



Brief for the appointment of Head of MFL

In partnership with

COGNITA



DISCOVER PURPOSE, CREATE CHANGE

Cognita has entered into a partnership with Alleyn's to create two leading independent day schools in north London.

Alleyn's is south London's finest coeducational day school, consistently placed within the top London schools for academic achievement and winner of the Independent Coeducational School of the Year Award 2025. Cognita's flagship London schools, North Bridge House Regent's Park and North Bridge House

Hampstead, form part of the new Alleyn's Schools Group. Alleyn's Regent's Park opened in September 2025 and Alleyn's Hampstead is opening in September 2026.

A new Junior School will open in Hampstead in 2026, creating a through school for children aged 2–18, with Nursery, Junior, Senior and Sixth Form sections.

 We're excited to see how you'll help shape the future at Cognita. Good luck with your application – we can't wait to see what you'll bring.

Thank you very much for your interest in the role of Head of MFL, here at Alleyn's Regent's Park. I am delighted that you are considering it and I hope to give you a sense of us and why an Alleyn's School is such a wonderful place to work! Our ROCCK values (Respect, Opportunity, Curiosity, Courage, Kindness) will also indicate what we are seeking to achieve here.

So, why Alleyn's? Alleyn's is part of a historic foundation which has been educating young people for more than 400 years. Our namesake and founder, Edward Alleyn, was one of the great Elizabethan players, and playful and academic exploration and discovery is something we very much welcome at our schools. Here, as well as acting, Edward Alleyn was also a philanthropist. His school was established to change the lives of children –initially “12 poor scholars”. It is rather wonderful that the original 12 has grown into the large, thriving community of the Alleyn's Schools' Group with more than two thousand children across north and south London, reflecting the Founder's vision. Alleyn's has been honouring the founder's legacy, as one of this country's leading co-educational schools, for generations and we are delighted that you are interested in joining this group.

Along with our history and heritage, we are also very proud of our future-facing outlook, both in our innovative and dynamic curriculum (we have devised exciting AI focused courses which all our pupils study) and in our facilities and in our approach to the adventure of teaching in and learning in and beyond the classroom. I very much want to tell you about our pupils too. They are engaging, grounded, passionate and interesting young people, who throw themselves wholeheartedly into the life of the school and they are a real pleasure to work with. The really lovely staff/pupil relationships here are critical and they underpin all we do.

I do hope that you will be able to get a sense of energy and fun at the heart of our schools during this recruitment process. The informality, the warmth and the unpretentious approach at Alleyn's really is infectious and I hope you will feel it, as I did, the moment you walk through the doors. There is nothing entitled, stuffy or pompous about our schools. And we really hope that you enjoy discovering that for yourselves, during this recruitment process.

May I wish you the very best of luck?

Warm regards,
Mrs Jane Lunnon
Head, Alleyn's



**'IF YOU'RE LOOKING FOR THE EPICENTRE
OF FORWARD THINKING EDUCATION,
HERE IT IS' TATLER SCHOOLS GUIDE 2025**



A WORLD OF SCHOOLS CONNECTED BY A SINGLE PURPOSE

At Cognita, we don't just provide education – we create environments where students, teachers, and colleagues can truly thrive. As part of our global family, you'll join a unique community that's dedicated to shaping the future of education. Our purpose is simple yet powerful: to empower every individual to **thrive in a rapidly evolving world**.

We believe in the power of individuals to create a lasting impact. Joining us means being part of a community where your ideas, passion, and drive can truly make a difference.

This candidate pack is your guide to discovering how you can thrive with us.

INSIDE THIS PACK YOU'LL DISCOVER:

- **About Cognita** – learn about what fuels us and keeps us moving forward.
- **Our people promise** – learn about the role you'll play and the impact you'll make with us.
- **School introduction** – learn about the great school you'll join.
- **Role overview** – understand how we see you contributing and explore what's expected of you.
- **Benefits** – discover the rewards of becoming part of Cognita.
- **Application process** – find out what's next and how to apply.

