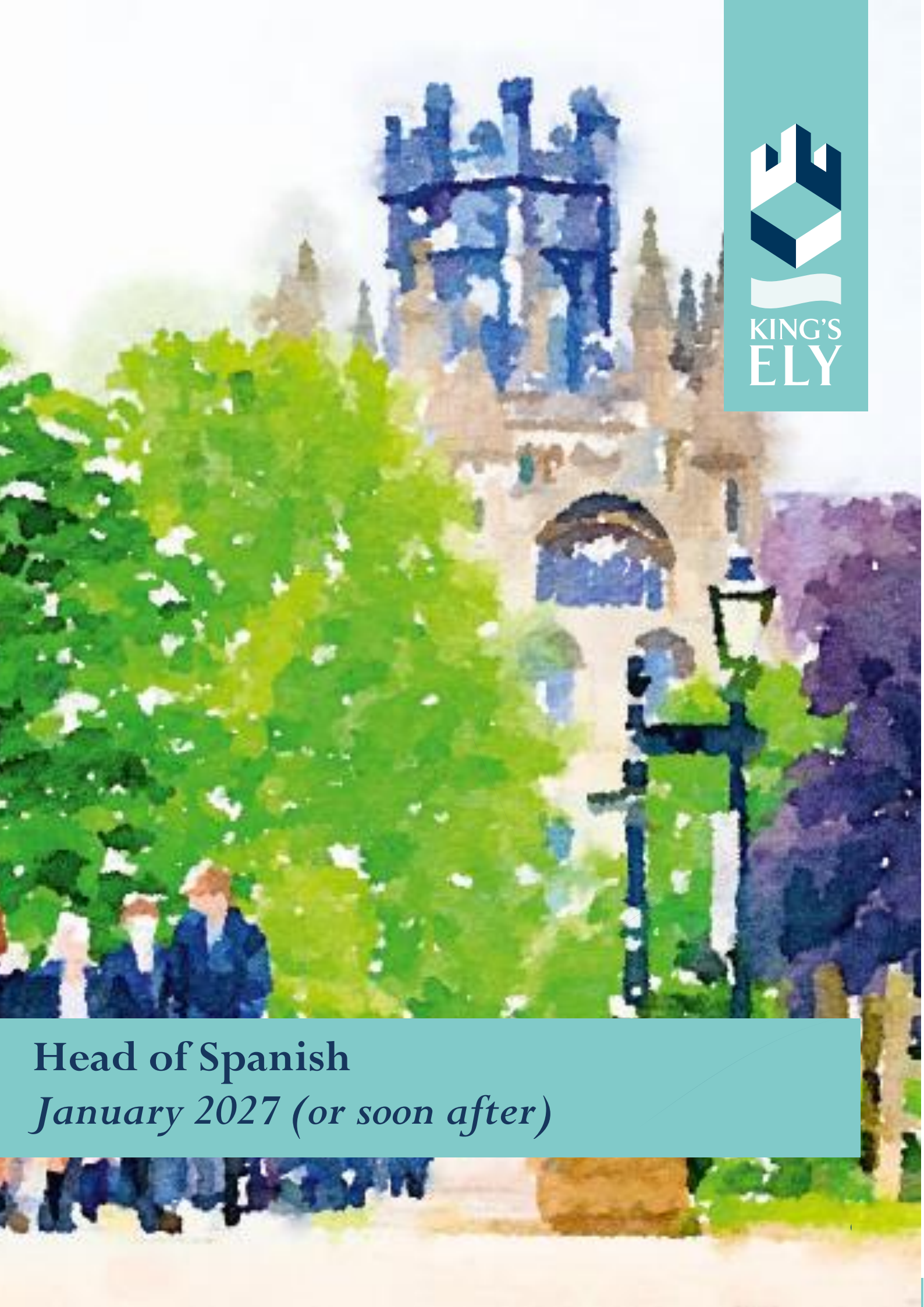


A watercolor illustration of a church tower, likely Ely Cathedral, with a large green tree in the foreground and a group of people walking on a path. The style is soft and painterly.

