



WESTONBIRT
SCHOOL

HEAD OF MFL

- CANDIDATE PACK -



WELCOME FROM DINA POROVIC

A very warm welcome to Westonbirt!

We are so much more than a school. We are driven by an unshakeable commitment to enabling young people to flourish and thrive in all aspects of their lives. We believe in nurturing individuals who grow up knowing their own worth and the positive impact that they can make. We are guided by a deep belief in the endless potential of every child, which underpins our pursuit of excellence and the high expectations that we have of them.

We model for our pupils a collective lifelong commitment to learning. We are ambitious for and on behalf of them. Intellectual curiosity and an appreciation of the beauty and fragility of this world underpin the approach we take to ensure that the experience of learning is relevant and inspiring. Set within an extraordinary natural environment, Westonbirt offers space to think and to create. This freedom allows pupils to challenge themselves without fear, understanding that growth comes not from the pursuit of perfection, but from effort, reflection and resilience. Individuality is celebrated and pupils develop confidence that is grounded and authentic.

Life at Westonbirt extends far beyond the classroom. Whether through sport, music, drama or creative pursuits, whether leading or learning a new skill, pupils are encouraged to push beyond known horizons and challenge their pre-conceived limitations. They are supported by exceptional staff who are invested in ensuring every child is known, valued and guided to become the very best version of themselves and to experience success.

Westonbirt is a community bound by shared values and a fierce sense of loyalty. We aim to develop young people who are compassionate and courageous, ready not only for university or the next stage of their education, but for exciting, fulfilling and productive lives well beyond their school years. While we are proud of the outcomes our pupils achieve, we measure our success by the stories they create and the good they go on to do in the world.

If our vision and commitment to young people inspires and excites you then I very much hope that you will consider applying. A warm welcome in the most beautiful setting awaits you!



Dina Porovic
Head



THE OPPORTUNITY

Westonbirt School is looking for a talented teacher and leader who has the vision and experience to take one of the school's departments into its next exciting chapter in the role of Head of MFL. We are looking for a candidate who has the skills and ability to manage and lead a well-resourced Department of dedicated teachers. They should also be passionate about their subject and have the ability to teach French and Spanish up to A-Level.

The successful candidate will demonstrate effective academic leadership, maintain and promote high-quality teaching and learning, support pupil progress, deliver excellent learning experiences in and beyond the classroom, and play an active role in the wider School community.

The Modern Foreign Languages Department:

The Modern Foreign Languages department plays a central role in school life on several fronts, and is committed to instilling a love of languages in all students. It is vibrant, proactive, and consistently achieves excellent examination results across all key stages. We deliver AQA French and Spanish at GCSE and A Level, offering a structured and vibrant curriculum that develops students' confidence and skills in speaking, listening, reading, and writing.

The department promotes a strong international outlook and encourages students to develop a deeper understanding of French and Spanish-speaking cultures around the world. This is achieved through exchange programmes with partner schools, residential trips and cross-curricular initiatives. These experiences bring languages to life for students in the real world beyond, equipping them for both academic success and personal growth

HOURS, SALARY & BENEFITS

Full time position, starting in September 2026

Salary: An attractive salary & benefits package will be provided.

Benefits:

- Defined pension contribution 15%
- Means tested staff discount
- Complementary lunch
- Access to the group's counselling scheme
- Personal accident cover at work
- On site parking
- Pre-paid shopping discount card
- Cycle to work scheme

If you need any adjustment for the application or interview process please contact:

HR@westonbirtschool.uk

APPLICATION & KEY INFO

Applicants should complete the school's application form [- link here](#)

The application form may be accompanied by a covering letter of no more than one page.

The closing date for applications is 12pm on Monday 11th May 2026.

Applications will be reviewed as they are received, and we will organise interviews as we receive applications. Prompt application is encouraged.

Westonbirt Schools are committed to safeguarding and promoting the welfare of children. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers, reference and medical checks and the Disclosure and Barring Service.

Wishford Education is an equal opportunities employer and welcomes applications from all backgrounds. Appointments will be made solely on merit and will be made without regard to age, disability, gender, nationality, race, colour, ethnicity, or religion.



JOB DESCRIPTION

Academic Leadership

- Articulate and deliver a clear strategic vision for the MFL Department, ensuring buy-in from colleagues.
- Ensure high quality teaching, learning and academic outcomes across all year groups in the department; be a driver of research-informed pedagogy across the school alongside other key HODs.
- Review, plan and map a rigorous KS3 learning journey that is knowledge-rich, coherent and well-sequenced; that takes learners on a seamless journey from beginner to mastery, connecting to both KS2 and KS4.
- Plan a rigorous assessment journey for all pupils that promotes learning.
- Oversee all other aspects of curriculum (KS3-5), assessment, and pupil progress (including feedback and reporting).
- Lead inclusive provision, including SEND and wider inclusion strategies.
- Lead on academic data and tracking ensuring appropriate curriculum change and interventions where necessary.
- To lead, develop and enhance the teaching practices of others, including participation in Performance Management/appraisal processes.
- Lead the department self-review/evaluation process and constantly strive to improve provision for staff and pupils.

