

Role Profile

Secondary Teacher

Location: Hastings School

Function: School Classroom Teaching

Reporting To: Head of Secondary

School Introduction

Discover purpose, create change at Hastings School

Welcome to our school

1400 students | 56 nationalities | 6 sites | 1 school

Our school

Whilst in the last two years our graduates leave to attend many of the best universities around the world including; University of Cambridge, Imperial College London, UCL, Duke University, University of Edinburgh, King's College London, KU Leuven, LSE, University of St Andrews & Delft University of Technology to but name a few.

We want students of all ages to enjoy their educational journey at Hastings starting from their first day at school. We want them to fulfil their academic potential and develop the knowledge, understanding, skills and attributes they will need in the future.

We utilize a series of learning habits as part of our learner power approach. These habits are Collaboration, Creativity, Curiosity, Empathy, Reflection, Resilience, Responsibility and Thinking.

At Hastings, as part of the Cognita group of schools, we explicitly design our approach to education to help students develop these attributes and emerge ready to thrive in a rapidly evolving world.

This is a remarkable time to join a remarkable school.



Our Identity

Hastings School, founded in 1971, serves students aged 2-18, from a diverse community and is nestled in the heart of Madrid, Spain. We are a prestigious, premium international school, within the Cognita family of schools. Our holistic educational approach delivers outstanding academic results.

Our Purpose

We prepare young people to succeed and thrive in a rapidly evolving world.

Our Vision

We aspire to be the leading premium school in Spain.

Our Aims and Values

We aim for students to

be **CARING** towards each other, themselves and feel valued by their teachers.

be **CURIOUS** and passionate about the pursuit of knowledge and understanding and the development of skills and values.

develop the attributes through the Hastings Learner Habits that give them every chance to fulfil their potential and to be **SUCCESSFUL** at school, university and in life.

become **GLOBALLY MINDED**, multi-lingual young people who are culturally and emotionally intelligent, and help create a more just and sustainable world.

Location

Where you'll be working

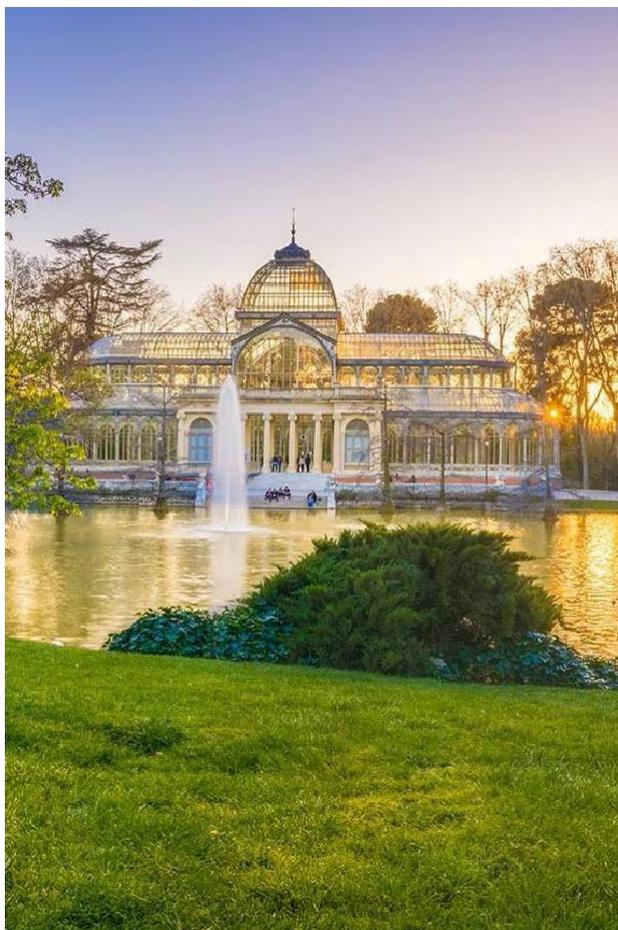
Your new role brings you to Madrid, Spain's capital. A vibrant, cosmopolitan city with inhabitants out and about at every hour of day and night. Each neighbourhood of Madrid is distinct and unique, from funky-alternative Malasaña to chic and high-end Salamanca.

Madrid's location in the centre of the Iberian Peninsula makes it a hotspots for holidays and festivals. With popular events like New Year's Eve, Los Reyes Magos, San Isidro and more taking place in the city throughout the year. There is always something going on in Madrid and the festive energy radiates throughout the city.

As you settle in, you'll discover a community rich in diversity and hospitality that makes Madrid a unique place to call home.

Key Points about living in Madrid

- **Culture:** There is a huge variety of cultural activities on offer. There are not only things to see in the classic museums (Prado, Reina Sofía and Thyssen), but also in the thousands of galleries and cultural centres like El Matadero and La Casa Encendida.
- **Transport:** Madrid has an excellent public transport system that includes the metro, buses and commuter trains, making it easy to get around the city and its surroundings.
- **Natural beauty:** the city is surrounded by the Jarama and Manzanares rivers, as well as the Guardarrama mountain chain.
- **Food:** is another important part of life in Madrid. You can find everything from traditional tapas bars to haute cuisine restaurants.



What you'll be doing

Role purpose

To teach as effectively as possible across the full range of abilities within our student body and to promote a genuinely positive approach to the subject.

What you will be doing

1. Planning, Teaching and Class Management

- Model and deliver outstanding practice within your subject area.
- Have high expectations of all students based on relevant data.
- Support, challenge, and stretch students as appropriate.
- Teach using a variety of delivery methods that stimulate learning, meet syllabus requirements, and address the needs of all students.
- Provide, or contribute to, oral and written assessments, reports, and references relating to individual students or groups of students.
- Maintain discipline in accordance with school procedures and encourage good practice regarding punctuality, behaviour, and standards of work.
- Assess students' work in line with school policies and procedures, referencing individual performance targets.

2. Monitoring and Evaluating

- Use data—both externally and internally produced—to assess student performance and develop appropriate actions.
- Review teaching methods on a regular basis.
- Produce annual reports and mid-term grades for all classes taught.

3. Other Responsibilities

- Participate in the school's staff development programme.
 - Continue personal development in relevant areas, particularly subject knowledge and teaching methods.
 - Engage actively in the school's performance management programme.
 - Act as a form tutor.
 - Support extra-curricular activities as required.
 - Work as a member of a team, contributing positively to effective working relationships within the school.
 - Attend open evenings and parents' evenings.
 - Attend morning assemblies and staff morning briefings unless on duty.
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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

Skills

- Strong organisational skills.
 - Ability to work effectively in a team.
 - Ability to manage change sensitively and effectively.
 - Initiative and passion for teaching.
 - High commitment to raising academic standards for all pupils.
 - Clear understanding of effective teaching, learning, and assessment techniques.
 - Strong, instinctive commitment to safeguarding young people, with up-to-date knowledge of child protection procedures.
 - A genuine passion for working with children.
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Qualifications

- University graduate with a UK-approved PGCE or international equivalent.
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Experience

- Experience teaching in the UK (useful but not essential).
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Key Stakeholders you'll be working with

- **Internal:** Pupils, colleagues, Heads, Support Staff.
- **External:** Parents, families, third parties.

To be signed and dated by employee:

Signed:

Name (print):

Date:

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.

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