



BRADFIELD COLLEGE

TEACHER OF FRENCH (Maternity Cover)

The opportunity

This is a wonderful opportunity for an exceptional modern linguist to teach in the College's Modern Languages faculty. The post would suit an experienced teacher, recent graduate or ECT, highly proficient in French to teach to GCSE and A-level and/or the IB Diploma. A second language would be an advantage but not essential. This position is offered as a fixed term contract for three terms to June 2027.

Bradfield enjoys a strong culture of teaching excellence and a commitment to professional development. A willingness to participate fully in the life of this boarding school community is essential. Accommodation may be provided.

The College

Founded in 1850 by Thomas Stevens, and set in a village amidst unspoilt Berkshire countryside, Bradfield College enjoys a well-established reputation for being one of the country's leading co-educational, independent schools through its provision of academic excellence and a well-rounded education.

The College is characterised by a relaxed unpretentiousness and has a strong family atmosphere. These are central to the enjoyment of school that we believe is the foundation of successful education. The people who work here are deeply committed to the progress and wellbeing of the children in their care. A talented and diverse team of specialists and all-rounders, the staff bring expertise and dedication to their role and have an easy rapport with the young.

Pupil numbers are approximately 815 (with a 60:40, boy/girl ratio) following completion of an expansion programme which began with the introduction of full coeducation at Bradfield in 2004 (girls were first admitted to the sixth form in 1989). Approximately 80% of the pupils are boarders; many spend Saturday nights at home following matches but there is a full weekend programme and approximately 10% of the boarders stay in. A majority of the pupils are relatively local, coming from within a 30-mile radius and approximately 7% of our pupils live overseas.

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Bradfield's curriculum facilitates interdisciplinary thinking and also promotes excellence through specialisation. Inspirational teaching and high expectations go hand in hand in creating a culture of learning and ambition. As well as an extensive (i)GCSE programme, the College offers both the IB Diploma Programme and A Levels in the Sixth Form. Results are strong with 63% awarded 9-7 at GCSE, 79% achieving A*-B grades at A Level and an IB Diploma average of 35 points (out of 45).

Bradfield's outstanding pastoral care is rooted in its house system, beginning in Faulkner's, a Year 9 boarding house specially designed to help all girls and boys make a happy and successful transition to senior school before moving into one of 11 senior houses. As they make their way through the school, our pupils learn about themselves and about others and take increasing responsibility for their own lives, their choices and their wellbeing.

Simultaneously, we help them to become more aware of the views, needs and rights of people of all ages.

Bradfield offers a remarkable range of co-curricular activity. Participation across this range is fundamental to a Bradfield education and means taking part in sport, music, drama, creative arts and the whole array of activities available. Our pupils throw themselves into co-curricular activity with enthusiasm and learn about themselves whilst honing skills and developing interests which will remain with them throughout adult life.

Bradfield seeks to develop attributes that will enable pupils to thrive personally and professionally and to offer an education for life. This means a great deal more than securing strong grades and making a convincing application to higher education. It also entails the ability to embrace change, openness to a globalised world and the readiness to adapt and innovate. Each of these is nurtured in our diverse community and through our rich curriculum. We encourage pupils to understand the world around them and their place within it. In the same way, Bradfield itself continually looks forwards and outwards, embracing new opportunities whilst remaining true to its values.





The Department

The Modern Languages Faculty aims to inspire linguistic and cultural curiosity and develop effective communication skills for life. We want to enable our pupils to communicate confidently and effectively in the languages they study so that they can become rounded linguists and open-minded individuals in the modern world. Our goal is to inspire each pupil to enjoy learning languages and to achieve to the best of their ability through excellent teaching and individual support and challenge, as well as through direct and indirect exposure to language, people and culture in the classroom and beyond.

Modern Languages comprises the departments of French, German, Spanish and World Languages. Teaching staff across these departments are supported by a team Foreign Language Assistants, working together to provide the best possible languages education for our pupils. Teamwork, collaboration, sharing of resources and ideas as well as supporting each other's professional development are key features of the faculty's ethos, along with a friendly, energetic and welcoming atmosphere.

The department is housed in its own purpose-built teaching block of nine classrooms, all of which are equipped with HD touchscreens to enhance the learning and teaching experience. All teaching staff are provided with laptops and have access to an extensive bank of resources. At present, all pupils study two languages in Year 9, and most take at least one language to GCSE and beyond. We follow the Edexcel IGCSE course in German and Spanish and the AQA GCSE course in French. Numbers in the Sixth Form are very healthy, where we offer both the AQA A-Level and the IB Diploma Programme. Peripatetic Italian, Mandarin Chinese and Russian are also offered, and there is dedicated support for bilingual pupils and native speakers of other languages.