Head of Spanish
January 2027 (or soon after)

Head of Spanish

Contents

A message from the Principal of King's Ely	3
About the School	4
The MFL Department	5
About the Role	6
Person Specification	7
Teaching at King's Ely	8
Information for Candidates	9



A message from the Principal of King's Ely

Welcome, and thank you for your interest in coming to work at King's. I hope that what you read here will excite you and chime well with your ambitions so that you will want to apply for this position.

King's Ely is an extraordinary place to work: a family of schools educating around 1350 boys and girls aged 2-18 in our Nursery and Pre-Preparatory, Prep and Senior Schools in Ely in Cambridgeshire, and up to age 11 at Fairstead House School in Newmarket. Most of our pupils come from Ely, Cambridge and surrounding areas, while about 200 pupils are boarders from all over the world. King's employs about 540 people in diverse roles from teaching and pastoral care to administration, finance, IT, site services and maintenance and catering.

We often talk about 4 'P's which make King's special: our fundamental **purpose**, unchanged in over 1000 years, in providing the best education and foundation for life we can for the children in our care; our **practice**, ensuring the very highest standards of professionalism and excellence in every area of school life and our commitment to everyone's wellbeing, development and training to achieve this; as an exceptional **place** to grow up and work in with our beautiful 75-acre campus adjacent to Ely Cathedral and the wonderful historical, environmental, spiritual and technological resources available to us; and most of all our **people**, the outstanding and diverse community of pupils, staff and supporters whose commitment, experience and skills are the root of our success.

We welcome all types to join this wonderful mix, and I thank you in advance for the time and thought which I know goes into preparing each application; we really appreciate it and give every application the careful consideration it deserves. I look forward to hearing from you and, I hope, meeting you in due course.

With best wishes,
John Attwater

About the School

Purpose, Ethos and Values

King's Ely exists to make the most and best of childhood, and in particular to give the very best education, opportunities and pastoral care to as diverse a community of children as we can. In doing so we aim to prepare each one to live positive, productive, successful and fulfilled lives, for the betterment of themselves and the world around them. We achieve this through the operation of a family of schools centred around a 2-19 co-educational day and boarding school in Ely, aiming to draw fully on our exceptional environment, history, physical, cultural, spiritual and human resources in doing so.

History

King's Ely can trace its origins from at least 970AD, making it one of the oldest schools in Europe. The School was first established to educate the choristers of the worshipping community of Ely and throughout our history we have maintained strong links with Ely Cathedral.

In 1541, King Henry VIII founded a College of Canons at Ely Cathedral to replace the monks whose monastery has been dissolved in 1539 and the School received its Royal Charter, later becoming known as "The King's School".

King's Ely Today

In recent years King's has expanded rapidly, becoming co-educational in 1970, and today educating around 1100 children aged 2-18 at Ely, including 185 boarders.

The school is divided into three sections: King's Ely Senior (age 13-18) and King's Ely Prep (age 7-13), which occupy adjacent campuses and benefit from shared facilities, and King's Ely Acremont and Nursery (ages 2-6) which have their own self-contained campus about 400m from the main site. Additionally, Fairstead House School in Newmarket (for pupils aged 1-11) joined the King's Ely family of schools in 2022.

The main campus extends to around 75 acres and contains buildings spanning the thirteenth to twenty-first centuries, including many of the historic monastic buildings adjacent to Ely Cathedral as well as more recent, purpose-built facilities and almost 40 acres of playing fields.

King's Ely plays a key role in the local community. We are one of Ely's largest employers and contribute greatly to the local economy, and we also continue to educate the choristers of Ely Cathedral. King's Ely also offers a number of bursaries to enable pupils from all walks of life to benefit from the education it offers.

In its recent ISI Inspection (March 2025), King's Ely was found to meet or to exceed all regulatory standards. In addition, the Inspectors judged the School to have a *significant strength* in the way in which its high quality pastoral care is interwoven with a dynamic enrichment programme. This enables "pupils of all ages to develop their independence, intellectual curiosity, creativity and socialization particularly well".

The School is rightfully proud of the Inspection. It is testament to the community spirit of King's Ely and the commitment and respect shown each day by pupils, staff and their families.

King's Ely is affiliated with the HMC, Society of Heads, IAPS, the Boarding Schools' Association and the Choir Schools' Association.



