



Thomas's
FULHAM

Language & Culture Lead

For further details please go to the
Thomas's London Day Schools website:
thomas-s.co.uk/join-our-team or e-mail
wbarham@thomas-s.co.uk

thomas-s.co.uk



Thomas's London Day Schools

Welcome

A family-run group

Welcome to Thomas's London Day Schools. We are a family-run group of co-educational independent schools in central London, which seek to give an exceptional start in life to more than 2,000 children between the ages of two and eighteen.

Every member of the Thomas's community is expected to live by our most important school rule, which is simply to 'Be kind'.

Aims

We aim:

- To offer an exceptional education to young people aged 2 to 18 which is forward-thinking and outward-looking, with kindness at the core.
- To ensure that every member of our school communities learns and lives by a strong set of values.
- To enable our pupils to achieve academic success through a broad curriculum and a four-dimensional approach to education which develops knowledge, skills, character and metacognition.

Vision

Net contributors to society

Our vision is that every pupil leaves Thomas's with core values and a strong sense of social responsibility; inner strength and positive physical and mental health; academic success and a wide range of skills, interests and attributes; curiosity about the world and a love of learning. We strive to ensure that a Thomas's education equips all of our pupils with optimism about and preparedness for the future, setting them on a path to become net contributors to society and to flourish as successful, conscientious and caring citizens of the world.

Values

We subscribe to ten core values:

- Kindness and Courtesy
- Honesty and Respect
- Perseverance and Independence
- Confidence and Leadership
- Humility and being Givers, not takers

*The Heads and Principals
Thomas's London Day Schools*

Welcome to Thomas's Fulham

We are a values based school with an outward-looking, forward-thinking approach. Pupil wellbeing and safeguarding are at the heart of our provision.

Academic standards are high and the curriculum is truly rich, broad and balanced. The following subjects are specialist taught: Art and Design, Dance, Drama, Classics (in Years 5 and 6), Computing, MFL (in Years 2 to 6), Music, P.E. and Science (in Years 4, 5 and 6). In KS2 there is minimal academic subject setting.

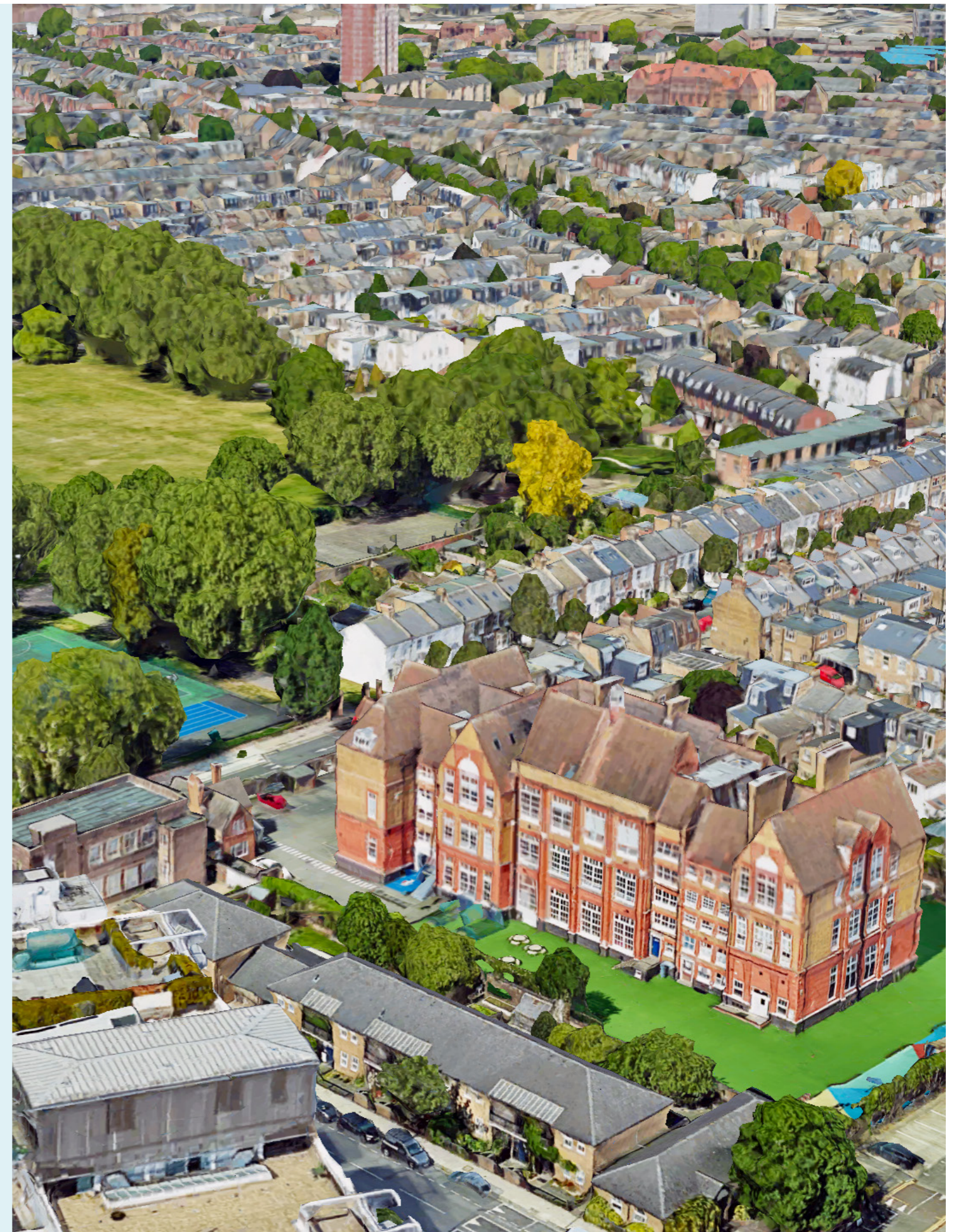
We are committed to a creative and collaborative approach to learning with emphasis on an enquiry mindset, digital literacy and metacognition.

