



STRATHALLAN
SCHOOL

Opportunities for all to excel



Teacher of Modern Foreign Languages

French & Spanish

Start Date: January 2026

Introduction

We are seeking a passionate and committed Teacher of Modern Foreign Languages to join our welcoming and collaborative department, on a full-time, permanent basis. The successful candidate will teach French and Spanish, inspiring pupils through engaging and innovative lessons.

This is an exciting opportunity for a skilled linguist who is eager to contribute to both the academic and wider life of the school.

We believe passionately in an all-round, balanced education and we work extremely hard to balance the main priority of academic work with the social, extra-curricular, and sporting opportunities that are on offer. This is not always easy, but it is central to what we do, and the successful candidate must be willing to engage fully with this ethos. Full-time members of staff are expected to contribute actively to our social, extra-curricular and sporting activities.

Resident Tutor

For the right candidate, this role can be combined with the Residential position of Resident Tutor. Responsibilities include providing guidance and care to the pupils, ensuring their wellbeing and fostering a positive and supportive community within the Boarding House. This role also involves participating in the wider boarding community and contributing to evening and weekend duties as part of the pastoral team.

This combined role offers a unique opportunity to engage fully in school life, build meaningful relationships with pupils both in and out of the classroom, and play a key part in their academic and personal development.

If you are passionate about education, committed to inspiring young people, and enthusiastic about contributing to a thriving school community, we would be delighted to receive your application.

Our Values

The School exists to provide an inclusive all-round education for its pupils in a nurturing and caring environment. Our aim is to engage pupils to be their best and prepare them for the demands of further study and future work in an increasingly diverse and global university and employment market. We do this through opportunities that inspire and challenge and by expecting effort and hard work from each individual pupil in achieving their best, based on values of respect, kindness, honesty, hard work, humility and excellence all underpinned by the fundamental value of love.



Job Description

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|-------------------------|----------------------------------------------------------------------------------------------------------------------------|
| Job Title: | Teacher of Modern Foreign Languages (French & Spanish) & Resident Tutor |
| Reporting to: | Head of Modern Foreign Languages |
| Responsible for: | N/A |
| In liaison with: | Current pupils and parents, prospective pupils and parents, Senior Management Team, Heads of Department, members of staff. |

Core Purpose:

The post-holder is expected to uphold the values and ethos of Strathallan School and act as an ambassador for the School.

The Teacher of Modern Foreign Languages is responsible for the academic and pastoral care and development of pupils, delivering outstanding lessons and activities to enable pupils to achieve their full potential. The successful candidate will be enthusiastic, inspirational and motivational, acting as a role model for both pupils and colleagues in line with the strategic vision and values of Strathallan School.

Teacher responsibilities:

1. Teaching & Learning:

- Maintain awareness of curriculums and curriculum changes. In liaison with the Head of Department, following courses of study, teaching materials and programmes and methods of teaching to deliver outstanding lessons.
- Maintain awareness of the quality of lessons, reflecting on own practice and responding to feedback from lesson observation and participation in departmental reviews;
- Plan and deliver courses, schemes of work and individual lessons appropriate to the needs, abilities, interests, experience and existing knowledge of pupils in accordance with departmental syllabuses, schemes of work and examination requirements;
- Set challenging goals for those pupils, setting and marking appropriate work and providing regular and constructive feedback;
- In liaison with the Head of Department, consistently assess, record and report on the development, progress and attainment of pupils, including writing reports and references as required;
- Participate in the department's self-evaluation process and collaborate with colleagues where required and share best practice;
- Support and participate in the arrangements for preparing pupils for public examinations and in assessing pupils for the purposes of such examinations.

- In addition to the timetable, offer study clinics, organise and participate in competitions and other academic-focussed activities, where possible.
- Build and maintain co-operative relationships with parents and communicate with them on pupils' learning and progress, drawing attention to skills and talents as well as areas for improvement and difficulties.
- Attend Parents' Evenings and other meetings with parents as required, and provide parents with information about a pupil's effort, attitude, performance and prospects.
- Confidently use Information Technology to assist in lesson preparation, teaching and reporting.
- Contribute to the department's planning process and the School's strategic objectives.

2. Pastoral:

- Maintain good order and discipline among the pupils.
- Safeguard pupils' health and safety both when they are authorised to be on the School premises and when they are engaged in authorised School activities elsewhere.
- Be familiar with the School's Handbook, with particular focus to child safeguarding and child protection and corresponding internal reporting procedures.

3. Tutoring and Duties:

- Assume the role of tutor and undertake tutor and school duties within normal school hours as required by the School.
- Undertake cover duties to supervise and, so far as practicable, teach any pupils whose teacher is not available to teach them;
- Full time members of staff are expected to actively participate in the co-curricular life of the school.

4. Department Administration:

- Attend and positively contribute towards department meetings.
- Meet prospective parents and pupils, if required;
- Notify the Head of Department if pupils need to be assessed by the Support for Learning Department or other specialists when their learning needs suggest that this is necessary.
- Make full use of the suitably wide range and variety of different resources and oversee the use of text books and other resources, ensuring appropriate care of text books and resources;

5. Marketing:

- Promote an enthusiasm for academic study and increasing the awareness of, and interest in, **Modern Languages** throughout the School.
- Be a powerful advocate for **Modern Languages** throughout the School and in particular at parents' evenings, course choice events and Open Days;
- Promote links and co-operation with other departments within the School and departments in other schools;
- Work with the External Relations department to meet prospective families, when required.