The MFL Department

The Modern Foreign Languages Department is a thriving, collaborative and ambitious faculty, committed to developing confident, curious and culturally aware linguists. We believe that learning a language is about far more than acquiring vocabulary and grammar; it is about opening doors to new cultures, perspectives and opportunities, equipping pupils with the skills and confidence to flourish in an increasingly interconnected world.

The department offers French, German and Spanish, delivering the AQA GCSE and A Level specifications across all three languages. In Year 7, all pupils study French throughout the year, alongside a one-term introduction to German and a one-term introduction to Spanish. At the end of the Lent term in Year 7, pupils choose which of these two languages they wish to continue alongside French, with the majority of pupils studying two languages throughout Key Stage 3 before making their GCSE choices.

The MFL Department comprises twelve experienced and dedicated members of staff.

The Spanish Department itself consists of one full-time teacher, two part-time teachers and a native-speaking Language Assistant, who plays an important role in developing pupils' confidence and fluency through speaking practice.

Spanish is a very popular and successful subject at King's Ely and plays a central role within the Modern Foreign Languages Department. We are proud of the high profile that languages enjoy across the School and of the opportunities our pupils have to develop not only linguistic competence, but also confidence, cultural understanding and a genuine appreciation of the wider world.

Lessons are characterised by high expectations, purposeful challenge and a strong emphasis on communication, creativity and enjoyment. Our curriculum is carefully designed to develop confident communicators, ensuring that pupils leave King's Ely with the skills to communicate successfully in the wider world.

Beyond the classroom, the department offers a rich programme of enrichment, including overseas cultural visits, competitions, visiting speakers and co-curricular activities, bringing languages to life and encouraging pupils to develop a lifelong interest in the cultures and communities of the Spanish-speaking, French-speaking and German-speaking worlds.

Modern Foreign Languages enjoys an excellent reputation within the School. Collaboration, professional dialogue and the sharing of best practice are central to our ethos, and we are continually seeking innovative approaches to language teaching informed by educational research and evidence-based practice.

About the Role

We are seeking an exceptional teacher and inspiring leader to join King's Ely as Head of Spanish. This is an exciting opportunity to lead a thriving department while contributing to the wider strategic development of Modern Foreign Languages. We are looking for a leader who combines academic excellence with warmth, integrity and vision; someone who is passionate about developing both young people and colleagues and who will help shape the future of languages at King's Ely.

Reporting to the Head of Modern Foreign Languages, the Head of Spanish will provide strategic, academic and operational leadership for Spanish across the School, ensuring the highest standards of teaching, learning and pupil achievement. The successful candidate will enjoy significant autonomy in leading the Spanish curriculum, developing teaching and learning, and promoting the subject. At the same time, they will work in close partnership with the Head of Modern Foreign Languages, contributing positively to the shared vision, strategic priorities and collective success of the department.

The successful candidate will be an outstanding classroom practitioner with a genuine passion for languages and a commitment to academic excellence. They will possess excellent interpersonal skills and the ability to inspire confidence, motivate others and build strong professional relationships founded on trust, respect and open communication. They will be a naturally collaborative leader who recognises the strengths that colleagues bring to the department and creates an environment in which everyone feels supported, respected and empowered to contribute their expertise.

They will be committed to creating a positive and inclusive culture in which professional dialogue is encouraged, ideas are shared openly and constructive challenge is welcomed in a respectful and solution-focused manner. They will demonstrate sound professional judgement, resilience, integrity and empathy, always keeping the needs of pupils at the heart of decision-making. They will recognise that leadership is not simply about managing a subject, but about developing people, strengthening relationships and enabling colleagues and pupils alike to flourish within a culture of mutual respect, shared ambition and continuous improvement.

This is an exceptional opportunity for an ambitious and forward-thinking leader to make a lasting contribution to a successful academic department.

The postholder's duties will involve, but will not necessarily be limited to:

- Writing and reviewing Schemes of Work.
- Setting high expectations of pupils both in academic achievement and behaviour.
- Commitment to continuous improvement and innovation, which leads to the teaching of challenging and differentiated lessons in the classroom.
- Produce high-quality preparation and delivery of lessons to stimulate and encourage pupils' learning.
- Be responsible for Spanish teachers, supporting their work as subject teachers.