A co-educational school with approximately 380 pupils, there is a three class per year structures. Reception to Year 2 make up our Lower School and Years 3-6 constitute the Prep School.

Pupils move on at 11+ to their senior school or prepare for 13+ senior school entry from one of our sister schools. Opened in September 2025, our senior school, Thomas's College, provides a seamless education to 18 for those that want it, subject to an assessment for Year 7 entry.

We put strong emphasis on professional development for all of our team. The senior leadership team consists of the Head, two Senior Deputy Heads, Deputy Head Welfare, Deputy Head Teaching & Learning, Head of Lower School, Assistant Head Prep School, Head of Learning Support & Enrichment and Assistant Head SMSC.

More detail can be found in the pages of our website.



Application Details

We seek to appoint an inspirational Language & Culture Lead. This will be a full time position.

The successful candidate will have the relevant experience teaching KS1 and KS2 pupils.

Thomas's Fulham is part of a flourishing, family-run group of independent, co-educational day schools offering a broad and innovative curriculum, with high academic standards.

For further details go to the Thomas's London Day Schools website:

[thomas-s.co.uk/join-our-team](https://www.thomas-s.co.uk/join-our-team)
or email:
wbarham@thomas-s.co.uk

Competitive salary and conditions are offered.

Central to our provision is a focus on instilling an appreciation of, and respect for global culture and understanding, as well as language communication skills.

For Reception and Year 1, language is taught through a termly Language & Culture Quest with specialist and wider staff input, delivered by class teachers and the Head of Lower School. This incorporates a range of world languages. We want to foster a love of language before specialist lessons begin in Year 2; from this point pupils learn Spanish and then French in line with the structure below. Latin also comes under the Language & Culture umbrella although is led separately.

The following specialist teaching is currently in place and is reviewed annually:

Years 2-5: Spanish
(2 periods per week - 1 hour, 10 minutes)

Year 6: French
(3 periods per week - 1 hour, 45 minutes)

Closing date:

Thursday, 21st May 2026 at 9am

Applications will be considered upon receipt; therefore, early application is encouraged. We reserve the right to close this advertisement early.

Start date:

September 2026

Benefits

- Continuous Professional Development opportunities
- Employee Assistance Programme - offering a wide range of benefits to support employee physical, mental and financial health needs
- Group Personal Pension Plan, administered by Aviva. The employer contribution is set at 22% of salary with the default employee contribution set at 10% of salary.
- Death in Service Benefit
- Salary Exchange Pension Scheme
- Group Income Protection
- Free Daily school meals during term time
- Cycle to work scheme

Safeguarding

Thomas's London Day Schools are committed to safeguarding the welfare of children and young people and expect all staff, volunteers and visitors to share this commitment and work in accordance with our child protection policies and procedures. All posts are subject to screening appropriate to the post including checks with past employers and the DBS service. The school will undertake online searches on shortlisted applicants and may require applicants to provide details of their online profile, including social media accounts. For details of the checks which will be undertaken as part of our recruitment process, please see our Safer Recruitment Policy which can be found here www.thomas-s.co.uk/policies/ under the 'Thomas's Policy' tab.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

As an equal opportunities employer, Thomas's is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity or marriage and civil partnership. Thomas's aspire to have a diverse and inclusive workspace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join the Group.