 **Want to understand the thread that connects our schools? See our Quality Framework on the next page.**

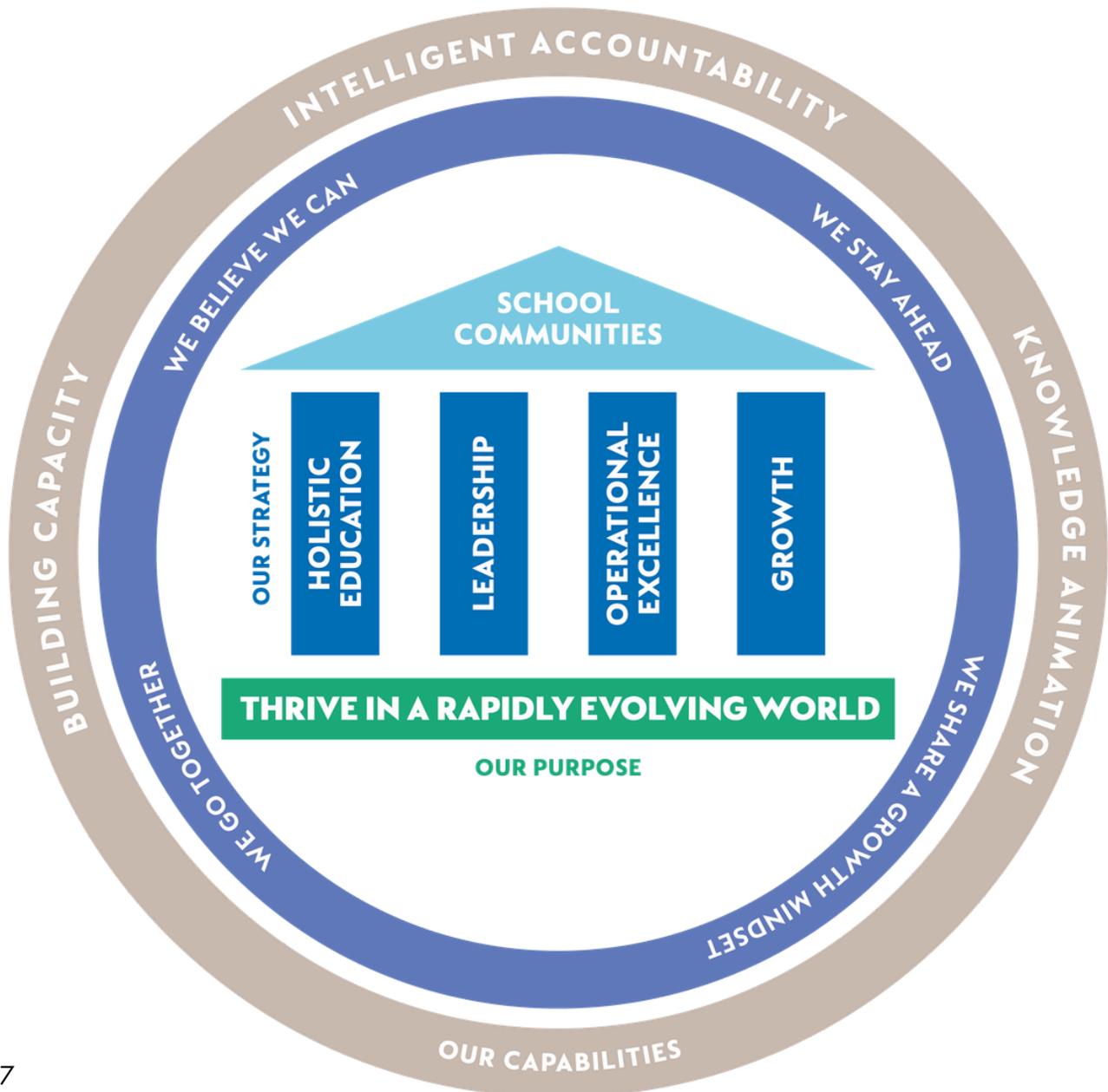
OUR QUALITY FRAMEWORK

With the support of our Cognita Quality Framework, we ensure that every school maintains its unique identity while benefiting from shared best practices, knowledge, and a global commitment to excellence.

This framework is the golden thread that connects all our schools, helping us create world-class learning environments for everyone.

Every Cognita school is special to us, but we are united by our collective goals, passion for innovation, and commitment to progress. Together, we collaborate, embrace new challenges, and create meaningful change that benefits not only our schools but the communities around us.

✿ **Keep reading to understand the mindsets that empower us to thrive and brings all this to life.**



DISCOVER PURPOSE, CREATE CHANGE WITH US

We are a diverse community, united by a shared purpose: to **thrive in a rapidly evolving world**.

