

Teacher of Modern Languages English & Languages Department

Full Time



Applications open: 01 March 2024
Interviews week beginning: to be confirmed
Start date: 15 August 2024

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About the School

Hamilton College is a non-denominational Christian Independent school for children and young people from the ages of 2-18. The school encompasses Nursery, Junior and Senior levels generating a truly 'family' atmosphere for the individual as they journey through the school.

We provide a challenging, inclusive education for all, with class numbers restricted to ensure that adequate time and provision is accorded to the individual pupil. This philosophy promotes excellence in the individual in their preferred areas of learning. Our Vision and Purpose underpin all that we aim to do at Hamilton College.

Our Vision is that by inspiring children, together we can change their future, shape society, and make an impact on our world.

Our Purpose is to be a centre of excellence in education, where children are encouraged to develop their own unique pathways preparing them for life and work and to excel in a changing future.

The school sits in 17 acres of grounds comprising woodland, sports fields and recreation areas and benefits from stunning views over Hamilton Park Racecourse towards Strathclyde Country Park.

Academic

We are very proud of our academic standards and our learners perform consistently and significantly above national averages at all levels throughout the school. In the Junior School, learners' progress exceeds national expectations at each stage and in the Senior School, our SQA results regularly show that we add significant value to our learners' educational progress.

Uniform

We insist on high standards in all areas of school life, including learners' appearance and school uniform. A smart and tidy uniform helps us to instil pride in the school and Our Ethos, promote a positive work ethic, support positive behaviour, maintain good discipline, and foster a spirit of partnership among learners, as well as contributing to school security and personal safety.

Behaviour

We expect learners to respect the school, each other and themselves and treat others in the way they would like to be treated. Respecting the Whole School Behaviour Code helps to create a safe, pleasant learning environment where each pupil can achieve their best and fulfil their potential.

Student Councils

There are Student Councils in Junior School and Senior School with each class having its own Student Council Representatives who are voted for by their peers. Monthly Student Council meetings, providing feedback to the Senior Leadership Team on issues concerning learners, help to ensure the Pupil Voice is heard.

Christian values underpin everything we aim to do in the school.

GRACE • CONFIDENCE • WISDOM • INNOVATION • COMPASSION • REFLECTION

Grace

We aim to be humble, generous, and polite. To give willingly without expecting anything in return. To be aware of the consequences of our actions. To trust and forgive, valuing friendship and service.

Confidence

We aim to be determined. To always do our best and celebrate achievements. To develop our communication skills so that we can express ourselves clearly and articulately. To work well independently and as part of a group.

Wisdom

We aim to make responsible decisions founded on sound knowledge, considered understanding, and informed evaluation. To be balanced, expressing our views assuredly, while respecting other beliefs and opinions.

Innovation

We aim to ask difficult questions and try new things. To dare to be different. To find joy in our learning, and to inspire others. To keep trying when things get tough and to work hard, actively seeking help when we need it.

Compassion

We aim to be caring, empathetic and respectful. To be a welcoming and supportive family which contributes to local, national, and international communities. To be principled, honest, and fair.

Reflection

We aim to consider our strengths with self-awareness, while learning from our mistakes. To know ourselves, considering our relationship with God and with the wider world. To listen, think, and use our experiences to advise and support others.

The English & Languages Department

We are seeking an enthusiastic professional who will be a Teacher of Modern Languages within the Department. We welcome applications from teachers of French with Spanish or German to apply for this position. This opportunity has arisen as a long serving member of staff is retiring. The English and Languages Department has grown over the years, and we are looking for the right person to maintain the growth in this area of the school help the Department to take it forward. We seek someone who will inspire, develop, and instil confidence in our learners in their languages. We welcome applications from applicants who are passionate about their subject and who mirror the values of our school in their lessons with learners.

The successful applicant will be expected to deliver BGE languages to Nursery to S2, National 5 (French, German/Spanish) and Higher (French, German/Spanish), Advanced Higher (French/German/Spanish).

The Department has the responsibility for

- English
- Latin
- French
- German
- Spanish

The staffing within the department at present is as follows:

- English - 4 FTE (Including Head of Department)
- Modern Languages 3 FTE (Including PT Pastoral)
- Latin 0.3 FTE

Languages Curriculum

Broad General Education

Nursery through to J4 have one period (40 minutes) of languages per week.

J5 to J7 have two periods of languages per week.

S1 and S2 choose to do French or German as their main language and have 4 periods per week. In S2 one of these periods is an introduction to Spanish.

