

Bancroft's

Independent Co-educational Day School 7-18

Job pack for the position of

Teacher of German Fixed Term for 1 Year (Maternity Cover)





Welcome from the Head

Thank you for your interest in joining our vibrant, friendly and purposeful Bancroft's School community. Whatever their role, all Bancroft's colleagues work in a spirit of shared endeavour to create the conditions for our pupils to enjoy their time at school, to be inspired and supported to do their best, and to be ready to thrive in their adult lives.

Bancroft's is a long-established 7-18 independent school with an excellent reputation for academic success within a holistic and nurturing educational framework. Highly regarded and much sought after in the local market, the School is financially robust with a clear and positive vision for the future. Though proud of our traditions, we are open-minded and imaginative in our approach to staff recruitment. We are especially keen to hear from applicants who would add to the ever-increasing diversity of our workforce.



On the teaching side we welcome colleagues from the state and independent sectors as well as those joining the profession as Early Career Teachers. Our teachers benefit from extensive professional development and enjoy working with bright, highly motivated pupils across the full range of academic, pastoral and co-curricular contexts and pursuits.

We recruit support staff from a wide range of professional backgrounds and are equally keen to consider candidates versed in the education sector as well as those who bring transferable experience and additional perspectives. Ongoing training of support staff is a high priority and we are proud to develop colleagues' skills during their careers with us.

Please look at our website and the information in this pack for a more detailed understanding of what a role at Bancroft's could offer you. I hope we have the opportunity to meet you at interview.

With best wishes

Alex Frazer

Alex Frazer
Head of Bancroft's



*Watch
our pupils
interview
Alex*

Our School *Values*



Balance



Kindness



Excellence



Curiosity



Integrity



Courage



BeingBancrofts



240
clubs and activities

Co-Educational Day School
founded in
1737



4 Houses

*North
East
West
School*

71%

of all **GCSE** papers graded at **9-8** in 2025

A*-A

75% of **A Levels** were graded **A*-As** in 2025

250 Staff Members



17 acres of playing fields



1080 sports fixtures in 2024/2025

8200 books borrowed from the library in 2025



Located on the border of **London** and **Essex** with direct access to **Epping Forest**



1150 pupils aged between **7-18** who join at **7+, 11+ or 16+**

95% of our Year 9 pupils participate in the **Duke of Edinburgh's Award**



The *Department*

The Faculty of Modern Languages is a well-established, lively and successful department comprising ten teachers and three language assistants. The Head of Languages is supported by separate Subject Heads for French, Spanish and German, which are offered at IGCSE with CIE and A level with AQA. All Year 7 pupils study 2 languages from French, German and Spanish.

All pupils will continue to study at least one modern foreign language at IGCSE as part of the core curriculum, with some students choosing to do two languages at IGCSE.

Our suite of classrooms is on the first floor of the main building, with the departmental office at its centre. This has teacher workstations and photocopying facilities. Each classroom is equipped with an interactive whiteboard, so that all our digitalised sound and video files can be used.

The school provides generously for departmental resources and, as well as course books and related pupil workbooks, we have subscriptions to a range of online resources, including Active Teach and Kerboodle, which complement our KS3, KS4 and A-level AQA courses. Lower down the school we use *Dynamo* for French, *Mira* for Spanish, and *Echt!/Echo 2* in German.

The department has an excellent record of examination results. The percentage of top grades at IGCSE is well above average for similar schools. A-level and Oxbridge success have been similarly impressive. In 2025, 60% of pupils achieved grades 8/9 and 89% secured grades 7/8/9. At A level, in recent years, the department has a 100% record of pupils achieving A*/A.

The department organises a variety of foreign language trips and exchanges annually for all year groups and across all languages. We recognise the significant value these experiences provide, offering language learners of all ages unique opportunities to enhance their language skills and cultural understanding.

There is a variety of support, extension and enrichment opportunities for all year groups in all languages. Students in Year 7-13 can enter translation competitions in French, German and Spanish. In the 6th form students take part in debating, translation and essay competitions. We organise theatre and cinema trips to London, invite guest speakers from industry to speak to our students about languages and offer the MFL leaders programme to our Year 12 students. We also facilitate access to university lectures in all languages.

