



Pate's Grammar School



Foreign Language Assistant
(German)
Applicant Information

Welcome

Thank you for your interest in working at Pate's Grammar School. Pate's is an inspiring school in which to teach, work and learn, and this role provides an exciting opportunity to join our dynamic team.



The roots of our educational approach at Pate's can be traced back to the bold and reforming instincts of our Founder, over 450 years ago. Today we encourage our students to challenge established thinking, discuss and debate new ideas and fresh perspectives, giving them a platform to lead the change they wish to see in the world.

At Pate's, high academic expectations are central to our purpose and we are proud of the achievements of all our students, which place Pate's amongst the best performing schools in the country at A Level and GCSE.

We are by no means focused solely on academic outcomes; we place equal importance on fulfilment beyond the classroom, and promote a culture of engagement and participation, in all areas of school life. Students thrive in our spirited and inclusive House system, and discover new passions and talents through our extensive range of co-curricular enrichment opportunities: clubs and societies, sport, drama, music, the arts and outdoor education.

Patesians - which include our staff - take great pride in belonging to our happy, purposeful and invested community. Pate's is a special place to work and learn.

The Pate's staff team is united in our collective purpose and positive, collaborative can-do culture. We celebrate the achievements and qualities of our staff, each of whom valuably contribute to the success of our students and school.

Our new Admissions Policy for September 2026 is a fundamental pillar of our strategy to widen access to Pate's. We are placing a greater emphasis on serving the needs of our local community, particularly children facing disadvantage and we are excited by the opportunities that this will bring to strengthen our school culture of inclusivity and opportunity.

Odyssey Teaching School Hub is attached to Pate's and the wide range of opportunities for training and development that this offers is integral to our approach to staff professional learning. In addition to funded NPQs and our internal Coaching and Practitioner Enquiry cycles, we also offer opportunities for sabbaticals and secondments.

We look forward to receiving your application for this opportunity.

Dr James Richardson
Headteacher

Our School

Pate's Grammar School is a co-educational state-funded grammar school for students aged 11–18, set on a spacious, modern campus in west Cheltenham.

The school benefits from state-of-the-art facilities and extensive sports fields. We have 1,200 students on roll, including 500 students in the Sixth Form, and over 150 staff.

Founded in 1574, we are a school with a strong academic legacy and our co-curricular offer ensures our students can explore new interests and skills in a happy, vibrant and caring environment.

The *Outstanding* Ofsted report we received in March 2024 evidences in its detail that Pate's Grammar School delivers, in every respect, an outstanding educational experience. Our examination results see us as one of the top performing state-funded schools in the country; in the last few years, we have twice been awarded *National School of the Year* by The Sunday Times, and for the last two years named their *State Secondary School of the Year for Academic Performance in the South West*.

We support our students throughout their time with us, guiding them in their choices, intellectual and emotional development, to shape their own futures and outcomes for life beyond Pate's; our parent body and alumni community remain actively involved in school life for many years.

For more information on our school, please visit www.patesgs.org



*"Pupils flourish in this nurturing environment.
Relationships between staff and pupils are built on mutual respect.
Pupils develop high levels of independence.
They show resilience and persevere when faced with challenges.
In this school everyone is accepted and cultural differences are celebrated."*

Ofsted, March 2024

The Team & The Role

Languages at Pate's

The German Department sits within a large, vibrant and high-performing Languages Faculty at Pate's, where French, German, Mandarin and Spanish are taught.

All students study two modern foreign languages, and our Foreign Language Assistants are valued members of the team, making a significant contribution to students' confidence, progress and enjoyment of language learning.

At Pate's we aim to foster a genuine love of languages from the outset, equipping students with the linguistic foundations, curiosity and risk-taking mindset needed to succeed.

Teaching in German focuses on secure, well-embedded language that provides a strong platform for progression across all key stages.

Learning is enriched through authentic materials, strong grammatical training, the expertise of native speakers and opportunities beyond the classroom, all underpinned by a belief in the power of languages to open minds, broaden horizons and prepare students to thrive as confident global communicators.

Reporting to:

Head of Department (German)

Responsible for:

Not applicable.

Salary:

£21.71 to £22.91 per hour (scale points 31 to 33), plus payment for the relevant amount of holiday. Pay award pending.

Contract type:

Permanent.

Hours:

18 hours per week, term time only working between September to May each year (exact dates to be agreed on an annual basis).

Starting:

As soon as possible.

Job Description

Foreign Language Assistant (German)

We are seeking an enthusiastic and experienced Foreign Language Assistant (German) to join our thriving Modern Foreign Languages department. This role would suit a native or near-native German speaker with a genuine passion for language, youth culture and contemporary German speaking society, including current affairs, politics, film and literature. You will bring a strong grasp of grammar, excellent communication skills and familiarity with the AQA A Level specification.

In this role you will support students in the development of fluency, pronunciation and spontaneity through one-to-one and paired speaking sessions, with the opportunity to teach a small amount of A level lessons (this may change year on year)

You will play a key role in preparing students for GCSE and A Level oral examinations, assisting with mock orals, supporting assessed written work and helping students refine their accuracy, vocabulary and authentic pronunciation from KS3 upwards.

The successful candidate will be well-organised, self-motivated and confident managing their own time and resources.

Previous experience working in an educational setting is desirable, as is the ability to work closely within a collaborative department, contributing to a supportive team ethos and responding flexibly to curriculum and examination demands.

You will support in enriching students learning by creating and sourcing authentic materials, particularly around rapidly evolving A Level themes such as politics, immigration and technology. This includes researching articles for independent Sixth Form conversation sessions, suggesting wider learning resources and helping to inspire a deeper, lasting interest in German language and culture across the school.