National Levels (4 & 5)

Learners have 4 periods a week in S3 and S4 to work towards their National 5 courses. As part of our core subjects, we ask learners to take a languages to S4.

Highers

Learners have 7 periods a week working towards their Higher courses.

- Higher French

- Higher German
- Higher Latin



Advanced Higher courses are taught bi-level with Higher however where possible a tutor period can be added to the timetable for some 1:1 support.

Job Description

Teacher of Modern Languages

Particular Duties

In order to fulfil the defined role for this post, the postholder will be required

- To make an effective contribution towards meeting and upholding the Vision, Purpose, and Values of Hamilton College.
- To provide a range of consistently well-planned, stimulating lessons which engage all learners, and which help them to achieve the highest possible standards of attainment.
- To provide effective coverage of course content for each class as set out in department syllabus and schemes of work and as advised by the Head of English and Languages.
- To provide and promote effective teaching approaches.
- To provide and promote challenge and support in learning, well suited to learners' individual abilities and needs, while working as appropriate within the English and Languages Department.
- To participate in the department programme for assessing, recording, and reporting learners' progress and attainment as required by the Head of English and Languages.
- To participate in department and whole-school approaches to systematic self-evaluation and quality improvement as required by Head of English and Languages.
- To contribute to department and/or whole school improvement groups and projects and undertake any other duties reasonably required by the Head of English and Languages.
- To be accountable to the Head of English and Languages for the performance of main duties and objectives.
- To make reports on any aspect of the work as requested by the Head of English and Languages and advise them about requirements, successes and concerns associated with main duties and objectives.
- To contribute to the school's co-curricular program.

- To take all reasonable steps to ensure the safety and welfare of learners and staff, act as form teacher, undertake pastoral support as requested by the Senior Leadership Team.
- To take all reasonable steps to protect and maintain the fabric of the School buildings and the School estate.
- To promote a positive, high profile for the department and the School with learners, staff, the Staff Council, parents, other schools, and key support agencies.
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- To maintain a strategic overview of the work of the department, give direction and support to learners and staff as required, promote appropriate links with the Junior School and advise the Head of English and Languages about requirements, successes, and concerns.
- To act as Form Teacher and undertake pastoral work as requested by the Head of English and Languages.
- Teaching Languages from Nursery to S6. To provide teaching that is marked by high, but realistic, expectations and which promotes a joy in learning that forms a sound foundation for learners' continuing achievement in later life.
- To make good use of all available accommodation, resources, and facilities, including ICT.
- To undertake a programme of professional development as agreed with the Head of English and Languages.
- To make effective use of the accommodation, resources, and facilities within the department.
- To contribute to the administration of the department as requested by the Head of English and Languages.

Specific Objectives

Ethos

- To make an effective contribution towards meeting the aims of Hamilton College and upholding its ethos.

Health and Safety

- To take all reasonable steps to exercise a duty of care and ensure the safety and welfare of learners and staff.

School Profile

- To promote a positive, high profile for the School with learners, staff, and suppliers.

Professional Review

- To undertake a programme of professional development as agreed with your line manager and the Senior Leadership Team.

Resources

- To make effective use of the accommodation, resources, and facilities.
- The list given above is illustrative rather than exhaustive and the postholder may be expected to undertake other similar duties at the discretion of Head of English and Languages.

Person Specification

Essential Attributes

Education Qualifications and Training.

- A teaching qualification in the relevant subjects.
- Registration with GTC Scotland.
- Member of the PVG scheme.

Skills Knowledge and Competencies

- A thorough knowledge of the relevant curriculum.
- The ability to motivate and lead learning.
- Willingness to contribute to one's own professional learning.
- Good organisational skills.
- The ability to use digital tools to support excellent learning and teaching.

Experience

- Experience of working successfully with young people.
- Ability to motivate and inspire learners.

Other

- Committed to teaching and to the welfare and safeguarding of learners.
- Effective communication skills.
- Interest in development of courses.
- Enthusiasm for teaching your subject area.
- Committed to upholding the School's Vision and Values.

Desirable Attributes

Education Qualifications and Training.

- A teaching or coaching qualification in another area of the school that could contribute to co-curricular activities.

Skills Knowledge and Competencies

- Experience of marking National Qualifications for the SQA
- Be a Microsoft Educator or have equivalent experience in learning platforms.

Experience

- Experience of being involved in leading school educational visits.

Other

- Willingness to lead whole school assemblies.
- Willingness to sit on school improvement groups.