

Welcome

I am delighted that you are considering applying for the position of Teacher of EAL.

We are a successful, forward-thinking, co- educational independent school with a long tradition of developing and promoting individual talent and encouraging high aspirations within an environment of continuous improvement.

Our history dates to the 14th century, but we are also very much an innovative and forward-looking School that combines a strong focus on academic excellence with a rich co-curricular programme to enable our pupils to 'discover who they are' and unlock their potential in a School with a strong sense of community. The School continues to challenge itself on how it delivers its education services (recent years have seen the launch of a kindergarten, the establishment of a transport division, the opening of an international boarding house, and the deployment of iPads).

This is a fantastic opportunity for a teacher to join our department. You will be able to grow and develop your portfolio of skills in a positive and supportive environment. As a small school there are always opportunities for cross department teaching, this role would also suit a candidate who can also teach Government and Politics, for example.

This role could be suitable for an early career teacher, as well as applicants with experience. We would consider an unqualified teacher (instructor) if they deemed best able to support our pupils.

If this role represents the type of opportunity and challenge which excites you, and you believe you have the necessary skills and experience to lead and work with an excellent team, then we would be pleased to receive your application and give it serious consideration.



Barnaby Rimmer
Headmaster

About the School and location

Wisbech Grammar School (WGS) is an independent, co-educational School located near the centre of the historic town of Wisbech in Cambridgeshire, on a green site of 44 acres beside the River Nene which runs through the town. The School offers a broad, high-quality education with excellent pastoral care for around 590 children aged 2-18. It is predominantly a day School but, in recent years, has started to take a limited number of boarders, mainly from the Far East.

The School is located on a single site with Wisbech Grammar Preparatory School (formerly known as Magdalene House) and the Senior School sharing the same buildings and extensive playing fields.

Wisbech is a historic market town with a royal charter in north Cambridgeshire and it` straddles the River Nene, roughly halfway between Peterborough and King`s Lynn. The town has a population of just over 30,000 and there are good road links to Cambridge, Norwich, Peterborough and the North Norfolk Coast.

History and development

WGS was founded as a school for boys in 1379, making it one of the oldest Schools in the country. It was established by the Guild of the Holy Trinity, a group of scholars who were highly influential in developing the social and economic life of the town in the Middle Ages. WGS has been a cornerstone of the town over many centuries and its presence was a vital factor in the granting of a Charter for Wisbech in 1549.

Since its establishment, change has been in the DNA of Wisbech Grammar. It has occupied a number of sites within the town over its evolution. In 1905 Wisbech High School was established to provide the same educational opportunities for girls as boys enjoyed at the Grammar School. The two Schools developed concurrently until they were merged in 1970, when the boys school moved across the river Nene to its current location today.

Over the years, many additional facilities have been established. In 1991, a major extension programme added 19 classrooms, four laboratories, two computer rooms, a sports hall, assembly hall/theatre and a new library. This was soon followed by the opening of a Design and Technology department and a new sports pavilion.

A £1m Arts Centre which included within it a suite of English classrooms, Music teaching, a drama studio (with black out function) was completed in 2003 and a new floodlit astroturf pitch was laid.

In 2010, a new hall was added to the Prep School and more classrooms were built. In 2013, a Sixth Form Centre was opened, followed in 2015 by a striking new, multi-functional refectory.

In 2018, WGS launched its International strategy. This led to an even more busy building phase where the Bursar led a team to complete '7 projects in 7 months' and enabled the former sixth form centre to become the first international boarding house. The '7 in 7' projects enabled acceleration through the masterplan and has led to the functional zoning of all academic departments. There is now a Humanities Hub, a brand new Sixth Form study centre, Performing Arts zone, Arts zone, Science and Maths Zone, all of which have a clearer identity.

With the move to welcoming international pupils, the school has evolved once again from a day school to a boarding School. January 2020 saw the opening of a second boarding house and there is now capacity for 28 pupils. The intention is to grow the international contingent to approximately 50 in the coming years.

Application process

To apply please download an application and equality form from our website www.wisbechgrammar.com. Your application should include a letter stating how you meet the job description addressed to Mr Barnaby Rimmer, Headmaster.

Please send postal applications for the attention of Ana Brady, Head of Human Resources, Wisbech Grammar School, Chapel Road, Wisbech, PE13 1RH or send by e-mail to HR@wisbechgrammar.com

Closing date: Applications must be received by 31 March 2025

Short list: Short listed applicants will be informed by 01 April 2025 at the latest

Interviews: Will take place 03 April 2025

If you are interested, then please submit an application as soon as possible. The School is happy to accept early applications by CV initially and reserves the right to close this vacancy earlier than the date above.

Wisbech Grammar School is committed to safeguarding and promoting the welfare of children and young people. The post is subject to an enhanced DBS check, satisfactory references and a medical.



