Form

The Appointment

A well-qualified teacher of MFL, with the ability to teach Spanish to KS5 and French to at least KS3 is required, with the ability and enthusiasm to teach across the age range. The ability to teach French to KS4 and KS5 would be an advantage. This is a maternity cover post, and the successful candidate will be fully supported in their role, able to access the School's CLPD programme, and if applicable, the School's ECT training programmes. For the right candidate, there may possibly be the opportunity to extend the contract beyond the initial one year.

In March 2025, the School received an outstanding Ofsted report; however, we must continue to work hard to ensure we meet the academic, pastoral, and wider needs of all the young people within school. The appointee will have the scope to contribute to the wider academic and intellectual development of the School as a whole.

All pupils study either German, French or Spanish at KS3 for 6 hours a fortnight. Schemes of work have been written with the expectation that our pupils will reach grade 5 or higher by the end of Year 9. The department has invested heavily in new KS3 teaching materials that reflect the assessment criteria at GCSE. Pupils have a choice of languages at KS4 and one of our aims is to encourage at least 80% of students to study at least one full-course language at GCSE. Currently French, German and Spanish are offered at A Level.

Older pupils also enjoy access to our Foreign Language Assistants and our focus here is on the effective use of these native speakers in helping pupils to gain confidence and enjoyment in language learning.

The department firmly believes in the importance of extracurricular activities to enrich the provision of MFL at all levels. The department has implemented a range of cultural trips across the key stages and is now looking to initiate exchange programmes. In addition to visits abroad, the department has begun to build up a calendar of cultural events, activities and competitions to motivate and encourage pupils on a day-to-day basis. These take place mainly in lesson time and are further celebrated through cross-curricular citizenship work, displays in the entrance hall and in the school newsletter. All these things will motivate pupils and contribute to the raising of standards through use of the target language and a deeper understanding of the country, its culture and ethos.



The Crypt School

An Outstanding Co-Educational Grammar School and VI Form

The department has also developed an ambitious and varied new programme of study to best prepare students for exam success and the effective use of languages in post-school life. This means that at KS3, the lessons will have already been planned and resourced for you.

The courses followed in different exam year groups from September are as follows:

GCSE: AQA Oxford Kerboodle

A-Level: Hodder A-Level Course

The department has three language classrooms situated together; all have interactive whiteboards. All members of staff are given their own laptop and iPad as part of the School's ICT initiative. Teaching through the medium of ICT is an integral part of the department's approach to language learning.



The Crypt School

An Outstanding Co-Educational Grammar School and VI Form

Job Description Teacher of Spanish with French (Maternity Cover)

| | |
|------------------------------------|---|
| Name | |
| Post | Teacher Spanish with French (0.700 to Full Time) |
| Scale | MPS/UPS |
| Relationships | The postholder is responsible to the Head of Department |
| Purpose | The role of the subject teacher is to provide learning opportunities to which all students can respond with enthusiasm and commitment |
| Duties and responsibilities | Your duties and responsibilities are contained in the "School Teachers Pay and Conditions Document. |

Guidelines for the post of Subject Teacher

- under the guidance of the Head of Department, the subject teacher ensures curriculum coverage, continuity and progression in the subject for all students;
- is responsible for the development of subject specific schemes of work in French and/or Spanish;
- plans lessons with clear objectives for learning outcomes, understands and follows the sequence of teaching and learning in the subject, and effectively communicates such information to students;
- uses appropriate teaching and learning methods to meet the needs of the subject and of different students;
- ensures that there are opportunities for effective development of students' literacy, numeracy and information communication technology skills through the subject;
- uses the school and departmental policies and practices for assessing, recording and reporting on students' achievement, and uses this information to recognise achievement and to assist students in setting targets for further development;
- ensures that information about students' achievement in previous classes and schools is used effectively to secure good progress in the subject;
- sets expectations and establishes clear targets for students' achievement, and evaluates progress and achievement in the subject by all students;
- ensures that there are opportunities for the effective development of students' individual and collaborative study skills necessary for them to become increasingly independent in their work and to complete tasks independently when out of school;
- is aware of the subject's contribution to students' understanding of the duties, opportunities, responsibilities and rights of citizens;



The Crypt School

An Outstanding Co-Educational Grammar School and VI Form

- establishes a partnership with parents to involve them in their child's learning of the subject, as well as providing information about curriculum, attainment, progress and targets;
- ensures that there is a safe working and learning environment in which risks are properly assessed.
- responsible for safeguarding and promoting the welfare of students

As a form tutor the subject teacher:

- plays a key role in supporting, guiding and motivating students;
- monitors academic progress and attendance;
- monitors students' planners;
- liaises with the Head of Year / Head of Key Stage;
- embodies the vision for the school

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. This post will be subject to enhanced DBS disclosure. The Crypt School values the diversity of our workforce and welcomes applications from all sectors of the community.

Please read our **Safeguarding Policy** and **Recruitment, Selection and Disclosure Policy and Procedure** which can be found on our school website by clicking on the link below.

<https://cryptschool.org/explore-our-school/statutory-information/polices-and-forms/>

The Crypt School is an equal opportunity employer, and we value having a workforce as diverse as the city and region we serve. We therefore welcome, develop and promote people from all sections of the community, and we particularly welcome applications from groups who are currently under-represented within our workforce such as from Black, Asian and Minority Ethnic candidates and disabled candidates. The aim of our policy is to ensure that no job applicant or employee receives less favourable treatment because of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

Our recruitment selection criteria and procedures are frequently reviewed to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities and that no applicant or employee is disadvantaged by provisions, criteria or practices which cannot be shown to be justified.

The Crypt School
February 2025