



**WE TEACH
THE
FUTURE**

APPOINTMENT OF

**Head of
Languages
Department
and MFL
Teacher**

**WINCHESTER
HOUSE** 

THE *Stowe*
GROUP



**“There’s magic
in the air at WHS”**
Tatler Schools Review

WELCOME

I first fell in love with Winchester House on a cold, blustery day when I was greeted not by silence, but by the joyful voices of a group of pupils singing with infectious enthusiasm. It was a moment that captured everything special about this school: a place where children feel safe to express themselves, where learning is filled with curiosity and laughter, and where every pupil is known personally.

Winchester House blends tradition with innovation, and academic excellence. Our small class sizes, dedicated tutor system and specialist teaching from Reception upwards ensure a truly personalised education. Beyond the classroom, our extensive facilities, including a state-of-the-art Astroturf, Science laboratories, and a Secret Garden, provide opportunities for exploration, play and challenge.

Above all, Winchester House is a place where children develop as individuals, learning not just facts, but the skills and confidence to shape their futures. It is a school that lives by its motto: Non Nobis Solum—Not for ourselves alone.

Pleased not hesitate to get in touch with any questions regarding your application.

Antonia Lee
Head



ABOUT

Set in the heart of Brackley, on the borders of Northamptonshire, Oxfordshire, and Buckinghamshire, Winchester House is a day and boarding prep school for children aged 3 to 13 years.

We're town school with an adventurous spirit, with extensive playing fields, an outdoor pool and a magical Secret Garden for outdoor learning, our pupils return home (or to their boarding house) each day enriched, inspired, and, more often than not, a little bit muddy!

Winchester House is a place of exploration, curiosity, and opportunity—where ambitious minds, risk-takers, and creative thinkers are nurtured in a warm, family-friendly environment.

Here, learning is an adventure, and every child is encouraged to embrace challenge, develop resilience, and find joy in their successes.

Our Creative Curriculum, introduced in Nursery and running through to Year 4, immerses pupils in term-long topics that spark curiosity and

independent thinking. From Year 5 onwards, pupils move into a specialist subject model, preparing them for Common Entrance with an inspiring and rigorous academic programme.

Small class sizes, passionate teachers and specialist subject instruction from an early age provide the foundation for success - many of our pupils go on to achieve scholarships at leading senior schools.

But academic results are just one part of the story. A Winchester House education extends far beyond the classroom. Our co-curricular programme is designed to ignite new passions and develop well-rounded individuals. Whether through Sport, Drama, Music, outdoor education, or community engagement, our pupils grow in confidence, develop leadership skills, and learn the value of teamwork, creativity, and perseverance.

At Winchester House, our motto *Non Nobis Solum*—Not for ourselves alone—runs through the heart of everything we do.





THE Stowe GROUP

In January 2021, Winchester House became part of The Stowe Group. The Stowe Group comprises Stowe School, Swanbourne House School and Winchester House School. The Group's formation has given pupils and staff at Winchester House access, not only to Stowe's world-famous estate, but to its expertise in teaching and learning as well as governance. The Stowe Group launched its Change Makers vision along with the Change 100 programme to raise £100m for transformational bursaries. The Stowe Group is part of Allied Schools, an association of independent schools which uphold the Protestant and Evangelical principles of the Church of England.

