

Teacher of Modern Languages English & Languages Department



Permanent/Full-time & Part-time

Applications open 9 May 2025 - 19 May 2025
Interviews week beginning 26 May 2025
Start date: 13 August 2025

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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 also benefits from stunning views over Hamilton Park Racecourse towards Strathclyde Country Park.

Academic

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

Uniform

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

Behaviour

We expect pupils 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 God-given 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 pupils, 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 & Language 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, German, Spanish to apply for this position. We are open to applications for full time or part time. 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 and help the faculty 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 and Higher, Advanced Higher. It is desirable but not essential to have a dual qualification in languages.

The Department has the responsibility for

- English
- Latin
- French
- German
- Spanish

The staffing within the department at present is as follows;

- English - 5 teachers including Head of English and Languages
- Languages - 4 Teachers

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 study 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.

- National 5 French
- National 5 German
- National 5 Spanish

Highers

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

- Higher French
- Higher German
- Higher Latin
- Higher Spanish (2026)

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 responsible for:
- 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 faculty syllabus and schemes of work and as advised by the Head of English & Languages.
- To provide and promote effective teaching approaches.
- To provide and promote challenge and support in learning, well suited to pupils' individual abilities and needs, while working as appropriate within the English & Languages faculty.
- To participate in the faculty programme for assessing, recording and reporting pupils' progress and attainment as required by the Head of English & Languages.
- To participate in faculty and whole-school approaches to systematic self-evaluation and quality improvement as required by the Head of English & Languages.
- To contribute to faculty and/or whole school working groups and projects and undertake any other duties reasonably required by the Head of English & Languages or SLT.
- To be accountable to the Head of English & Language for the performance of main duties and objectives.
- To make reports on any aspect of the work as requested by the Head of English & Languages and advise her 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 pupils 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 College buildings and the College estate.
- To promote a positive, high profile for the department and the College with pupils, staff, the Staff Council, parents, other schools and key support agencies.
- To promote a positive, high profile for the faculty and the school with pupils, staff, the Staff Council, parents, other schools and key support agencies.
- To maintain a strategic overview of the work of the faculty, give direction and support to pupils and staff as required, promote appropriate links with the Junior School and advise the Head of English & Languages about requirements, successes and concerns.
- To act as Form Teacher and undertake pastoral work as requested by the Head of English & Languages and SLT.
- Teaching a modern language to Nursery, Primary and Senior School pupils. To provide teaching that is marked by high, but realistic, expectations and which promotes a joy in learning that forms a sound foundation for pupils' 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 & Languages and SLT.
- To make effective use of the accommodation, resources and facilities within the faculty.
- To contribute to the administration of the faculty as requested by the Head of English & 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 pupils and staff.

College Profile

To promote a positive, high profile for the College with pupils, 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

Education Qualifications & Training

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

Skills Knowledge & 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 pupils
- Ability to lead co-curricular activities

Other

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

How to Apply Teacher of Modern Languages

This position is suitable for experienced teachers who are GTCS registered, or eligible to do so. Membership of the Protection of Vulnerable Groups Scheme will be required. We welcome applications from teachers of French, German, Spanish to apply for this position.

You may apply for this position by sending a completed application form, together with a covering letter of application addressed to Richard Charman, Headteacher, with details of relevant skills, experiences, and aptitudes, explaining reasons for applying, to Lorraine Logan, PA to the Headteacher, on hcapplications@hamiltoncollege.co.uk.

The application pack for this post can be found at Vacancies | Hamilton College. The Headteacher is happy to have an informal telephone conversation with interested candidates, and this can be arranged through emailing hcapplications@hamiltoncollege.co.uk.

An offer of employment will be subject to receiving two satisfactory references, proof of right to work in the UK and a clean report from Disclosure Scotland PVG scheme.

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