



Heathfield School
Ascot

*Appointment of
Teacher of French and
Spanish*

Start: 29 August 2025

Welcome to Heathfield

Thank you for your interest in Heathfield. The opportunity to join the MFL department at Heathfield comes at a transformative moment in our distinguished history for two reasons. Firstly, after 125 years of nurturing young women to 'see the sky,' we have secured an exciting future through our decision to join the Mill Hill Education Group. This strategic partnership will preserve Heathfield's cherished historic identity while opening new horizons for our school community. Secondly, we are welcoming our new Head, Mr Jonathan Williams, who takes on the role from his current position as Deputy Head (Academic) at the school. The combination of Jonathan's understanding of Heathfield and his outstanding vision for the school moving forward ensures a smooth transition and exciting future.

Heathfield is a warm and welcoming school, an inclusive community which puts its students at its heart. As an intentionally smaller school, we can genuinely focus on individuals, supporting and inspiring them to strive and achieve. Everyone is known and important here, and the school celebrates the achievements of every girl.

The greatest asset of any school is its staff. We are building a team of extraordinary people, a community united in its mission to do the very best for every pupil. Our personalised and individual approach is central to making sure that every girl is happy, confident and ambitious. This is what enables them to reach their academic, social and emotional potential.

Our academic results show exceptional value-added scores, and our co-curricular achievements continue to punch well above our weight. Most importantly, we have maintained our defining characteristic - being a close-knit community where every girl is known, valued, and empowered to discover her unique talents. To truly Make Her Mark.

The merger with Mill Hill Education Group brings remarkable opportunities for both staff and students while ensuring the preservation of our beautiful 36-acre Ascot campus and our commitment to all-girls education. As part of a larger organization, we can look forward to enhanced resources, shared expertise, and expanded possibilities for our entire school community.

We seek an inspirational specialist to join a thriving MFL with the ability to teach all age groups up to and including A Level. The successful candidate will be passionate about their subject and the impact that studying it can have on learners. This role offers the rare opportunity to be a member of the community in a school that combines the best of both worlds – the personal attention and strong relationships of a smaller school with the resources and opportunities of a major education group. We very much look forward to hearing from you.

Sarah Rollings, Headmistress





Heathfield School

Heathfield is a vibrant independent boarding and day school for girls. It is a member of GSA and BSA. There are approximately 250 pupils, aged 11–18, approximately 60% of whom are boarders. Recent developments in the boarding model have created a modern, integrated community of full and weekly boarders, alongside day girls. The result is a warm, inclusive and friendly community, where all can flourish.

The School occupies an attractive, 36 acre, site on the edge of Ascot. Extensive outdoor spaces and woodland provide an inspiring, rural environment, though only half an hour from Heathrow airport and on a direct train line to Central London.

Resources for learning are excellent, and constantly evolving. A modern theatre was completed in 2009, followed by a STEM Centre in 2015. Most recently, the new, multi-million pound Cadogan Sixth Form Centre has provided dedicated learning accommodation for A Level students, alongside the most modern of social spaces.

Technology is embedded within the academic life of the school, including through a multi-media recording studio.

There are extensive facilities for sport and exercise. In addition to playing fields, there is a Sports Centre including modern fitness gym, dance and spin studios alongside a 25m indoor pool. Wellbeing has a high profile in the life of the community.

There is an extensive programme of co-curricular activities, in which all girls are encouraged to take part. This includes a vibrant and varied programme of weekend activities in which both boarders and day girls participate.