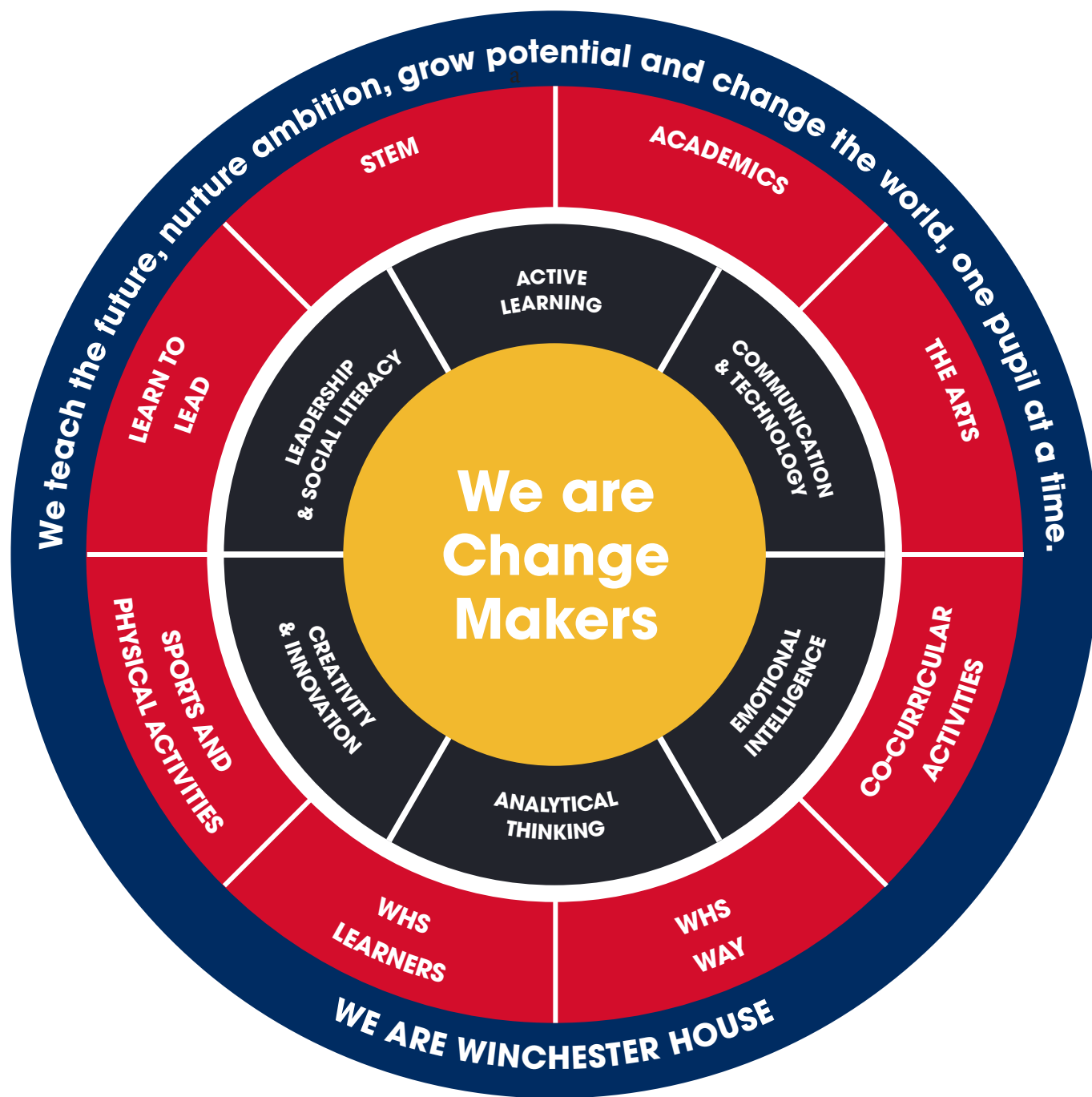
The Stowe Group does not aim to produce stereotypes or mould pupils into conventional all-rounders. Change Makers are encouraged to grow in their own way and celebrate the differences between them. Nurturing the emotional, physical and mental well-being of each pupil is of paramount importance and our culture is characterised by teamwork, collaboration and mutual respect. Mindful of their ethical, intellectual, physical and social development, we educate and support our pupils to achieve fulfilling lives. Our goal is to inspire pupils and staff to be Change Makers who will shape positive futures for themselves, their families and the global community.

Through a broad and inclusive education, pupils are educated and prepared for life. They gain knowledge and understanding in a wide range of academic disciplines as well as developing core skills in critical thinking, intellectual curiosity, innovation, communication, technology, creativity, team-work and collaboration, self-reflection and lifelong engagement. Excellent facilities support our educational aims and are shared with the wider community. We strive for excellence and celebrate achievement, valuing education as a journey and not a destination in the belief that all pupils can exceed their potential. Learning is learnable and everyone can improve.

Our aim is to encourage personal development by creating a flourishing, vibrant, cohesive, caring and socially inclusive community which embraces pluralism, diversity and intercultural understanding. We celebrate differences by giving everyone a voice and then listening to multiple viewpoints. We believe it is our collective responsibility to develop the cognitive, physical, emotional and spiritual well-being of everyone in our community.

We are committed to the development of character, with particular emphasis on tolerance, resilience, honesty, humility, courage, compassion, gratitude and service. While many pupils compete at the highest level in sport, our aim is to provide a wealth of co-curricular activities which pupils of all abilities can access and enjoy. Through teaching, coaching and counselling, we will do our utmost to support pupils to be their best, do their best and feel their best. We honour the legacy of Change Makers from the past by looking forward to a future where wealth is not a barrier to success. We are building an endowment to support Change 100 which will promote social mobility by allowing unprecedented access, regardless of financial means or circumstances, to a Stowe Group education. We have developed partnerships with local schools, explored international opportunities and strategic links with universities, businesses and NGOs. We strive to attract and retain employees of the highest calibre.





