



CHARTERHOUSE
LAGOS



SECONDARY SCHOOL EAL TEACHER



Secondary School EAL Teacher

This is an exciting opportunity for a talented and hard-working individual with a desire to work in an environment that strives for excellence in all it does.

We are seeking a Secondary School EAL Teacher who is expected to support students for whom English is an additional language to access learning across the Secondary School and make good academic progress.

Job Description

Position: Secondary School EAL Teacher
Reporting to: Head of Secondary
Position Type: Full-Time (including some weekends and evenings as required)

Role Overview: The role is responsible for assessing students' English-language needs, providing targeted individual and small-group learning and teaching, and working with subject teachers to support students effectively in the classroom. The EAL Teacher will also contribute fully to the academic, pastoral, co-curricular and boarding life of Charterhouse Lagos.

Charterhouse Lagos staff are committed to safeguarding and promoting the welfare of children and young people. They ensure a secure, stimulating, and well-managed learning environment that promotes a sense of safety, support and wellbeing.

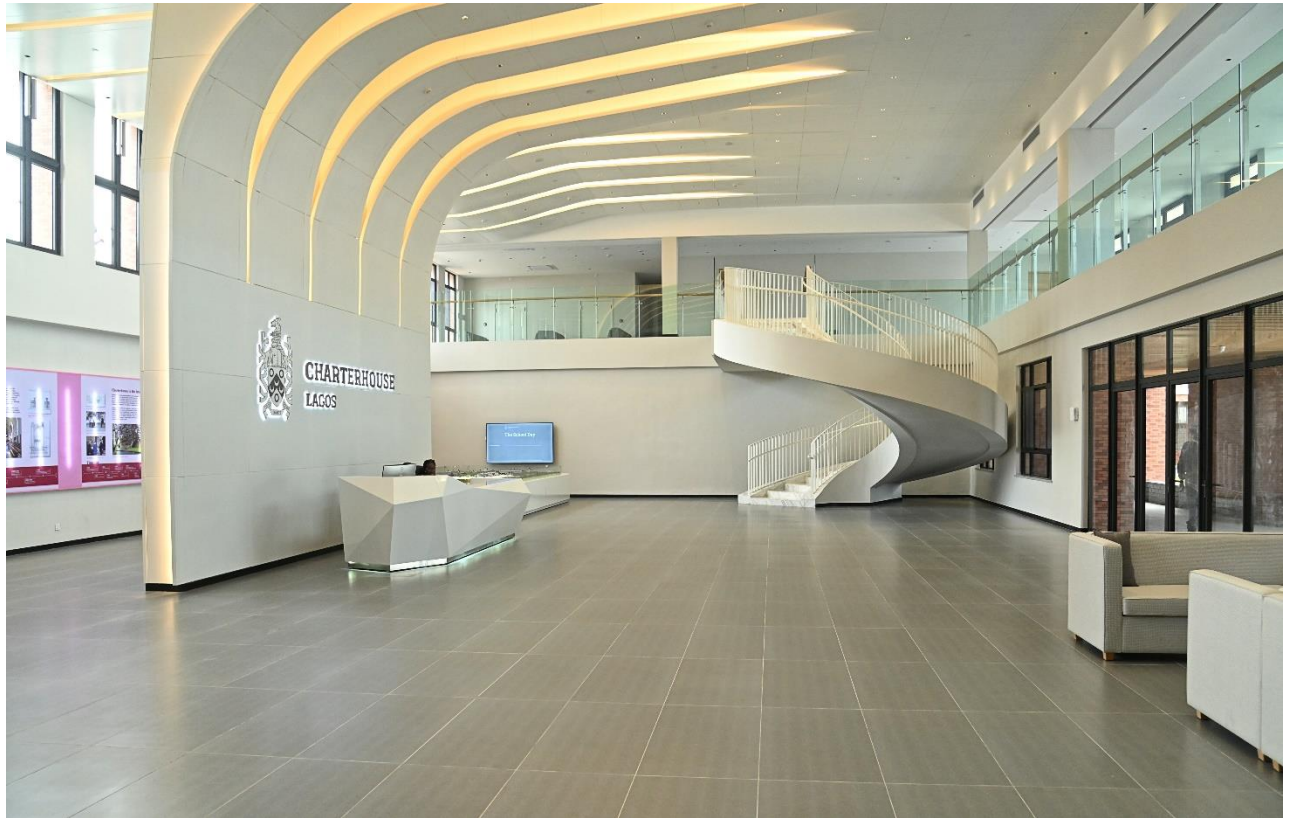




Qualifications and Experience	Essential	Desirable
Qualified teacher status or an equivalent recognised teaching qualification and/or a recognised TEFL qualification.	Yes	
Good understanding of EAL learning and teaching.	Yes	
Ability to assess students' English-language needs and plan appropriate support.	Yes	
Ability to teach speaking, listening, reading and writing effectively.	Yes	
Ability to work collaboratively with subject teachers and other colleagues.	Yes	
High expectations for students and a commitment to their academic and personal development.	Yes	
Experience working within a British or international school.		Yes
Experience supporting secondary-age students studying towards IGCSE qualifications.		Yes
Experience working in a boarding-school environment.		Yes
Skills & Competencies		
Proven experience in effective organisation, coordination and administration.	Yes	
Demonstrable core teaching competencies.	Yes	
Excellent written and verbal communication skills.	Yes	
Awareness of current trends and developments in education.	Yes	
Knowledge of relevant education regulations and requirements.	Yes	
Ability to work effectively with school administrators, teachers and other members of faculty.	Yes	
A passion for teaching and a strong commitment to student development.	Yes	
Personal Attributes		
Integrity and trustworthiness.	Yes	
Proactive problem solver with a positive, can-do attitude.	Yes	