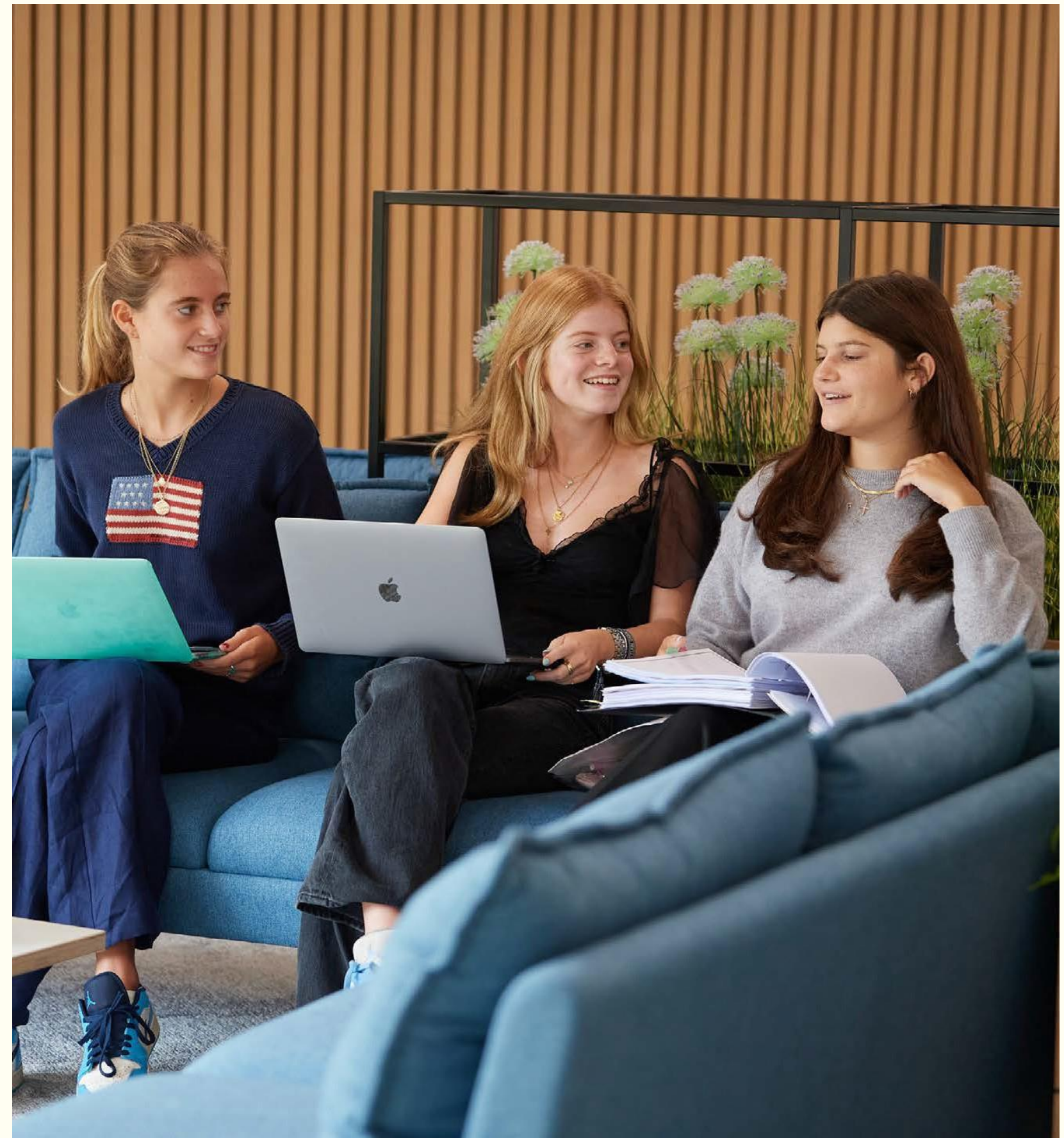
Academic Life of the School

Heathfield provides a warm and nurturing academic environment, in which girls of all ages and abilities can flourish and achieve. This ambition is consistently reflected in exam results, which exceed expectations. The School has a clear aspiration that all pupils should significantly surpass the predictions of their CEM Yellis baseline tests.

In 2024, our GCSE pupils enjoyed success across a broad range of subjects, with over 31% of all grades awarded at 9 or 8, and with approximately 50% obtaining grades 7 to 9. On average, pupils scored 1.3 grades higher in every subject when compared to their standardised value-added scores. At A Level, 20% of grades awarded were A* to A, and 50% of pupils attained grades A* to B.

Classes are small, with an average pupil to teacher ratio of 5:1. This enables teachers to know the girls well, and to support learning on an individual basis. Personalised learning plans, combined with regular monitoring and reporting, establish an environment where all can succeed. The School's innovative positive psychology-based 'Flourishing' programme, timetabled within the curriculum for all pupils, supports wider personal achievement.

Beyond exams, all students study an additional Sixth Form pathway, selecting EPQ, Maths for Scientists or Massive Online Open Courses. All engage in leadership training and choose from a range of academic enrichment sessions through the bespoke Horizons programme. Students go on to attend top Russell Group universities as well as leading Arts and Drama colleges and other overseas destinations. The diverse interests of our cohorts are reflected in the courses they choose to study at university. Recent leavers are studying Law, Medicine, Economics, Pure Mathematics and Bio Veterinary Science, as well as Animation, Drama, Theatre & Acting, Fashion, Fine Art and Music.







Teaching at Heathfield

Heathfield provides an environment which encourages teachers to strive, thrive and innovate. They are expected to be aware of developments in their subject and be prepared to reflect and adapt their approaches in a constant search for marginal gains. Teaching and learning strategies are evidence-based. This is supported by @HeathfieldLearn, a teaching and learning bulletin issued termly, which has a focus on the application of research findings to classroom practice.

The School aspires to develop this approach further, and all academic staff will be expected to take a lead in promoting interest in, and commitment to, contemporary pedagogy, working with colleagues in the Academic team. The scale of the school, together with its atmosphere of creative approach, enables transformative impacts to be quickly achievable.

