



Heathfield School
Ascot

Appointment of
Head of French

(Full Time or Part Time depending on the candidate)

Commencement Date

September 2026

Welcome to Heathfield

Thank you for your interest in Heathfield. The opportunity to join the Modern Foreign Languages department comes at a transformative moment in our distinguished history. Having joined the Mill Hill Education Group, Heathfield continues to offer bespoke provision in the context of a close-knit community, whilst having greater stability, resources and expertise than ever before. In addition, boys will join the student body for the first time as they are welcomed into the Sixth Form from September 2026 and into Year 7 in 2027.

Our 'small school, BIG opportunities' ethos is at the heart of our identity and aspirations. We are very proud of our students, who are undoubtedly the best advert for the School: wonderfully welcoming and diverse, yet typically happy, healthy and hungry to succeed. Combined with the excellence and support of a committed staff body, our Value Added scores are outstanding, exemplified in our 2025 GCSE cohort achieving an average of 1.24 grades higher than their target grades across every single subject.

I am convinced that the greatest asset of any school is its staff, and we are excited to appoint a new Head of French to our team. We are an intentionally smaller school, meaning that staff can genuinely focus on individuals, supporting and inspiring them to strive and achieve, whatever their starting point. If you believe you have the character, attributes and expertise to lead our French department and make a meaningful difference, then I look forward to hearing from you

All the very best,

Jonathan Williams
Headmaster





Heathfield School

Heathfield is a vibrant independent boarding and day school for girls, introducing a co-ed Sixth Form in 2026. It is a member of GSA and BSA. There are approximately 200 students on site, 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 students are encouraged to take part. This includes a vibrant and varied programme of weekend activities in which both boarders and day students participate.

The Role

Head of French

Reporting To: Assistant Head (Academic and Operations)

The Department

French is a valued subject at Heathfield and is taught from Key Stage 3 through to GCSE and A Level. Examination classes currently follow the AQA specifications, although prior experience with this examination board is not essential.

The Modern Languages department is a small and collaborative team; alongside the Head of French is the Head of Spanish and a third languages teacher. There a number of visiting peripatetic language teachers who provide specialist teaching in a range of additional languages, mainly to those students who are native speakers.

Class sizes are typically small, allowing teachers to develop strong relationships with pupils and to support them in making excellent progress. Pupils are engaged and enthusiastic, and the department seeks to enrich their experience of languages through a range of opportunities beyond the classroom, including cultural activities and trips abroad.

The department is well resourced and benefits from dedicated teaching spaces. All classrooms are equipped with a projector as a minimum, enabling the effective use of digital resources to support teaching and learning.





Key Responsibilities

Promote the study of languages across the school and foster enthusiasm for language learning among pupils.

Keep informed of current developments in language pedagogy and lead departmental reflection on educational research and best practice in line with the ethos of Heathfield.

Lead, support and develop members of the department through collaboration, mentoring, lesson observation, work scrutiny and professional development.

Oversee the planning, implementation and regular review of schemes of work from Key Stage 3 to A Level, ensuring they remain stimulating, coherent and aligned with examination specifications.

Establish clear departmental expectations for teaching, assessment and pedagogy while encouraging professional initiative and innovation among colleagues.

Plan and deliver high-quality lessons across the age and ability range (Year 7 to A Level), demonstrating enthusiasm and expertise in the subject.

Ensure inclusive provision by supporting pupils of all abilities, including those with special educational needs, EAL and those identified as most able.

Oversee preparation for internal and external assessment, including preparation and administration of oral examinations where required.

Monitor and analyse pupil progress and attainment in order to inform teaching practice and support departmental development.

Promote the effective use of digital technologies, including emerging tools such as artificial intelligence, to enhance teaching and learning.

Line manage and coordinate visiting peripatetic language teachers, ensuring effective communication, high standards of teaching and learning, and alignment with departmental policies and expectations.

Contribute fully to the wider life of the school, including co-curricular activities, parents' evenings, reporting on pupil progress, and maintaining effective communication with parents and colleagues.

Person Specification

In line with Heathfield's ethos and provision, classes are deliberately smaller; in French GCSE classes tend to have 10 - 12 students and A Level classes 2 or 3 students.

Expectations are therefore high, and the School welcomes applications from specialists who are passionate, aspirational and committed to the success and wellbeing of their students.

The Head of French will be a well-qualified and experienced language teacher to A Level with a proven track record, who is ready to move into a position of leadership. They will have a love of languages and be able to inspire both their pupils and staff by sharing their passion with them. They should be efficient, well organised, computer literate and keen to make good use of ICT within lessons.

We are seeking candidates who:

- Are qualified to at least degree level in a relevant subject with QTS/PGCE status.
- Have experience of teaching French up to A Level (an additional language to Key Stage 3 or GCSE would be desirable).
- Possess excellent subject knowledge, with ability to reflect and improve on own practice.
- Demonstrate resilience, motivation and commitment to driving up standards.
- Are committed 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 excellent 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 offers a generous discount on fees should their child attend the School.

Parking

Free parking is available on-site.

Welfare and Other Benefits

Welfare initiatives available include the use of the School's swimming pool and gym (at set times), access to discounted massage and reflexology sessions and yoga classes. The School has medical care with the addition of access to a counsellor. Staff also have access to the Employee Assistance Programme which provides caring and compassionate advice and support on professional and personal matters. We also offer the cycle-to-work scheme.

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 and CVs submitted by email to recruitment@heathfieldschool.net.

Closing date for applications: Friday March 20th by 12 noon

Interviews: week commencing March 23rd

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.

Disclosure and Barring Service (DBS)

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.

Safeguarding and Child Protection

Heathfield is committed to safeguarding and promoting the welfare of children and young people and 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

Inspiring tomorrow's generation to live and lead with integrity, ambition, and innovation

London Road, Ascot, Berkshire SL5 8BQ, United Kingdom

Incorporating St Mary's School Wantage

01344 898342 www.heathfieldschool.net