Clifton High School

CANDIDATE INFORMATION

TEACHER OF SPANISH

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BEYOND A SCHOOL, a place to belong

AN INTRODUCTION TO OUR SCHOOL

Clifton High School is future-focused with traditional values. Located in the heart of the beautiful and picturesque Clifton Village in Bristol, we are a mid-sized, all-through, independent school, educating boys and girls aged 3-18 years.

'Realising Individual Brilliance' is more than a tagline at Clifton High School; it is an aspect of education we truly believe in and see exemplified every day. Each child's unique talents and qualities are nurtured and celebrated in ways bespoke to them as an individual.

Clifton High School is renowned for its strong pastoral and family ethos. The safety and well-being of each pupil is our priority, ensuring emotional and personal development is given the same level of importance as academic achievement.

Our community rapport, teacher encouragement and continuous support create an atmosphere where children and young people develop happily and progress successfully. Parents often comment on the excellent relationships between staff and pupils as "relaxed yet always respectful".

JOB DESCRIPTION

Job Title:	Teacher of Spanish
Department:	Modern Foreign Languages
Reports to:	Head of Spanish

PRIMARY PURPOSE OF THE ROLE

The Clifton High School teacher will be articulate and inspiring, confident, stable and supportive, highly able and innovative. They will have stamina, energy and drive, with the ability and determination to attain and maintain very high educational standards and to raise her or his pupils' standards of achievement to the very highest levels.

SAFEGUARDING

All staff at Clifton High will be committed to safeguarding and promoting the welfare of children and young people across this 3-18 school, both in and out of the School. They will also ensure that any volunteers they have engaged to work with the children and young people are also committed to safeguarding and are fully aware of the School's policies and procedures beforehand.

TEACHING REQUIREMENT

A full-time teacher at Clifton High School is currently required to teach 50 out of 60 periods per fortnight. Teachers are guaranteed 15% of their teaching time as non-contact time.

MAIN RESPONSIBILITIES

PLANNING AND SETTING EXPECTATIONS

The teacher will be able to:

- Demonstrate an excellent ability to plan
- Prepare lessons and sequences of lessons with clear objectives to ensure successful learning by all pupils
- Set consistently high expectations for pupils in work completed in class and at home
- Plan her/his teaching to ensure it builds on the current and previous achievement of pupils
- Think creatively and imaginatively to anticipate and solve problems and to identify opportunities
- Make full use of the additional opportunities for curriculum enrichment in the wider school environment

TEACHING AND MANAGING PUPILS' LEARNING

The teacher will be able to:

- Demonstrate an excellent ability to teach, manage pupils and maintain discipline
- Understand and use the most effective teaching methods to achieve the learning objectives in hand
- Display flair and creativity in engaging, enthusing and challenging groups of pupils
- Use questioning and explanations skilfully to secure maximum progress
- Quickly understand pupils' perceptions and misconceptions from their questions and responses
- Develop pupils' literacy, numeracy and ICT skills as appropriate within their phase and context
- Provide positive and targeted support for all pupils, including those who have special educational needs, are very able or lack confidence
- Maintain respect and discipline and be consistent and fair

ASSESSMENT AND EVALUATION

The teacher will be able to:

- Demonstrate an excellent ability to assess and evaluate
- Use assessment as part of their teaching to diagnose pupils' needs
- Use assessment to set realistic and challenging targets for improvement
- Use assessment to plan future teaching

PUPIL ACHIEVEMENT

The teacher will be able to:

- Demonstrate the ability to achieve excellent results and outcomes
- Demonstrate that, as a result of their teaching:
- Pupils show consistent improvement in relation to prior and expected attainment
- Pupils are highly motivated, enthusiastic and respond positively to challenge and high expectations
- Pupils exhibit consistently high standards of discipline and behaviour

MAIN RESPONSIBILITIES CONTINUED

KNOWLEDGE AND UNDERSTANDING:
The teacher will know and understand:

- What constitutes excellence in teaching and learning
- How to make use of recent research findings and theories about the different types of intelligence and how children and young people learn

They will have:

- Highly developed teaching skills
- Excellent subject knowledge
- Up-to-date knowledge of ICT and the new technologies and will use them effectively to enrich their teaching and to improve learning