- Encourage, manage and support the professional development of staff within the Spanish Department.
- Encourage consultation and discussion within the Spanish Department and with the MFL Department.
- Setting and marking internal examinations.
- Be responsible for the academic progress of pupils studying Spanish, ensuring effective record keeping of pupil progression and achievement.
- Ensure effective communications with pupils, parents and guardians and staff.
- Endeavour to provide extra-curricular learning opportunities and trips to enhance subject learning beyond the exam specifications.
- Promote the subject with integrity to ensure pupil numbers remain strong.
- Advise pupils interested in pursuing Spanish and related subjects at Higher Education.
- Undertake colleagues' PDR.
- Carry out regular lesson observations.



Person Specification

Qualifications	
Good honours degree in Spanish	<i>Essential</i>
PGCE, QTS or equivalent teaching qualification	<i>Desirable</i>
Evidence of relevant leadership or professional development	<i>Desirable</i>
Experience, Knowledge, and Skills	
Thorough understanding of Safeguarding and Child Protection Issues	<i>Essential</i>
Ability to teach Spanish to A Level and to prepare students for applications to competitive universities	<i>Essential</i>
Ability to use IT confidently and an interest in developing teaching resources using a variety of media	<i>Essential</i>
Thorough knowledge of the AQA GCSE and A-level specifications	<i>Essential</i>
Strong organisational and administrative skills	<i>Essential</i>
Ability to analyse data to inform improvement	<i>Strongly desirable</i>
Experience of curriculum development and innovation	<i>Strongly desirable</i>
Ability to teach French or German at GCSE level	<i>Strongly desirable</i>

Experience of line management or departmental leadership	<i>Desirable</i>
Personal and Professional Qualities	
Passion for Spanish language and culture	<i>Essential</i>
Outstanding classroom practitioner	<i>Essential</i>
Collaborative, open-minded and committed to sharing good practice.	<i>Essential</i>
High expectation of self and others	<i>Essential</i>
Excellent interpersonal and communication skills	<i>Essential</i>
Ability to build and sustain positive professional relationships	<i>Essential</i>
Ability to lead change with professionalism and integrity	<i>Essential</i>
A willingness to participate fully in pastoral care, school duties and extra-curricular activities.	<i>Essential</i>

Teaching at King's Ely

King's Ely is committed to rewarding our employees who share our passion, vision, and values, and to investing in their wellbeing and continuous professional development.

King's Ely has its own, generous salary scale. The salary for the role will be commensurate with experience and will recognise the responsibility this post entails.

Almost all teachers benefit from their own dedicated & well-resourced classroom.

In addition to the above, teachers at Kings Ely benefit from:

- Generous fee-remission, subject to availability of places and successful admissions procedures. Staff currently enjoy a discretionary discount on fees for children in Reception year onwards, details of which will be provided upon request.
- The School operates a defined contribution scheme for teaching staff, with an employer contribution of up to 22.5%. This scheme is the Aviva Pension Trust for Independent Schools (APTIS) scheme. Further details about defined contribution scheme are available from the School's Chief Financial Officer.
- The school offers a private healthcare insurance scheme, which staff may opt to join shortly after the start of each academic year (the policy year starts on 1 November each year). The scheme can only be joined at the start of the policy year, not part-way through the year. P11D/BIK applicable.
- Use of school gym facilities and use of the swimming pool at specific times (during summer school holidays – small fee applies).

- Access to Salary Sacrifice Schemes such as: Cycle2Work, Home and Tech Scheme, and Local Gym Membership
- Limited free on-site car parking
- School lunch provided when at work over lunch time and tea and coffee throughout the day.
- Access to an Employee Assistance Programme, available to the employee and their dependents.
- Discounts at local businesses including Poets House, A Little Something Ely, The Almonry Tearooms, Ely Grazing Company, Sushi and Salad, Griddle Bar and Meathouse, and The Pantry (Newmarket).

Information for Candidates

The final closing date for applications will be **noon on Friday 25th September 2026** with interviews taking place in the week beginning 5th October 2026.

If you are selected for interview, you will need to provide proof of identity, birth certificate, documentation confirming your NI number or your right to work in the UK and certification of qualifications.

Shortlisted Applicants should be aware that references will be requested as part of the interview process.

King's Ely is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure & Barring Service.

Thank you for completing your application and your interest in King's Ely.





King's Ely
Cambridgeshire
CB7 4EW

www.kingsely.org