The Role

Language & Culture Lead

Reporting to:

Senior Deputy Head, Academics and Teaching

Key Areas of Responsibility

The Job Description and Person specification for existing teaching roles apply fully.

Principal Leadership:

- Coordinate the implementation of a cohesive and effective Scope and Sequence and vision in Spanish and French
- Liaise effectively with the Head of Lower School, senior and middle leaders and with colleagues across TLDS as required
- Monitor teaching and learning; evaluate provision and impact of learning in MFL and contribute to data challenge meetings as needed
- Lead assessment in the subject and liaise with the Head of Learning Support and Enrichment and More Able Lead to organise and review effectiveness of intervention and support where necessary
- Ensure subject is reflected in the learning environment
- Support, motivate and advise staff where appropriate
- Write and contribute to action-planning in the subject and for the School Improvement Plan
- Maintain an up-to-date knowledge in the subject including the ISI framework
- Enhance parent knowledge and understanding of MFL and progression through e.g. pop up events, information provision
- Any other aspect or area as reasonably requested by the Head

Teaching & Learning

- Teach Spanish and French to Key Stage 1 and 2 pupils (current Year 2 - 6)
- Prepare schemes of work, medium and short-term plans, in conjunction with other teachers as necessary
- Plan, resource and deliver engaging lessons that meet the needs of all pupils enabling rapid progress
- Use digital resources and deploy pupil iPads to enhance learning within the Digital Manifesto (September 2026)
- Plan for differentiation taking into account native speakers and all abilities and vulnerabilities, adapting planning and teaching to meet the needs of pupils
- Maintain high expectations of pupil behaviour and learning attitudes to ensure effective teaching and learning
- Set homework tasks as required in line with school policy and procedures
- Provide regular and timely written and verbal feedback which provides pupils with the information they require to move forward
- Liaise with the Head of Learning Support and Enrichment, More Able and EAL Leads
- Provide a stimulating, motivating learning environment
- Accompany and organise trips and events as required within our guidelines

The Role

Language & Culture Lead

Professional Development

- Participate fully in the performance review programme
- Attend/ participate in all relevant internal and cross-school training whether online, in school or at a sister school
- Evaluate performance and be committed to improving practice through professional development, including external opportunities
- Act upon advice and feedback and be open to coaching and mentoring
- Observe and be observed by colleagues as a means of sharing good practice
- Stay up to date with current educational practice as well as curriculum development and professional practice specific to Thomas's

Curriculum, Assessment, Recording and Reporting

- Embrace Assessment for Learning strategies
- Make regular assessments of pupils' attainment and progress in line with our policies including through digital platforms
- Follow our feedback and marking policy to provide advice for pupils on how to improve
- Use individual and group assessment information to plan, track and set targets
- Write reports on pupils' attainment and progress as required
- Attend parents' evening, and initiate communications as needed, to discuss progress with parents

Pastoral Care

- Adhere to all safeguarding practice and procedures
- Actively promote the school's culture of vigilance
- Follow code of conduct and expect pupils to do the same
- Maintain excellent behaviour and attitudes within classes
- Be actively involved in promoting the well-being of pupils
- Signpost pupils to internal support as needed
- Live by the schools values and ethos in day to day professional life
- Strive to develop positive relationships with all stakeholders
- Be a role model for pupils in terms of personal standards of conduct, appearance and punctuality
- Report any academic or behavioural problems to relevant senior leaders in a timely fashion
- Maintain open lines of communication with parents
- Attend regularly scheduled and occasional school events e.g. school assemblies and church services
- Carry out pastoral duties on a rota basis e.g. break and lunchtime duties
- Seek support from Leadership Team for personal wellbeing needs as required

Staff Meetings & Cover

- Attend all staff meetings
- Supervise and teach classes covering short-term absence as required and as outlined by senior leaders

Person Specification

Qualifications and Experience

- A qualified teacher of Modern Foreign Languages
- An excellent and innovative classroom practitioner
- Proven success in a leadership position, desirable not essential