We empower every school, teacher, colleague and student to focus on what they do best.

As a dynamic, committed team in 90 schools in 21 countries, we move fast but securely and progress while maintaining high standards. Find diversity, autonomy, and challenge to build a purposeful career with a variety of opportunities both upwards and sideways.

Join a welcoming, supportive network of talented people who are resilient and driven to achieve. Embrace change and innovate thoughtfully, take in fresh perspectives to achieve ambitious goals and create an inclusive, sustainable future in education. Striving for excellence and encouraging one another, make your mark through intentional impact and creating meaningful change for children and our incredible school system.

Your voice matters in our collaborative, open environment. We show up for one another, care about everyone's well-being and value input from our whole school community. Our strength lies in our diverse and expansive collaboration, championing local ownership and creating opportunities through our differences.

Achieve more in a place that thinks ahead, is unafraid to do things differently, and welcomes new ideas. Create change, grow, care, and always find purpose in a place committed to helping you and everyone thrive.

 Find out what this means for your role on the following pages...

BUILDING A STRONG CULTURE FOR AN EVOLVING WORLD

For our extraordinary community to fulfil our purpose, we rely on the strength of our culture. We thrive and our students thrive when we go forward together, progress by facing challenge, anticipate the future, and stay open to new ideas and ways of working.

OUR MINDSETS

Building a thriving culture isn't accidental – it's the result of intentional choices and actions we take every day. By living through our mindsets, we don't just shape the way we work – we build a culture that empowers us to drive purpose and create change so we can grow, succeed and make a lasting impact.

WE GO TOGETHER

We are stronger together, as one global schools system and operate with our collective goals in mind. We show up for one another, collaborate widely and share generously.

WE BELIEVE WE CAN

We are driven and passionate about what we do. Determined learners, we progress fast by facing challenges and empowering others to do the same. We take ownership of our responsibilities and always believe there is a way.

WE STAY AHEAD

We embrace change to stay ahead, whilst maintaining high-standards and best practice. We anticipate the future, not afraid to do things differently so that both our students and our business thrive today and tomorrow.

WE SHARE A GROWTH MINDSET

We always consider the needs and perspectives of others. We are open to new ideas and ways of working, connecting to wider perspectives wherever possible.



Want to better understand the role you'll play and the impact you'll make with us? Have a look at the next page.

INSPIRE THE NEXT GENERATION BY SHAPING MINDS AND FOSTERING A LOVE OF LEARNING

At Cognita, you'll be part of a global family that shares a passion for education and is committed to the well-being and growth of its people. Here, teaching is more than just a job, it's about making a meaningful impact on student's lives. Whether you're joining us for our high standards, growth opportunities, or based on the positive experiences of others, you'll discover a community that supports you to thrive.

DISCOVER PURPOSE AND CREATE CHANGE WITH US:

THRIVE IN AN EXTRAORDINARY COMMUNITY

Collaboration is at the heart of everything we do. You'll be joining a passionate and committed community, where support and well-being are priorities. At Cognita, we believe in working together to achieve shared goals, creating a supportive environment where everyone feels valued.

CREATE MEANINGFUL CHANGE EVERY DAY

Your role as a teacher will be transformative, not just for your students, but for our school community as a whole. You'll have the freedom and trust to make decisions that matter, helping students reach their potential and create meaningful change every day.

CHAMPION PROGRESS IN EDUCATION

At Cognita, we are always looking toward the future of education. With access to continuous professional development and career opportunities within our global network, you'll be empowered to grow, innovate, and set new standards for excellence in teaching.

LEARN AND DEVELOP FROM NEW CHALLENGES

Every day will bring new challenges and opportunities to grow, along this journey you will be supported by a community that values discovery, collaboration, and professional growth. You'll thrive in an environment that embraces continuous learning and development for its people.



Find out more about Alleyn's Regent's Park on the next page...



FIND OUT MORE ABOUT ALLEYN'S REGENT'S PARK

As a leading co-educational independent school in the UK, we offer a scholarly, values-led, holistic and joyful education within our community and far beyond it. Like our player founder, we are creative and pioneering, embracing a spirit of possibility, collectively and individually.

We want our pupils to be 'all they can be' – kind, happy, inspired, and, having found their thing, ready to lead and to make a positive difference in the world when they leave us.