Management and Department Leadership

- Lead, support, and develop a team of MFL teachers.
- Foster a collaborative, open-door culture that encourages observation, critical-friend style feedback and professional development.
- Ensure academic documentation such as SOL, curriculum overview and other subject 'infrastructure' is in place for staff and pupils accordingly.
- Manage staffing, recruitment, and liaison with senior leadership/HR.
- Oversee departmental operations, including budget, resources, and facilities.
- Maintain a visible presence in the department and contribute to wider school life.

Teaching and Learning

- Planning and preparing lessons that are challenging and suitably adapted to the needs of the learners in the class.
- Marking and moderating of work according to school guidelines.
- Assessing, recording and reporting on the development, progress and attainment of pupils.
- Organising and participating in academic enrichment and extra-curricular activities, including trips.
- Contributing to the development of the department's provision in and beyond the classroom.

Key Events and Academic Calendar

- To attend parents' evenings, open mornings and where appropriate to the role, or delegated by the DHA, information evenings and other events as required.
- Support relevant outreach events with feeder schools.
- Support other key school events, such as performances, extracurricular trips and activities week trips.
- Attend all calendared INSET days.

Continuing Professional Development

- Commitment to maintaining excellent subject knowledge and staying abreast of curriculum and pedagogical developments within the subjects they are employed to teach.
- Support department members and others with professional learning whenever possible.

Parents

- Ensure good and timely communication is maintained with parents of pupils, this should encompass areas such as progress, attitude, behaviour and expectations as well as trips and organisational matters.
- Report home as part of the school reporting cycle about the progress, effort and attainment of pupils.



JOB DESCRIPTION

General Duties

- Act as a form tutor for a group of students, monitor their individual wellbeing and academic progress and maintain strong relationships with them and their parents/guardians.
- Attend assemblies and deliver content during tutor periods as directed by the pastoral team.
- To contribute to boarding life through the evening and weekend programme.
- Ensure the safe and appropriate behaviour of students outside of lessons.
- Raise issues with Heads of Year or the safeguarding lead according to school policy.
- Lead extra curricular activities and show a commitment to the development of the whole child.
- Respond in a timely and thorough way to requests for information about the progress and attitude of pupils both to parents and staff as required.
- Uphold school values and promote the school on a local, national and international level as appropriate.
- Be aware of and comply with health and safety policies, legislation and best practice.
- To work within the school procedures and codes of practice.
- Attending and participating meetings arranged for purposes of any of the above.
- To undertake such other duties as required by the Senior Leadership Team.

PERSON SPECIFICATION

The successful candidate will have the following skills, experience and qualities:

Skills:

- Committed to deliver outstanding teaching based on exceptional subject and pedagogical knowledge.
- Excellent communication skills and ability to build relationships with pupils, parents and colleagues.
- Excellent planning, administration and time management skills.
- The ability to work to deadlines.

Experience:

- Educated to degree level with Qualified Teacher Status or keen to achieve QTS.
- Experience of leadership of an academic department or some other area of school life
- A track record of excellent pupil progress and attainment.
- Evidence of a commitment to continuing professional development.

Personal Qualities:

- A 'can do' attitude and the willingness to work hard to get things done.
- Ambition, energy, enthusiasm and commitment.
- Interest in, and a keenness to be involved with, the extra-curricular life of the school.
- A confident, caring and compassionate approach that ensures positive relationships with colleagues, parents & guardians and pupils.
- Be able to take the initiative; with the ability to take / an idea, developing it through to completion.
- Have a good sense of humour and be flexible and adaptable.
- Excellent organisation skills.
- Excellent verbal and written English skills, an eye for detail.
- A proactive approach, able to work independently as well as part of a larger team.



WESTONBIRT SCHOOL

Westonbirt School is a co-ed independent day and boarding school for boys and girls aged 2 to 18 years, located in the Cotswolds, 90 minutes from London. At Westonbirt you will find an inspired community, set within 210 acres of parkland grounds and a breathtaking mansion. With an ethos of greenhouse not hothouse, success is celebrated and talent is nurtured. The School campus includes a Sports Centre and Swimming Pool and a 9-hole Golf Course.

The School consistently achieves excellent academic results and provides the pupils with a broad range of extra curricula activities to give depth to the learning. All pupils are inspired to achieve their very best potential and leave School with confidence and an ambition for lifelong learning.

The School was recently voted 'Co-educational Independent School of the Year' at the 2023 Independent School of the Year awards and is also included in the Fortune 'World's Leading Boarding Schools' 2023 report with a five star review.

For more information on Westonbirt School, please visit: www.westonbirt.org

WISHFORD EDUCATION

Wishford Education is a leading provider of independent education in the UK. Our group includes independent prep and senior schools, nurseries and day and residential camps. Varied in character but united in ethos, our schools, nurseries and camps understand where the true value of an independent education lies, and provide high-quality learning, outstanding opportunities and a happy, caring environment in which children achieve amazing things.

Founded in 2011, the group currently comprises ten independent schools in Wiltshire, Gloucestershire, Berkshire, Buckinghamshire, Oxfordshire and Kent as well as two thriving day nurseries in Wiltshire, an international summer school and an activity camps business.

The group is growing and we expect a number of additional schools and nurseries to join us in the near future.

For more information on the Wishford Schools group, please visit: www.wishford.co.uk