Enrichment beyond the syllabus is a central part of our teaching and includes international trips allowing pupils to see and use languages in action. During the course of the academic year, we also offer a range of cultural and linguistic events, from cheese tasting, gingerbread house building and foreign film nights to debating and translation competitions, MFL societies, and drama workshops.



Standards for teachers

Teachers at Bradfield make the education of their pupils their first concern, both in and out of the classroom. They are accountable for achieving the highest possible standards in work and conduct.

Teachers act with honesty and integrity, have strong subject knowledge, keep their knowledge and skills up-to-date and are self-critical. They forge positive professional relationships and work with parents and carers in the best interests of their pupils. Furthermore, they are constantly active in encouraging and supporting the College's core values and are always aware of the responsibility they carry as role models to the pupil body, whether on or off duty.

Principal responsibilities

- set high expectations which inspire, motivate and challenge pupils;
- promote good progress and outcomes by pupils;
- demonstrate good subject and curriculum knowledge;
- plan and teach well-structured lessons;
- adapt teaching to respond to the strengths and needs of all pupils;
- make accurate and productive use of assessment;
- manage behaviour effectively to ensure a good and safe learning environment;
- fulfil wider professional responsibilities;
- make a full contribution to the College's programme of Tutoring;
- support the College's system of pastoral and spiritual care.



Co-curricular expectations

Bradfield College is a boarding school and there will be opportunities to engage in the College's extensive co-curricular and enrichment programmes.

This could include regular commitments on Saturday afternoons and occasional Sundays. Likely contribution in this area will be explored at interview.

There will also be opportunities to tutor small groups of pupils. The one-to-one and small group meetings build good relationships between staff and pupils and are essential to the long-term success of the school.

Patience, consistency, discretion and empathy are some of the qualities a tutor should have in order to promote the pupils' all-round development. From time-to-time teachers will be expected to accompany school trips during school holidays. There will also be other routine supervisory duties.

Continuing Professional Development

All teachers are encouraged to take a lead in their own continuing professional development and there is widespread support and generous funding available. Induction is provided for new entrants to the profession, including ECT induction and opportunities for PGCE training leading to QTS while teaching. There is a mentoring scheme in place for all new staff, and a system of professional review by line managers. All newly appointed members of staff follow a wide-ranging induction programme which begins on appointment and runs through to the end of the first year of employment. All appointments are probationary for one year.



Process and how to apply

Please complete the application form in full online via the vacancies page on the Bradfield College website.

Shortlisted candidates will be invited on site for an interview and a tour of the College.

The successful candidate will be offered a competitive salary reflecting the skills and the experience of the candidate. In addition to providing a great place to work, we offer a generous remuneration package which includes:

- Contributory workplace pension scheme and life cover
- Subsidised membership of the College Sports Centre and Golf Club
- Professional development and training.
- BHSF Health Cash plan & Employee Assistance programme
- Cycle to Work scheme and Electric Vehicle scheme
- Free parking and lunch provided when the College kitchens are open

If you have any queries regarding the application process, please contact the HR department at recruitment@bradfieldcollege.org.uk

Closing date for applications is Monday 20th April 2026. Interviews to be held week commencing Monday 27th April 2026.

Applicants should be committed to the safeguarding and promotion of the welfare of young people. They should demonstrate this commitment in every aspect of this post. All staff are required to adhere to and ensure compliance with the School's Safeguarding Policy at all times. You are required to report any safeguarding or child protection concerns to your line manager or the School's Designated Safeguarding Lead (DSL).

Safeguarding

Bradfield College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The post-holder is responsible for promoting and safeguarding the welfare of children and young people for whom he/she is responsible, or with whom he/she comes into contact, and ensuring compliance with our child protection policy statement.

Disclosure and Barring Service, references and right to work in the UK

As Bradfield College is registered to ask 'exempted questions' under the Rehabilitation of Offenders Act 1974, successful applicants will be subject to the required and satisfactory DBS (Disclosure and Barring Service) clearances before the appointment is confirmed.

This post is also subject to receipt of written references which must be satisfactory to Bradfield College and documentary evidence of qualifications. A copy of the reference request form is included at the end of this document for information purposes.

Successful applicants will need to provide confirmation of permission to work in the UK. Please note that under the Immigration Asylum and Nationality Act 2006, Bradfield College has an obligation to ensure applicants have the right to work in the UK prior to commencement of employment. (This is carried out at the interview stage; if applicants fail to produce the required genuine documents prior to commencement of work for the College, or if it is found that those documents do not meet the legal requirement, an offer of employment will be withdrawn).

Health and Safety

All staff are required to refer to their individual responsibilities as defined in the Health & Safety Manual and ensure they are competent to implement them and agree to abide by them. Staff health, safety and welfare at work are protected by law. The College has a duty to protect staff and to keep them informed about health and safety. Staff have a responsibility to look after themselves and others. If there is a problem, employees are expected to discuss it with their line-manager or with the College's Health and Safety Manager.





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