A culture of curiosity is promoted, which encourages pupils to question and explore the world around them. They are taught to critically reflect on their learning, understand principles of scientific enquiry, and engage in research. All year groups receive dedicated lessons aimed at enabling them to acquire habits and strategies for lifelong happiness, well-being, and success.

Teachers are expected to be committed to their own professional development. They are given the opportunity to participate in a middle leaders' programme, which provides participants with the skills and awareness to lead whole-school initiatives.

Heathfield School has its own salary scale, based on qualifications and experience. Additional benefits include a contributory pension scheme, Personal Accident Insurance, an Employee Assistance Programme, and meals during term time. Daughters of teaching staff who attend Heathfield do so at significant discounts.

The Role of the Teacher of French and Spanish

This vacancy arises as the current post holder is moving on to take up a new position in another school, after many dedicated years of outstanding service.

This position is perfect for an individual looking to work who has experience working with students and is passionate about contributing to the life of a vibrant school community. The MFL Department is a thriving environment, obtaining extremely strong GCSE results for 2024. The role focuses on teaching either French to KS5 with Spanish in KS3 (KS4 an advantage) or Spanish to KS5 with French to KS3 (KS4 an advantage)

Key Responsibilities

- Plan and deliver lessons to the highest standard, ensuring pupils make sustained progress.
- Develop ones' own teaching practice to reflect Heathfield's ethos and expectations.
- Prepare pupils for both internal and external examinations.
- Foster a love of French and Spanish within the School, to encourage and prepare pupils to take up the subjects at A Level.
- Provide or contribute to pupil reports and assessments.
- Contribute to the School's extra-curricular programme where necessary.
- Maintain regular and productive communication with parents where necessary.
- Provide and or contribute to pupil reports and assessments.
- Prepare pupils for internal and external examinations.
- Support and work with colleagues in covering lessons and providing support as and when needed and attend meetings relevant to the post.





Person Specification

The School welcomes applications from aspirational, enthusiastic and committed educational practitioners who are seeking to further their careers and who believe that they can make a positive impact on young lives.

- Qualified to degree level in French and or Spanish, with QTS/PGCE status or equivalent.
- Ideally experience of teaching French and Spanish up to GCSE, with A Level and Key Stage 3 Spanish teaching being advantageous.
- Excellent classroom knowledge with ability to reflect and improve on own practice.
- Demonstrate resilience, motivation and commitment to driving up standards.
- Commitment to equality of opportunity and the safeguarding and welfare of pupils.

Terms

Salary

Competitive.

Pension

Eligible staff will be automatically enrolled onto the contributory pension scheme.

Meals and Refreshments

We provide nutritious meals in the Dining Hall during term time and refreshments are available throughout the day, both are free of charge.

Personal Accident Insurance Scheme

The School currently participates in a Personal Accident Insurance Scheme.

Fee remission

The School currently offers a discount on fees should their daughter(s) attend the School.

Parking

Free parking is available on site.

Welfare

Welfare initiatives available to staff include free use of the School's swimming pool and gym, access to discounted massage and reflexology sessions, spin bike and yoga classes. The School has free 24/7 onsite medical care with the addition of access to a counsellor.

Equality and Diversity

Staff are expected to promote equality of opportunity for all pupils and colleagues, both current and prospective, and support an environment that values diversity.

Promoting British Values

Heathfield recognises the importance of placing emphasis on fundamental British values in the curriculum and all other aspects of school life. These values reflect the ethos of the School and all members of the community have a role to play in delivering the values of democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs. All staff are responsible for promoting these values when opportunities arise.

Application Process

Applications should be submitted on the school's forms, which can be accessed by clicking [here](#). The completed form should be accompanied by a letter of application (not more than 1000 words) to Sarah Rollings, Headmistress and Jonathan Williams, Head Designate. Applications should be submitted by email to recruitment@heathfieldschool.net.

Closing date for applications: Noon, Friday 25 April 2025

Interviews: TBC following application.

Applications will be acknowledged and will be evaluated against the selection criteria. We reserve the right to call suitably qualified candidates to interview before the closing date. Early applications are therefore encouraged. Heathfield School welcomes applications from all sectors of the community.

Right to Work in the UK is essential; the School does not support working Visa applications.

Safeguarding and Child Protection

Heathfield School is 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 and the Enhanced Disclosure and Barring Service check. Heathfield expects all staff to share this commitment and adhere to, and comply with, the School's Safeguarding Children and Child Protection policy and procedures at all times.

Heathfield School is an equal opportunity employer, committed to diversity and the creation of an inclusive environment for all employees. Employment selections are made according to suitability for the post, irrespective of background or protected characteristics.



Heathfield School
Ascot

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