

READING SCHOOL  
VACANCY INFORMATION PACK

# Head of Modern Foreign Languages





# 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 focuses on growth and development. Our core 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 personal best.

**Chris Evans**  
**Headmaster**

We have an exciting opportunity for a passionate, dedicated and innovative Head of Modern Foreign Languages to lead our thriving department. If you are passionate about languages, have a visionary mindset and are ready to inspire both students and colleagues, we would encourage you to apply.

Here at Reading School, we do not only teach languages, we explore the culture and context of each of the languages our students study, reaching students through the festivals, customs, film and literature.

The successful applicant will be joining a highly supportive and collaborative department, which offers French, German, Mandarin and Spanish. The department currently consists of a mixture of seven full-time and part-time staff, several of whom able to offer more than one language. Most years we also have an additional Mandarin support teacher from China.

The key elements of this role are:

- Managing and supporting the team
- Shaping and leading the curriculum
- Engaging and supporting students
- Planning strategically to ensure continued success.

Our ideal candidate will have proven experience of the above.

We believe that learning languages supports neuroplasticity, enriches self-awareness and broadens students' horizons. The Senior Leaders and Governors of the school are therefore committed to sustaining the broadest possible range of languages and promoting these at each Key Stage.

We expose our students to as many languages as we can and let them choose their own linguistic pathway. As a result, currently, all students study French, German and Spanish (and Latin) for the whole of Year 7, having two 45-minute lessons per fortnight per subject. Taster sessions of Mandarin are introduced during Term 1 of Year 7, after which 25-30 students will switch from a modern foreign language to Mandarin, as part of the Mandarin Excellence Programme. In Year 8, students chose which two languages to specialise in and enjoy three 45-minute lessons per fortnight in each language.

In Key Stage 4 at least one language option (from French, German, Latin, Mandarin and Spanish) is compulsory for all students, and many chose two.

Whilst numbers opting for A Level French, German and Spanish at A Level are small (typically between three and seven students in each language), these numbers are stable and viable, and generous teaching time of 12 periods per fortnight is afforded to each.

The curriculum at all levels is supported by online text books on Kerboodle, as well as This Is School at KS4 and 5. Students benefit from a vibrant programme that supports our curriculum including:

- Theatre trips to watch plays in the target language
- Museum, escape room and restaurant trips
- Football tournaments in the target language with national strips
- Teacher led trips abroad, typically for years 7-9
- Exchange programmes with schools in France, Germany and Spain, typically Year 10 and 12
- Year 12 work experience abroad
- Conferences and connections with other local schools with whom we enjoy collaborative activities e.g. debates, workshop and day conferences

At Reading School, we have a clear educational philosophy and a deeply rooted commitment to social mobility. In all we do we seek to nurture character and develop academic excellence, and we know that what we do really matters. More than 10% of our Year 7 students come from disadvantaged backgrounds and we are proud of the difference that we make. In 2023, the school was rated the Sunday Times South East State School of the Year.

We are a short 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.

This is a permanent position starting in September 2024.

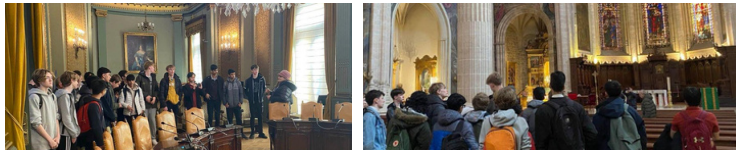
**Salary: M1 to UPS3 (RSTP 1 to 9) with TLR 2b**