Resident Tutor Responsibilities:

- Be aware of the implications of the National Care Standards (School Care Accommodation Services) and HMI quality indicators with respect to the care and welfare of pupils.
- Be on duty in the House as agreed (every second weekend and one evening duty shift per week) with the Housemaster/mistress and Deputy Head Pastoral and, when on duty, to ensure that the conditions and supervision in evening prep are conducive to effective academic progress.
- Be on call overnight on the evenings when on-duty as agreed with the Housemaster/mistress.
- Assist the Housemaster/mistress in helping to ensure that pupils understand the aims and objectives of membership of the house, and the principles on which community life in the house is based.
- Assist the Housemaster/mistress in helping to encourage members of the house to adopt a healthy lifestyle.
- Assist the Housemaster/mistress in helping to ensure that pupils' clothes and personal belongings are used appropriately and stored securely and tidily; to ensure that pupils treat the belongings of others, and the fabric and furnishings of the house, with respect.
- Assist the Housemaster/mistress in helping to develop in the members of the house, a collective responsibility to be aware of the difficulties or problems of others, and to offer such support and help for each other as is appropriate.
- For the allocated Tutor Group, assist the Housemaster/mistress in helping to ensure that the individuals' circumstances, needs, strengths and areas for development are identified and known by staff as needed, so that individual opportunities, talents and

potential are developed and maximised.

- Be aware of the academic strengths, areas for development of his/her allocated Tutor Group; to liaise with staff to ensure that appropriate and relevant background circumstances of pupils are known and discussed.
- Monitor the academic progress of his/her allocated Tutor Group and take appropriate steps to ensure the achievement of his / her tutees' full potential.
- Assist the Housemaster/mistress in helping to promote participation in a full and varied programme of extra-curricular activities by all pupil members of his/her allocated Tutor Group. To provide opportunities for groups within the House to participate in House activities and outings.
- Assist the Housemaster/mistress in promoting and cultivating contact and communication with parents of his Tutor Group, to help ensure that they are fully informed about their child's progress and welfare; to ensure that family incidents and problems are brought to the attention of those who need to know.
- For the allocated Tutor Group, assist the Housemaster/mistress in keeping appropriate records of pupils' progress, welfare, health, emotional problems, achievements and conduct; to provide such reports and references as may be reasonably required.
- Support the School's disciplinary policy and, by encouragement and reward and use of a clearly understood and fair system of sanctions, foster acceptance of the rules and expectations of pupils' behaviour in the House and School; to inform the Housemaster/mistress of any incidents which would require sanctions.
- At the request of the Housemaster/mistress, provide input to the annual House Development Plan based on an audit of the work done in the House to safeguard and promote the welfare and development of the House community.
- Perform any other key tasks which the Housemaster/mistress may reasonably assign.

National and School Standards (all staff):

- **Maintain professional expertise by undertaking regular CPD;**
- **Adhere to the GTCS Code of Professionalism and Conduct as well the School's Code of Conduct for staff;**
- **Undertake regular Child Protection training and complying with child safeguarding requirements (GIRFEC) and understanding the reporting responsibilities.**
- **Ensure ongoing record keeping and engagement through the school's BlueSky appraisal system as part of a culture of ongoing professional learning**

Person Specification

| Attributes | Ess/Des |
|--------------------------------------------------------------------------------------------------------------------------------|----------|
| Educated to degree level with postgraduate teaching qualification | E |
| Ability to gain GTCS registration by start date | E |
| Experience of teaching Modern Languages (French and Spanish) | E |
| Experience of teaching SQA Highers and Advanced Highers | D |
| Experience of teaching GCSEs and A Levels | D |
| The ability to offer an additional language | D |
| Experience of working in an Independent School | D |
| A well-organised classroom practitioner | E |
| Sound planning and organisational skills to support pupils at all levels | E |
| Understanding of Health & Safety & Child Protection legislation within Education | E |
| Ability to differentiate and personalise the learning experience for pupils | E |
| Competent user of IT and the ability to share this technical knowledge with colleagues | E |
| Good observation skills to record, document and share key information | E |
| Exceptional time management and organisational skills with the ability to prioritise their own needs as well as those of pupil | E |
| Excellent interpersonal and communications skills; ability to establish good links with pupils, parents and colleagues. | E |
| Outgoing, confident, affable, positive and approachable | E |
| Flexible and adaptive approach to work | E |
| Ability to work on own initiative | E |
| Act as a role model for pupils and colleagues | E |
| Reliable, methodical and trustworthy | E |
| Neat, tidy and professional appearance | E |
| Affinity with the values and ethos of Strathallan School | E |
| Be a person who is able to mix easily with persons of any culture or background | E |
| Ability to maintain close and harmonious relations with work colleagues at all levels | E |

Terms & Conditions

Remuneration

- Competitive salary; commensurate with experience.

Other Benefits

- During the School Term, you will, when on duty, be entitled to such meals as are available at the School for pupils free of charge.
- Membership of the Strathallan School Defined Contribution Scheme (SSDCS) with a generous employer contribution of up to 22%.
- A generous school fee remission.
- As a resident tutor, you will benefit from free on-site accommodation.

Other Info

- As the work is in a school context, you will be required to attain PVG membership.
- You should, if possible, hold a valid full UK driving license and must be eligible to live and work in the UK.

Application Process

- Further details of the school are available on the School's Website www.strathallan.co.uk
- If you would like to apply, please submit your application online by 30th October 2025. The interviews will be arranged shortly after the closing date.
- For any queries regarding the role or the application process, please contact us at: recruitment@strathallan.co.uk.