Practical Skills

- High expectations of pupils' attainment, progress and behaviour
- Strong digital skills – for enhancing learning and work efficiency
- Outstanding verbal and written skills
- Plans effectively and is sensitive to the learning needs of pupils of different abilities
- Regularly assesses pupils' work formally and informally, using Assessment for Learning strategies

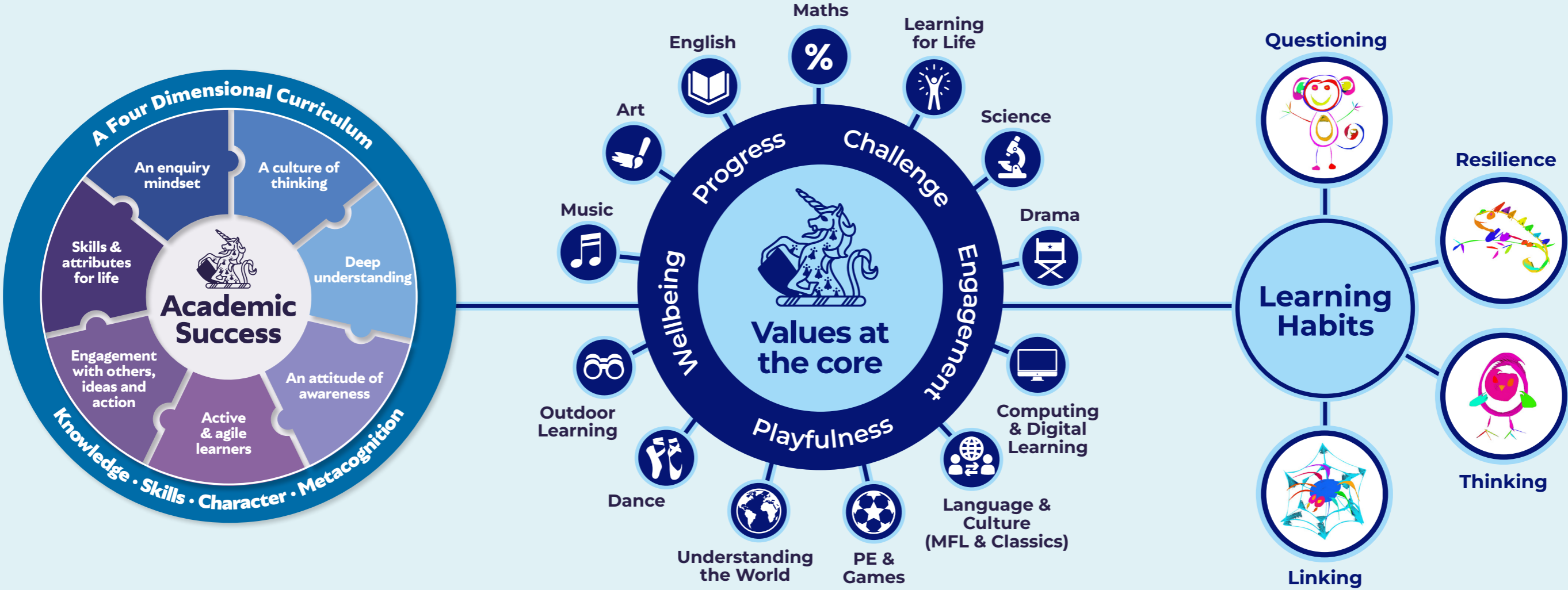
Middle Leader Person Specification

- Is a qualified teacher and has undergone appropriate training
- Has leadership experience
- Meets all of the DfE Teachers' Standards
- Shares our values and respects our ethos
- Is dynamic, self-motivated and flexible

Personal Qualities

- Works effectively as part of a team, building positive relationships with colleagues
- Shares our values and respects our ethos and will play a full part in the life of the school
- Has a personal philosophy of teaching which reflects our pedagogical approach
- Ability to motivate pupils to achieve their potential
- Has strong rapport with children from the age of 4 to 11
- Excellent interpersonal skills - communicate and interact well
- Dynamic, self-motivated and flexible
- Approachable, confident, sense of fun
- Form and maintain appropriate relationships and personal boundaries with children and young people
- Uphold the school's culture of Safeguarding vigilance

Learning Circles



Kindness



Courtesy



Honesty



Respect



Perseverance



Independence



Confidence



Leadership



Humility



Givers, Not Takers



**Be Kind
Be Thomas's**