The *Person*

The Modern Languages department is looking for a bright and enthusiastic teacher of German to join their thriving and forward-looking department for a fixed term of 1 year to cover a period of maternity leave.

Whether you are a soon-to-be qualified teacher of German or an experienced teacher looking for a new challenge, we would love to hear from you. This is a full-time position however, for the right candidate we would consider part time hours.

Person Specification:

	Essential	Desirable
Education	Have a good honours degree in a relevant subject	QTS/PGCE
Experience	Experience of teaching German	Experience of teaching high ability students Experience of teaching German at A Level
Skills	The ability to develop and maintain good relationships with students and colleagues The ability to use IT appropriately to support teaching and learning Have a good understanding and awareness of safeguarding procedures Be willing to contribute to the co-curricular and pastoral life of the school Excellent communication skills	Commitment to ongoing professional development
Personal Qualities	Enthusiastic Confident Diligent Creative Collaborative	

Key *Responsibilities*

Below is a summary of the key responsibilities of the Teacher of German (Maternity Cover).

- To deliver subject curriculum to pupils
- Teaching pupils through the School at Key Stages 3, 4 and 5, including examined groups at GCSE and A Level
- To mark, assess and grade within the department, always setting the highest standards of personal organisation and administration
- To attend regular meetings of the department, both formal and informal, to discuss policy, teaching methods, approaches to the subject and the sharing of common problems and concerns
- Adhering to departmental policies and to meet School deadlines insofar as it applies to the department
- To assist in the induction of new staff into the department, where required
- To engage in ongoing professional learning, including an annual review

Responsibilities in relation to the pupils and to what is taught:

- To keep abreast of developments in the subject, maintaining contacts with professional associations
- To participate in discussion, within the department, on the development of appropriate syllabuses and schemes of work at all levels
- To develop new teaching and learning resources and sharing them with pupils and colleagues
- To ensure pupils are properly prepared for exams and entered for exams and overseeing course work
- To participate in the setting and marking of internal exams and determining appropriate grade boundaries thereafter
- To assist with trips and other co-curricular activities in relation to the department
- To give appropriate guidance to pupils who wish to study the subject at further levels
- To maintain the image of the subject as an interesting and valuable one. Keeping learning environments stimulating and interesting

Key *Responsibilities*

Responsibilities in relation to the School:

- To carry out School policy, including the School safety policy, in the context of the department
- To contribute to the co-curricular life of the school
- To communicate departmental matters to the Head of Department, discussing examination results and raising issues of concern
- To set and mark entrance exams and interviewing where necessary
- To support the use of ICT within the department
- To present the department at Open Days etc. as the need arises and in prospectuses
- To ensure that the facilities used by the department, including equipment and teaching areas, are maintained in an appropriate condition

All teachers are expected to contribute to our pupils' holistic development and the co-curricular life of the school, outside their timetabled day and beyond their curriculum subject. This may include events, training or rehearsals, for example, after school and at weekends, and running or staffing residential trips, as well as a standard expectation of regular clubs for both curriculum extension and the co-curriculum.



Working at Bancroft's

Bancroft's offers a generous benefits package, including:

 <p>Competitive salaries</p>	 <p>Pension scheme options – TPS or our Defined Contribution Scheme</p>	 <p>Income Protection Insurance</p>	 <p>Death in Service Insurance</p>
 <p>Complimentary lunches</p>	 <p>Use of school gym and swimming pool</p>	 <p>Optional subsidised private health care</p>	 <p>Fee remission for children of staff members</p>
 <p>Friendly and welcoming common room, which organises regular social events</p>	<div style="text-align: center;"> <p>Location</p> <p>Essex</p> <p>London</p> <p>Right next to Epping Forest which creates a peaceful and countryside feel whilst being so close to London and transport links.</p> </div>		
 <p>Outstanding support for ECTs</p>	 <p>Generous holiday allowance</p>	<p>Closest Stations:</p> <p>Woodford (underground)</p> <p>Chingford (overground)</p>	
 <p>Cycle to work scheme</p>	<p>Commitment to supporting ongoing professional development</p>	<p>Travel Options by Bus:</p> <p>179 397 657 20</p>	

At Bancroft's, we believe that diverse teams are stronger teams and that the more inclusive we are, the more our staff and pupils will feel a sense of belonging. To enable us to make reasonable adjustments, please let us know of any physical or learning differences (including neurodivergence) when you submit your application.