'ALL WE CAN BE' AT ALLEYN'S REGENT'S PARK

WELCOME TO OUR SCHOOL

Alleyn's Regent's Park is located in a historic, former convent on the edge of Regent's Park and currently educates children aged 4 to 13. The school prepares pupils for 11+ and 13+ entry, but is moving to be an 11+ centre of excellence and will introduce a new Pre-Reception class from September 2026, becoming a 3 - 11 school.

The school draws pupils from across north London from Finchley to Chelsea and Wembley to Hackney and is very well connected with Camden Town on the northern line, which is just a five-minute walk away.

OUR VISION

This is a remarkable time to join one of our remarkable schools. The world-class Alleyn's educational proposition together with an investment plan to create a first-rate teaching and learning environment positions Regent's Park as one of London's leading co-educational day schools. Alleyn's vision, "All We Can Be," champions the ideal that every member of the community should have the opportunity to discover and develop their unique talents.

There are seven core elements to an Alleyn's education:

1. AiQ "Alleyn's Intelligence Quotient" – Academic
2. AEQ "Alleyn's Emotional Quotient" – Pastoral
3. All In Co-Curricular & Partnership – Academic
4. Aspiring Minds – Scholarship
5. Events Programme – The key markers of our school year, and opportunities for collaboration.
6. Thought Leadership – Alleyn's leading the debate and challenging the status quo.
7. Physical Environment – The marginal gain approach to educational design & smart schools.

ALLEYN'S VALUES

We recognise wonderful academic results are a by-product of an outstanding values-driven education, an education which aims to:

- Promote respect, well-being and diversity in a caring community where every individual can flourish;
- Develop curiosity, wonder, creativity and a love of learning;
- Inspire ambition and intellectual rigour through excellent teaching and learning;
- Cultivate discovery and opportunity through an outstanding co-curriculum;
- Foster awareness, leadership and connection through partnership and enterprise;
- Cherish the wide Alleyn's family and honouring our historic commitment to Edward Alleyn's charitable foundation.

WHAT YOU'LL BE DOING

ROLE PURPOSE

The Head of MFL at Alleyn's Regent's Park leads an ambitious, academically rigorous and culturally rich languages provision that inspires curiosity, confidence and global awareness in every pupil. The role ensures excellence in teaching and outcomes, while embedding Languages within the school's broader vision of innovation, character education and the ROCCK values, particularly Respect and Kindness.

KEY RESPONSIBILITIES

- Lead and oversee the delivery of Languages education across the school, ensuring high standards of teaching, learning, and curriculum design.
- Line manage and develop Languages staff (French, Spanish and Mandarin), fostering a collaborative and high-performing department.
- Promote a love of Languages throughout the school, inspiring enthusiasm, curiosity and cultural awareness in all pupils.
- Monitor curriculum developments and pupil progress, including Common Entrance and scholarship requirements, implementing appropriate support and extension programmes.
- Drive departmental quality assurance and collaboration, including appraisal, lesson observation, book monitoring, development of schemes of work, and cross-curricular initiatives with senior leaders and Heads of Department.

WHAT YOU WILL BE DOING

- Lead and teach high-quality Spanish lessons that inspire curiosity, confidence, and a love of languages.
- Oversee and develop an ambitious, coherent MFL curriculum (Spanish and other languages), ensuring strong

- progression and excellent preparation for 11+, Common Entrance and Scholarship pathways.
- Oversee and develop an ambitious, coherent MFL curriculum (Spanish and other languages), ensuring strong progression and excellent preparation for 11+, Common Entrance and Scholarship pathways.
- Line manage and support MFL colleagues, fostering a collaborative, reflective, and high-performing department.
- Monitor and evaluate pupil progress across the department, using assessment intelligently to provide stretch, challenge, and targeted support.
- Promote cultural awareness and global understanding through trips, themed events, visiting speakers, and cross-curricular initiatives.
- Establish clear expectations and routines within the department that reflect the school's high standards and ROCCK values, particularly Respect and Kindness.
- Contribute fully to the wider life of Alleyn's Regent's Park, including enrichment, performances, residentials, and community events.

SAFEGUARDING RESPONSIBILITIES

- To comply with safeguarding policies, procedures and code of conduct.
- To demonstrate a personal commitment to safeguarding and student/colleague wellbeing.
- To ensure that any safeguarding concerns or incidents are reported appropriately in line with policy.
- To engage in safeguarding training when required.