**Deadline for Applications: 9am, Friday 17 May**

**Interviews are anticipated to take place on Thursday 23 May.**

**Details for how to apply can be found [here](#).**





## What can we offer you...

- A vibrant and positive team of subject specialists dedicated to collaboration.
- Generous holiday and a 'Reading Week' in Michaelmas Term to support staff wellbeing and maximise the value of time in the classroom.
- A timetable that gives generous teaching time to A Level and GCSE classes .
- Generous staff absence policy: 6 days term time release for CPD and experienced in-house Cover Supervisor team to support absence.
- A vision for the future of education which values the whole student and promotes character and leadership as much as academic excellence
- 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.
- An absolute commitment to growing and developing all of our staff, encouraging both personal and professional development. Outstanding CPD opportunities: networks with other schools and dedicated time to visit.
- Exceptional students who are motivated, interested and able.
- Opportunities to innovate and lead extra-curricular or pastoral projects if desired.
- A supportive, proactive and knowledgeable governing body and associate staff team.
- A school where you can really make your mark and where you will feel valued.
- International connections and partner schools in Kenya, New Zealand, Denmark and South Africa.
- Private Health Medical Insurance (employee contributed, competitive corporate rate).
- Free on-site car parking near central Reading and walking distance of Reading Station.
- Free use of on-site fitness suite.
- Annual eye care for regular DSE users.
- Access to Ride-to-Work and Technology schemes.
- Potential for single occupancy accommodation on-site.

## *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 character excellence 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.

Electives are an integral part of our ambitious curriculum intent that seeks to develop excellence and build people to be 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 programme is based around opportunity, intellectual curiosity, cultural capital, nurturing of skills and application of knowledge, wellbeing and collaboration.

We run 100 Electives per week, timetabled in Period 7 daily and staff are encouraged to contribute in areas of interest.



Reading School's Future Stories programme 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 programme.

We have also 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 students to extend their aspirations, skills and a range of interests beyond the classroom.

We have numerous 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 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 Biology laboratories and 3 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 ten performing state schools in the country. In terms of its academic performance, the 'free Grammar School' competes strongly with independent schools costing up to £45,000 per year. For instance, in 2023, 90.1% of Year 13 students were awarded A\*- B grades at A Level, with over 20% of candidates achieving at least three A\* grades. Furthermore, at GCSE 88.3% of entries were awarded grades 9-7 and 100% of pupils gained five grades 9-4 including English and Maths. In 2022, 49 students were offered places studying at Oxford and Cambridge Universities, medical school, veterinary medical school, or Ivy League Colleges. In January 2023, 23 students have been offered places at Oxford and Cambridge. 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. We were awarded the accolade of State Secondary School of the Year 2023 (South East Region) by the Sunday Times.

## Building Character

Whilst academic excellence is important, Reading School also offers an exceptional all-round education designed to give each student an opportunity to fully explore their talents. We also value character excellence as evidenced in July 2022 when we were awarded the 'Character Education Kitemark Plus' by the Association of Character Education (ACE) and we are a Regional Hub of Character Excellence. 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 a Year 8 trip to Finland or Iceland or a Rugby tour to Japan 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 experienced Special Educational Needs Co-ordinator and a Transition Lead.

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. There are 87 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 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 opportunities and promote social mobility through the 'Future Stories' project which seeks to encourage students from all 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, 7 new Biology and Chemistry Laboratories in 2018 and refurbished Physics Laboratories in 2022.

The School has ambitious plans to develop the site, especially relating to Sports Facilities and a Sixth Form Centre.

# Leadership and Governance

## Leadership

The Headmaster, Chris Evans, is supported by the Senior Leadership Team, comprising of the Deputy Headteacher, five Assistant Headteachers, Finance Director, Executive Assistant and the Head of Operations and Projects. This group meets every morning, with a strategic 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.



In order to conform with our Safer Recruitment process, all applicants must complete an application via our recruitment portal. Links to the portal can be found on our website:  
<https://www.reading-school.co.uk/vacancies>

We do not accept stand-alone CVs.

Deadline for Applications: **9am on Friday 17 May.**

Interviews are anticipated to take place on **Thursday 23 May.**

Application Forms will be reviewed on receipt.

Early application is advised as we hold the right to close the application process early if a suitable applicant applies and is appointed.

Safeguarding guidelines look to references being obtained prior to interview. Please ensure any referees who you are happy for us to contact before interview are aware that they may be asked to provide a reference with a relatively short deadline.

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. Full details of our Safeguarding - Staff Recruitment Policy and Data Policy can be found on [our website](#).

Reading School seeks to create a diverse workforce. We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

If you have any queries regarding this role, please contact:  
[hr@reading-school.co.uk](mailto:hr@reading-school.co.uk)

or by telephone:  
0118 901 5600



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