Head of Languages and Modern Foreign Languages Teacher

Date of Appointment: September 2025

Contract Type: 0.60 WTE

Accountable to: Deputy Head Academic

Number of Direct Reports: 3

PURPOSE OF JOB

We are looking for an MFL teacher and Head of the Languages Department who will oversee MFL and Classics. The successful candidate will be highly qualified, dynamic classroom practitioner and departmental lead with an energetic and forward-thinking approach to teaching Modern Foreign Languages.

Currently, all pupils learn French from Early Years with Spanish introduced as an alternative to Latin in Y7&8. Latin is introduced from Y6. Other languages are studied as part of the school co-curricular programme.

Heads of Departments will have a reduced timetabled workload and may also be an academic and pastoral tutor. All staff are expected to run co-curricular activities and contribute to the academic management of the school.

The Successful Candidate Will:

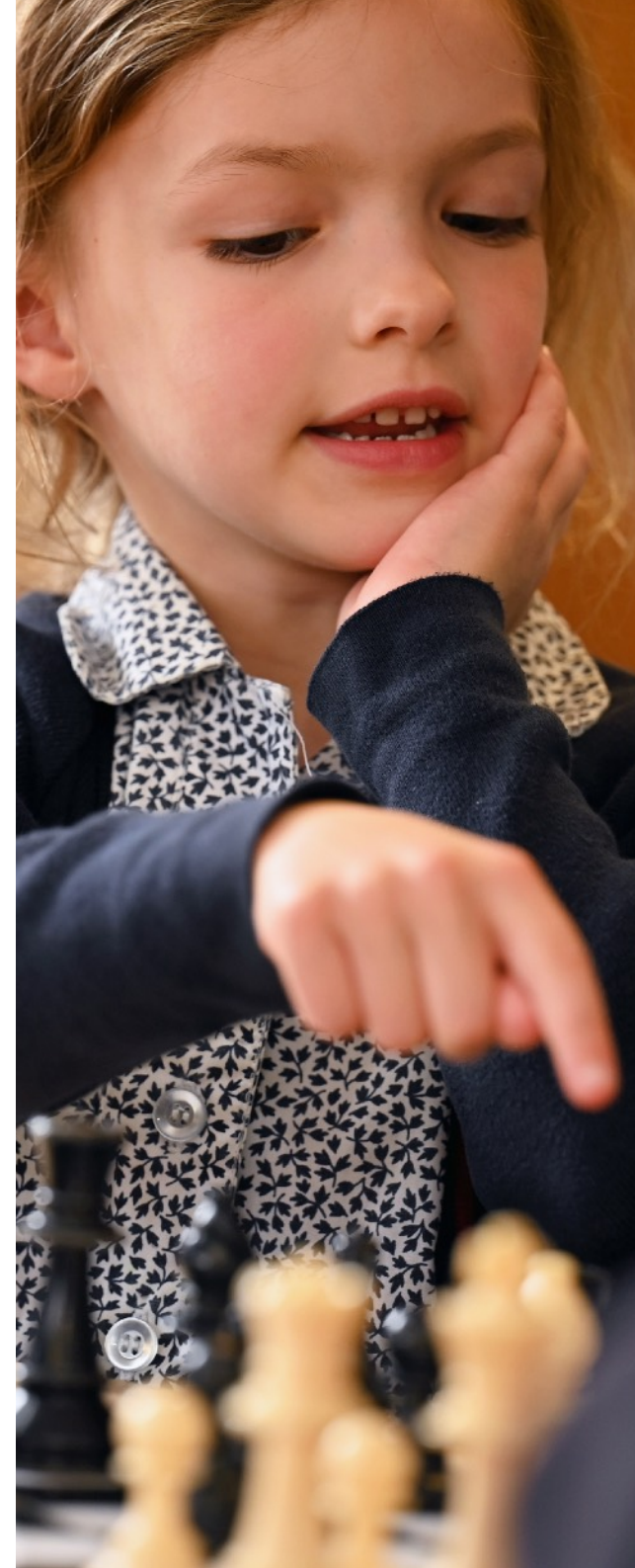
- Deliver outstanding teaching to classes of children.
- Motivate and manage the department.
- Support the School's aims to develop life-long learners with a spirit of resourcefulness and self-reliance within a warm and purposeful community.
- Work in a cross curricular way and also through collaboration with other departments.
- Work closely with the Learning Development Department to tailor provision to meet the needs of individuals.
- Participate in the school's performance management process.
- Keep planning up to date and regularly reviewed.
- Write termly and end of year reports.
- Participate in/organise trips and events.
- Carry out a variety of supervision duties including lunch and break-time duties.
- Attend Parent/Teacher meetings.
- Attend 2 or 3 days professional development prior to the start of each term.