COMMUNICATIONS: RELATIONS WITH PARENTS AND THE WIDER COMMUNITY
The teacher will be able to:

- Demonstrate a consistent record of positive parental involvement in learning and a generally high level of satisfaction

RESPONSIBILITY FOR:

MANAGING OWN PERFORMANCE AND DEVELOPMENT
The teacher will be able to:

- ·Keep up to date in theirsubject(s) and/or specialism(s)
- ·Improve their teaching through evaluating her or his own practice in relation to pupils' progress, school targets and inspection/review evidence
- ·Achieve challenging professional goals
- ·Participate very effectively in professional development, taking responsibility for their own professional development.
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MANAGING AND DEVELOPING STAFF AND OTHER ADULTS
The teacher will be able to:

- Provide clear feedback, good support and sound advice to others
- Analyse teaching and understand how improvements can be made
- Have highly developed interpersonal skills, which allow them to be effective in a wide range of learning situations

MANAGING RESOURCES
The teacher will:

- **Know how to plan and prioritise their own time and actions effectively**
- **Ensure that resources are used to their best advantage**

STRATEGIC LEADERSHIP
The teacher will:

- Provide a role model for pupils and other staff through their personal and professional conduct
- Be highly respected and able to motivate others

PERSON SPECIFICATION

Skills and abilities	Essential • Good interpersonal skills • Ability to communicate effectively, both orally and in writing • Excellent high level ICT skills • Excellent subject knowledge
Experience	Essential • Proven experience of recent and successful teaching of the subject • Ability to teach subject to A level
Qualifications and professional development	Essential • Degree and QTS
Personal qualities and competencies	Essential • Commitment to the Safeguarding of our pupils • Willingness to undertake training as required • Adaptable and flexible • Flexibility to undertake any other responsibilities as many be reasonably required by the Head of School commensurate with this post • A willingness to be involved in the wider life of Clifton High School
Attitudes and outlook	Essential • Boundless energy and vision • Ability to work under pressure and a capacity for hard work • Ability to appreciate the needs of the whole school • Positive and proactive approach to continuous improvement • Ability to work as a member of a team

CLIFTON HIGH SCHOOL AS A BUSINESS

Just like other independent schools, Clifton High School is a business.

Our product is a high-quality, desirable education. To ensure we continue to provide the education and experience we are so passionate about, our business must be successful. This is largely down to fees; securing future pupils, retaining families, as well as maintaining and building upon the reputation we uphold.

Our parents are our customers, each making large financial and emotional investments in our School. As such, all employees are representatives of the School and play a part in its success.

With a flourishing and affluent Bristol population, the demand for an independent education is strong and highly competitive. To illustrate this, there are more independent schools within the city and its outskirts than anywhere else in the country, other than North London.

Clifton High School has learnt never to be complacent but to strive to keep competitive and ahead of the game. Our unique offering, together with co-curricular activities and personal and social development, is emphasised alongside academic excellence. Parents very much value this. Indeed, it is an important reason why they choose us.

Competition to attract pupils is high, and as such, we seek to appoint and retain staff of the highest calibre who act as ambassadors for the School, embracing and reinforcing our ethos and values.

BEING A CLIFTON HIGH SCHOOL EMPLOYEE

Working at Clifton High School involves a commitment to the vision, culture and heart of the School. All staff members work with colleagues to ensure that the School fulfils its aims.

Our pupils are fun, inquisitive, enthusiastic and rewarding. Staff are expected to share and champion this passion for bringing out the best in each one of them. Classes are small, allowing staff to not only strive to achieve the highest standards but also to make a significant contribution beyond them. All staff enrich and strengthen the wider life of the School by undertaking duties, offering and supporting activities or clubs. As role models for our young people, they are encouraged to show planned and focused career development.