If this sounds like the opportunity for you, we look forward to receiving your application.

Core Responsibilities

- Supporting students to prepare for oral examinations and practise their German speaking skills.
- Supporting in 1-2-1 and pair work sessions predominantly, but not exclusively, with Sixth form students, with the aim of improving students fluency, pronunciation, confidence, building vocabulary and inspiring a deeper interest in German speaking culture.
- Maintaining up to date knowledge of the AQA syllabus.
- Helping to support students' assessment, including spotting grammatical errors in essays and assessed written pieces such as summaries and translations.
- Assisting with German phonic knowledge and engendering effective, authentic pronunciation from KS3 upwards.
- Working with students in Years 9 - 11 to support their preparation for the speaking elements of the new Edexcel GCSE exam. This can include working with small groups during timetabled classes or supporting lunchtime intervention sessions.
- Working closely within the collaborative ethos within languages and with the German subject teachers and Head of Department who will guide the work of the FLA.
- Managing own time and resources and work (as timetable allows) with Year 7 and 8 students to complement their timetabled lessons and provide a chance for them to use their German spoken skills meaningfully.
- Helping to create authentic materials for use in speaking sessions and exam preparation, especially for the themes that flex and change rapidly
- Assisting teachers by occasionally conducting and recording mock oral exams to enable quality feedback on exam criteria and advice to improve.
- Researching articles to support self-sufficient Sixth Form conversation sessions.
- Suggesting independent learning sources to broaden students learning.

Person Specification

The successful candidate will have the following key skills and attributes:

	Essential	Desirable
Qualifications/CPD		
Native German speaker.		Y
Experience, Skills and Knowledge		
Previous experience in a similar role.	Y	
Previous experience of working in a education setting.		Y
Strong German grammar skills and experience.	Y	
Familiarity with AQA A Level specification.		Y
Excellent communication skills.	Y	
Excellent organisational skills.	Y	
Attention to detail and accuracy.	Y	
Able to interact positively with students, staff and visitors.	Y	
Personal Qualities		
Compassionate, encouraging and approachable.	Y	
Positive approach to your work.	Y	
Ability to remain calm under pressure.	Y	
Ability to work as part of a team and independently.	Y	
Be organised and efficient, with an ability to prioritise and multi-task.	Y	
Committed, flexible and adaptable approach to your work.	Y	

All staff at Pate's Grammar School are expected to:

- Work towards and support the school vision and objectives outlined in the School Development Plan.
- Commit to safeguarding and promoting the welfare of children and young people.
- Be passionate about improving the quality of education for young people.
- Carry out the duties and responsibilities of the post in accordance with Pate's policies, ethos, aims and legislative requirements at all times.
- Maintain high professional standards and positive relations with students, parents/carers and colleagues.
- Engage actively in the appraisal process.
- Contribute to wider school life.

Working at Pate's

We are pleased to offer excellent working conditions and a wide range of benefits, including:

Pensions

All staff have access to a pension scheme, the Teachers' Pension Scheme for teaching staff, and the Local Government Pension Scheme for support staff.

Employee Assistance Programme

All staff have access to an Employee Assistance Programme, offering a wide range of benefits, advice and support.

Cycle to Work Scheme

This scheme can save you up to 42% on a bike and accessories, with payments taken tax efficiently from your salary.

Eye Care

Staff may be reimbursed for the costs of eye-sight tests and receive contributions towards glasses (dependent on eligibility).

Flu Vaccinations

We offer annual flu vaccinations for all staff.

Parking

Free on site parking.

Library

Pate's has two libraries and all staff become a full borrowing member on joining.

Training and Development

Extensive professional development opportunities for all staff.



How To Apply

Please complete the **Application Form** (click the link). Along with your completed application form, please provide a **Letter of Application** indicating how your values, previous or current responsibilities and/or experience are particularly relevant to this post and indicating what you can offer to Pate's Grammar School. Please review the Job Description and ensure you highlight how your skills and experience meet these expectations.

Please email your completed Application Form and Letter of Application to jobs@patesgs.org

Closing date for applications:

Monday 21 September 2026 (9.00am)

We may close applications sooner dependant on the number of applications received.

Interview date:

Thursday 24 September 2026

If you have any questions or wish to seek additional information, arrange an informal chat or tour of the school, please email our HR Manager, Jane Hodgson-Lewis at jobs@patesgs.org

We look forward to receiving your application.

Candidates who are invited to interview will be required to bring original identification documents and proof of eligibility to work/reside in the UK (if applicable), as well as documents confirming educational and professional qualifications. A confirmation of your address within the last three months is also required.



Safeguarding

Pate's Grammar School is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment, and applicants must be willing to undergo relevant checks appropriate to the post, including checks with the Disclosure and Barring Service.

Pate's Grammar School is committed to developing a culture of inclusion in our school for the benefit of all staff, students and governors. We believe that all staff should thrive irrespective of race, religious beliefs, disability, gender, gender identity, and sexual orientation. We recognise and respect values and difference and we work to remove any barriers which inhibit the development of people, including recruitment and retention.

*"To me, being a Patesian
means being a part of a countless
number of smaller communities.
There's the whole school community,
deeply rooted in our history and by tradition.
Then within this, there's the different
senses of pride and belonging achieved
by the House system, music bands,
sports teams, societies and so on...
It's a combination of all these that truly
embody the Pate's community and is
what being a Patesian really means."*

Natalie, Year 12



Pate's Grammar School

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