Person Specification: The selection of candidates for short-listing will be based on this specification and candidates should bear this in mind when preparing their application and completing the application form

Attributes	Essential	Desirable
Qualifications		<ul style="list-style-type: none"> PGCE / BEd. Qualified Teacher Status. Evidence of continuous INSET and commitment to further professional development.
Specialist Skills and Experience	<ul style="list-style-type: none"> Effective at working with other people either as part of a team or in a supervisory capacity. Experience in teaching. Skilled in the use of Outlook, Word, and Excel. Ability to provide clear explanations and instructions. To have the ability to develop and maintain good professional relationships. Ability to set high standards and be a role model. Ability to deal sensitively with people and resolve conflicts. The ability to communicate effectively in verbal and written forms to a range of audiences. Have good subject knowledge. Able to provide pastoral support to a Tutor Group. Familiar with educational strategies for promoting progress. 	<ul style="list-style-type: none"> Leadership and Management experience. Experience teaching Nursery to Y8. Skilled in the use of SharePoint, PowerPoint, OneNote, and Teams. The ability to contribute to other curriculum areas such as Sports and co-curricular activities. Brings personal interests and enthusiasm to the school community. Ability to deliver presentations, speeches and talks to large audiences.
Personal Qualities	<ul style="list-style-type: none"> Willingness to be involved with all aspects of a busy school. Proactive, enthusiastic, and positive. Approachable, kind and understanding. Resilient, calm, and patient. Organised, punctual and good at personal administration. Open-minded, adaptable and solution-focused. A passion for education. Able to develop good working relationships with other people. 	

This job description and Person Specification reflects the present requirements of the post and as duties and responsibilities change/develop, the job description will be reviewed and be subject to amendment in consultation with the post holder





In the role of Head of Languages we are looking for **Change Makers** who are:

Professional	1	2	3	4	5
Creative Problem Solvers	1	2	3	4	5
Kind	1	2	3	4	5
Flexible	1	2	3	4	5
Collaborative	1	2	3	4	5
Communicator	1	2	3	4	5

VALUE SCALES

- 1 This value is the least important to the role
- 2 This value has some significance to the role
- 3 This value is desirable to the role but not essential
- 4 This value is important to the role
- 5 This value is essential to the role

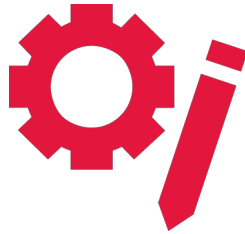


COLLEAGUE BENEFITS

For more details on all benefits, please follow this link: <https://www.stowe.co.uk/our-people/working-for-us/colleague-benefits>



**Discounted
School Fees**
At Stowe Group
schools



**Learning and
development
opportunities**



Volunteer leave
Up to 2 days paid
leave for volunteering



Shopping discounts
Through the 'Discounts
for Teachers' website



**Free
refreshments**



**Free annual
flu vaccine**



**Each person reward
and recognition**
Discounted shopping, cashback
and access to diesel fuel card



**£70 Annual Golf
Membership**
For you and immediate family
(applies to permanent
colleagues only)



Wraparound childcare
Free wraparound childcare available
for all colleagues at Prep Schools



**Enhanced holiday
entitlement**
Your contract will provide
details of the exact holiday
entitlement you will receive



Employee wellbeing programme
Including free access to counselling services,
physiotherapy and more

YOUR APPLICATION

An application form can be downloaded from The Stowe Group Recruitment website.

If you need any help with the application process, please contact recruitment@stowe.co.uk or call 01280 818005.

Deadline for applications is midnight 3rd March 2025. However, this role may close early if we receive suitable applications

Interviews will be held w/c 10th March.

Salary: the exact point on the Stowe Group Scale will be determined by the experience of the applicant.

Offers of employment are made subject to receipt of satisfactory references, DBS clearance and online background check carried out by our third-party partner, SP Index.

This job description reflects the present requirements of the post and as duties and responsibilities change/develop, the job description will be reviewed and be subject to amendment in consultation with the post holder.

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment and undergo appropriate checks.

The Stowe Group is committed to providing outstanding safeguarding of the children in our care. You will be required to adhere to the School's safeguarding policy and guidelines and ensure that the safeguarding of children underpins everything that you do. Every member of staff of The Stowe Group has the responsibility to safeguard children.



A photograph of three children walking away from the camera on a green grassy field. The child on the left is a boy in a dark jacket and shorts. The child in the middle is a boy in a dark t-shirt and shorts. The child on the right is a girl in a dark t-shirt and shorts. In the background, there is a white goalpost and a building with a corrugated metal roof. The text "WE TEACH THE FUTURE" is overlaid in large, white, bold, sans-serif capital letters, slanted upwards from left to right.

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THE
FUTURE**