In their *own words*...



Alice Grimwood
Teacher of Biology
and Junior Housemistress
Joined in 2012

“I love that I can teach much more than just Biology! My other loves have also found a home and I'm often up mountains either skiing or on gold Duke of Edinburgh.”



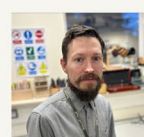
Laura Mason
Second in Charge of English
and Head of Year (Sixth Form)
Joined in 2023

“Moving from a city 200 miles away for a relocation, I knew I had to find the right school where I would be happy as I settled into London life.”



**Ananthi
Amirthananthar**
Teacher of Chemistry
Joined in 2023

“Teaching here is progressive, collaborative, and forward-thinking, allowing me to hone my skills while being part of something exciting.”



Nathan Bugg
Design and Technology Teacher
Joined in 2024

“I was at Bancroft's for my second PGCE placement. This was a very positive experience; I found all the staff to be open and supportive and students were engaged and keen to be challenged in their learning.”

Hannah Nadasan-Mead



Teacher of Religious
Studies and Junior
Housemistress
Joined in 2016

“I feel valued at Bancroft's, and I appreciate that there does not seem to be a strong sense of hierarchy, rather the pursuit of shared goals across the staff and student body.”



Tara Bird
Prep Class Teacher and
Head of PSHEE and RS
Joined in 2023

“Bancroft's Prep has a culture of acceptance and kindness. Everyone, children and staff, are considered and valued. I feel like that is what sets Bancroft's apart from other schools.”



John Raw
Teacher of Biology
Joined in 2012

“I love the fantastic classroom environment - students and teachers alike have a genuine love for learning and this is reflected in the level of focus in lessons as well as the great discussions that occur both in and out of the classroom.”



Daniel Siggins
Director of IT
Joined in 2011

“Bancroft's is a truly special place. The culture here is one of attentive professionalism, thoughtfully prioritising the needs of everyone in the community, while also finding joy in everything we do, even in the face of adversity.”

In their *own words*...



Rachael Doogan
Head of Academic Drama
and Activities Co-Ordinator
Joined in 2022

“The culture is supportive, with strong foundations of listening and kindness. Teachers also have a lot of autonomy in the classroom which I haven't seen at other schools.”



Diana Kondrasina
Catering Team
Joined in 2022

“At Bancroft's, we're each a piece of a shared puzzle that fits together with care. Watching our pupils grow is a daily privilege.”



Alistair Whibley
Teacher of History, Head of Year,
and CPD Co-ordinator
Joined in 2021

“It is hard not to feel a sense of pride in being part of the Bancroft's community on a regular basis - watching performances, celebrating success, and witnessing acts of kindness.”



Talk
Education

“Bancroft's pupils are an aspirational, hard-working bunch, with plenty aiming for and winning places at top universities including Oxbridge, UCL, LSE, Imperial College London, Durham, Bristol and Edinburgh.”



Amanda Clark
Prep School Administration
Assistant and Lead First Aider
Joined in 2009

“The children are at the heart of everything I love about my role. Their curiosity, energy, and creativity bring so much life to the school. Each day is different, and their excitement for learning is infectious.”



The Good
Schools Guide

“A contemporary, forward-looking school, with traditions but without entitlement. Academic excellence a given, it is the opportunities offered outside the classroom which ultimately set Bancroftians up for life.”

And the *award* goes to...

Winner of the

**Alice Rose
Award for Innovation
in Education**

recognising schools where children feel nurtured, supported, and free to grow.



Winner of the

**Pastoral
Care Champion
Award 2025**

celebrating excellence in wellbeing and pastoral support.



Finalist for

**London
Independent School
of the Year 2025**

one of only six schools shortlisted across the capital.



How to Apply



To apply for this position through *My New Term*, please submit a completed application form by following the link on our [Vacancies Page](#).

Bancroft's School is an Equal Opportunities employer and is committed to safeguarding and promoting the welfare of children, young people and expects all staff, contractors, Governors and volunteers to share this commitment.

Successful candidates will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

In line with KCSIE, Bancroft's will carry out online searches on shortlisted candidates as part of the process of assessing suitability.



←
*Scan or click
to view our
vacancies page*