WHAT YOU'LL BRING

Essential	Desirable
<p>SKILLS</p> <ul style="list-style-type: none"> • Inspirational classroom practitioner, particularly in Spanish. • Proven ability to lead and manage a department effectively. • Strong understanding of the independent prep school context, including 11+ and scholarship pathways. • Excellent communication, organisational and interpersonal skills. • Ability to analyse and use pupil progress data to drive standards. • Commitment to fostering a love of languages and promoting cultural understanding across the school. 	<p>SKILLS</p> <ul style="list-style-type: none"> • Experience developing cross-curricular initiatives. • Ability to contribute to the wider life of the school (e.g. trips, events, enrichment).
<p>QUALIFICATIONS</p> <ul style="list-style-type: none"> • Good honours degree in Spanish (or a closely related discipline). • Recognised teaching qualification. • Evidence of strong subject knowledge in Spanish to at least KS3. 	<p>QUALIFICATIONS</p> <ul style="list-style-type: none"> • Master's degree in Spanish, Education, or a related field. • Ability to teach a second modern foreign language (e.g. French or Mandarin).

Essential	Desirable
<p>EXPERIENCE</p> <ul style="list-style-type: none"> • Experience teaching Spanish across the prep age range. • Experience of curriculum leadership or significant departmental responsibility. • Demonstrable commitment, passion, and energy for teaching. • Ability to lead from the front and by example. • Resourcefulness, flexibility, and resilience. • Ability to see strategic initiatives through to completion and meet deadlines. • Willingness to be fully involved in the life of the school. 	<p>EXPERIENCE</p> <ul style="list-style-type: none"> • Experience line-managing staff. • Experience organising language trips or international links. • Experience working in a high-performing independent school environment.

KEY STAKEHOLDERS YOU’LL BE WORKING WITH

Internal:

- Assistant Head Academic (line manager)
- Senior Leadership Team
- Teaching and support staff
- Students and parents

External:

- The broader Cognita family of schools and colleagues.

THE BENEFITS THAT WILL HELP YOU THRIVE

Our benefits are more than just perks – they're a reflection of our commitment to your growth, well-being, and success. Whether you're looking to expand your professional horizons or ensure a healthy balance between work and life, we offer a range of benefits designed to support you every step of the way.

WHAT YOU'LL GET

Core benefits

- Competitive salary based on level and experience
- Life assurance
- Pension scheme
- Flu vaccinations
- Employee assistance programme
- Exclusive third-party discount platform
- Cycle to work scheme
- School fee discount
- A wide range of professional subscriptions

GREAT, SO WHAT HAPPENS NEXT?

HOW TO APPLY

We're excited to get to know you and learn more about your unique skills and experiences. To help us process your application smoothly, here are a few steps to guide you:

- Please submit a completed Cognita application form, along with a cover letter that highlights how your experience and skills align with the role. The cover letter should be no more than two sides of A4 and can be submitted in the specified languages.
- Feel free to include your CV, but please ensure it accompanies the completed application form.
- Submit your application via our applicant tracking system by following the apply now link on the advert. Be sure to submit it by the stated deadline so we can review your application as soon as possible.

We can't wait to meet you. Best of luck with your application, and we'll be in touch with the next steps soon.

SAFEGUARDING AT COGNITA

At Cognita Schools, we are fully committed to safeguarding and promoting the welfare of children and young people. We expect all staff, volunteers, and third parties to share this commitment. As part of our safer recruitment practices, pre-employment background checks will be conducted before any appointment is confirmed.

DIVERSITY, EQUITY, AND INCLUSION (DE&I)

At Cognita, diversity, equity, and inclusion are at the heart of everything we do. As a global community spanning over 94 nationalities, we know that our strength lies in our diversity. It's what drives our success and makes Cognita a place where everyone can thrive.

We are committed to:

- Attracting, recruiting, and retaining diverse talent.
- Embedding DE&I principles into every part of school life.
- Fostering inclusive environments where all voices are heard and celebrated.

No matter where you come from or what stage of your career journey you're on, you're welcome at Cognita.



Your journey towards making a real difference starts here and we're excited to see how you'll make your mark.

Contact us at recruitment@cognita.com and begin your journey today.

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