Job Title	Teacher of EAL
Reporting to	Head of Learning Support
Probation	1, 3, 6 12 month reviews in the first year of the role which will also apply if the successful candidate later changes to a different role/ promotion.
Medical	<p>The offer of appointment at Wisbech Grammar School will be conditional upon the provision of a medical report, which satisfies the school. Initially this will be a self-certification, which may result in Pre-Employment screening by our Occupational Health provider.</p> <p>Please note that all School buildings operate a no-smoking policy.</p>
Salary	Salary is in accordance with the School's own paycales.
Benefits	<p>Wisbech Grammar School provides</p> <ul style="list-style-type: none">• Teacher Pension with TPS (18.4% employer pension contribution) or alternative APTIS Pension Scheme option• Fee discounts for dependent children.
Safeguarding	<p>Wisbech Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all its staff and volunteers to share this commitment.</p> <p>The post holder must be willing to undergo child protection screening, including reference checks with previous employers and a criminal record check with the Disclosure and Barring Service (DBS).</p> <p>The postholder is responsible for ensuring that they</p> <ul style="list-style-type: none">• undertake all mandatory training on the school defined timetable (annually at time of writing this document)• read, digest and adhere to all mandatory training on the school defined timetable (annually at time of writing this document)
Data Protection	<p>In the course of employment at Wisbech Grammar School, staff may have access to confidential information relating to pupils and their families and are required to exercise due consideration in the way they use such information.</p> <p>Staff should not act in any way which might be prejudicial to the School's interest. Information which may be included in the category covers both the general business of the school and information regarding specific individuals.</p> <p>A strict code of confidentiality must always be adhered to.</p> <p>Wisbech Grammar School is registered under the Data Protection Act 1984 and staff must not at any time use the personal data held by the school or disclose such data to a third person.</p>

Principal Role

We are seeking to appoint an enthusiastic teacher with the drive to achieve the best possible outcomes for pupils in EAL. . This post represents an excellent opportunity for a passionate and dedicated educator to share their expertise in language acquisition and foster a love of learning in pupils developing their English proficiency.

The successful candidate will deliver engaging lessons that inspire and empower pupils to develop their confidence in English, preparing them for academic success across the curriculum. Equally important are personality, aptitude, dynamism, initiative, and the ability to communicate effectively at all levels.

Detailed Role

Teaching & Learning

- Preparing lessons and teaching assigned classes, using appropriate language acquisition strategies to communicate clear learning objectives and expectations.
- Encouraging pupils to take responsibility for their own language development, fostering independent learning habits and confidence in using English in academic and social contexts.
- Organising and maintaining a supportive and language-rich learning environment, appropriate for a range of EAL activities, including group work, one-to-one support, and independent study.
- Securing an excellent standard of behaviour in the classroom by establishing clear expectations, promoting a culture of respect, and encouraging positive interactions in English.
- Ensuring that resources are organised and readily available, creating a purposeful and engaging environment where pupils can effectively develop their English language skills across all aspects of learning.

Assessment

- Recording and reporting on the progress of EAL pupils in accordance with school policies, tracking their language development and academic achievements.
- Maintaining and presenting appropriate pupil records and reports, ensuring accurate assessment of language proficiency and progress.
- Preparing pupils for external language assessments, including the Edexcel IGCSE in English as a Second Language and IELTS examinations, supporting them in achieving their best possible outcomes.

Communication

- Working closely with the Head of Department(s).
- Liaising with teaching staff and Senior Management.
- Liaising effectively with parents/carers through informative oral and written reports on pupils' progress and achievements, agreeing appropriate targets and encouraging them to support their children's learning.
- Delivering open events to showcase the school to parents and visitors.

Enrichment

- Run extra-curricular activities and clubs.
- Sharing good practice on the teaching of EAL pupils with colleagues and across the school.

Pastoral

Liaising with pastoral care staff and learning support staff when necessary and undertake the role of form teacher, if required.

Attributes	Essential	Desirable
Qualification	<ul style="list-style-type: none"> • A good Honours degree 	<ul style="list-style-type: none"> • A teaching qualification
Knowledge	<ul style="list-style-type: none"> • Ability to teach main components of English as an Additional Language and be familiar with different EAL curricula. 	<ul style="list-style-type: none"> • Ability to teach all components of IGCSE ESL/ IELTS course.
Skills & Experience	<ul style="list-style-type: none"> • Experience teaching pupils with varying levels of English proficiency, from beginners to advanced learners, and adapting teaching strategies accordingly. • Good ICT skills and knowledge of Microsoft suite • Maintain accurate and timely pupil records • Excellent interpersonal communicator – Vocally, verbally, visually and in writing - with appropriate adaptation to pupils with different abilities and ethnic backgrounds • Good time management skills • Able to motivate pupils to learn • Able to motivate pupils to be sociable • Advanced influencing skills • Ability to build positive relationships with a diverse range of staff and pupils • Can show initiative, creative thought and understanding of the importance of being proactive in a busy workplace environment 	<ul style="list-style-type: none"> • Experience creating programmes of study targeted at pupils with varying levels of English proficiency. • Evidence of personal and professional development and experience in teaching and learning • Basic First Aid
Personal competencies and qualities	<ul style="list-style-type: none"> • Be professional and well organised • Be able to be flexible and work under pressure, both independently and within a small team • Be capable of high standards of physical, emotional, social and intellectual care for the pupils • Enthusiastic with a passion for working with all children • Can consider issues objectively and from a holistic school view • Warm and approachable personality that shows tact and sensitivity • Patient, reliable and trustworthy • High degree of emotional intelligence • Keen eye for detail • An understanding and commitment to the ethos, culture and priorities of the School • Be an ambassador for the School 	<ul style="list-style-type: none"> • Willingness to take leadership responsibility where appropriate and be fully accountable