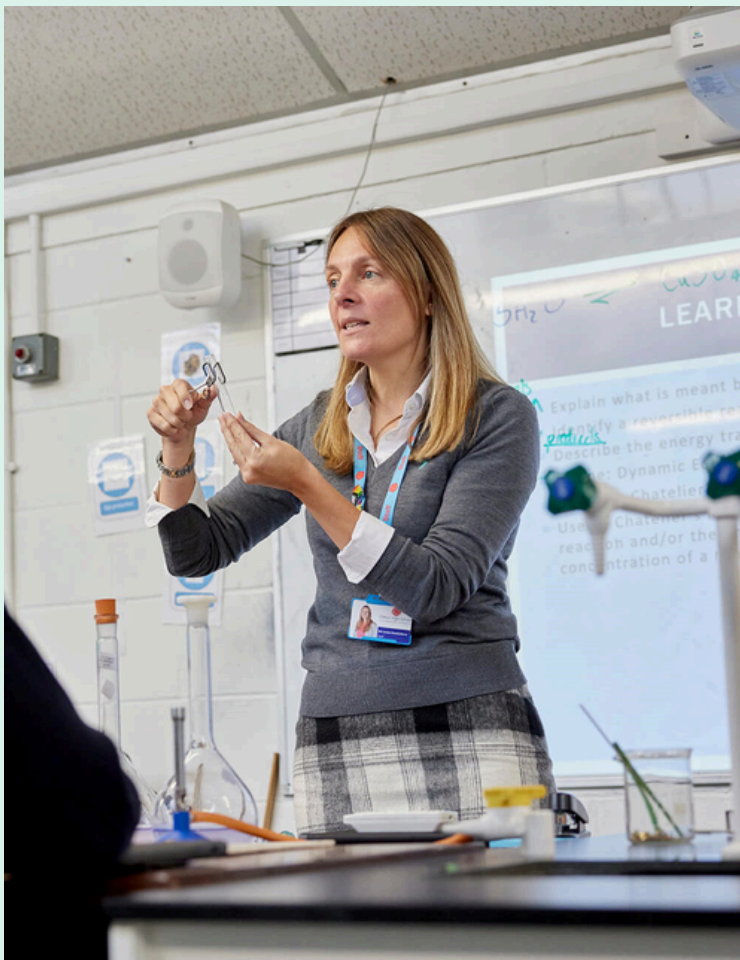
Focusing priority on excellence in the teaching and learning of our young people, as well as their personal development, staff are also encouraged to learn new skills and advance their own professional growth. Whilst Clifton High School encourages its young people to acquire skills, its staff must also lead by being open to new skills and knowledge.

We very much hope every individual, whether part of teaching, support, business administration or otherwise, to feel they belong to our Clifton High School community, sharing our common goal of the health, safety, well-being and education of our young people at its core.

'Realising Individual Brilliance' is not just for the pupils, but for everyone at Clifton High School.

What do we have to offer you?

- A committed and supportive staff community
- Motivated children with a desire to learn
- A drive to change and be better
- A culture of high ambition and excellent pastoral care throughout the school
- A history of embedded excellent best practice
- A creative and inspiring ethos with School values that our children and staff members carry with them for life
- Strategic, committed and supportive leaders
- Regular support and training to update skills
- Healthy and nutritious two-course lunch during term times
- 'School Fee Discount Scheme' for permanent staff members
- Regular staff socials



OUR VALUES

CURIOSITY

We educate our young people to be informed, inquisitive individuals with the ability and knowledge to use the art of questioning to explore the development of new, independent ideas. This, in turn, instils in them confidence and a lifelong love of learning.

EMPATHY

The consideration of alternative perspectives is something we encourage in our pupils. It enables them to go out in the world with a desire to make positive change, through kindness, respect and understanding.

EMPATHY

Relationships are enhanced when the value of love, for oneself and others, is achieved. This is something we encourage in all pupils, alongside a love of the planet we live on, the natural world around us and a passion for preserving it.

DIRECTION

We constantly support pupils to strive for ambition through a commitment and dedication to achieve personal goals that provide individual and personal direction, give purpose and drive motivation.

OUR STRATEGIC AIMS

At Clifton High School our strategy identifies six key areas that form the basis of our future:

- Pastoral Heart
- One School, One Team
- Beyond Academic Excellence
- Strong Community
- Secure and Successful
- An Environment to Thrive

Clifton
High
School

THANK YOU FOR YOUR INTEREST IN WORKING AT CLIFTON HIGH SCHOOL