Excellent interpersonal skills, with the ability to build positive relationships with students, teachers and colleagues.	Yes	
Clear commitment to safeguarding and promoting the welfare of children and young people, including willingness to undertake all required safeguarding training.	Yes	
Understanding of professional boundaries and appropriate conduct when working with children.	Yes	
Ability to recognise and respond appropriately to safeguarding concerns, in line with school policies and procedures.	Yes	
Adaptable and open-minded, with a willingness to learn, develop and take on new responsibilities.	Yes	
Willingness to contribute fully to the wider life of Charterhouse Lagos.	Yes	
Integrity and trustworthiness.	Yes	
Proactive problem solver with a positive, can-do attitude.	Yes	
Commitment to upholding the values and ethos of Charterhouse Lagos.	Yes	
Ability to maintain a professional demeanour when dealing with teachers, students, and other staff.	Yes	



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Key Responsibilities		
i.	Identify and assess the English-language needs of students.	
ii.	Plan and deliver individual and small-group EAL learning and teaching.	
iii.	Develop students' English across speaking, listening, reading and writing	
iv.	Support students in developing the vocabulary and academic English needed to access learning across the curriculum	
v.	Set appropriate language-learning targets and monitor students' progress.	
Vi	Maintain clear records of assessment, support and progress	
vii.	Work closely with subject teachers to identify barriers to learning and appropriate strategies for individual students.	
viii.	Provide practical advice and resources to teachers working with EAL students.	
ix.	Support appropriate differentiation and scaffolding within lessons.	
x.	Help students develop confidence and independence in using English.	
xi.	Communicate with parents as appropriate regarding students' progress and support.	
xii.	Work with pastoral and learning-support colleagues where students have additional needs.	
xiii.	Contribute to the continuing development of EAL provision within the Secondary School.	
xiv.	Contribute to the wider academic, pastoral and co-curricular life of the school.	
xv.	Undertake boarding, supervisory and other duties as required of Secondary teachers.	
2.	Learning and Teaching:	
i.	Maintain high expectations for all students.	
ii.	Provide learning and teaching appropriate to students' different levels of English.	
iii.	Use assessment to identify needs, plan support and monitor progress.	
iv.	Plan well-structured learning that enables students to make progress in English and access the wider curriculum.	
v.	Provide appropriate support while encouraging students to become increasingly independent.	
vi.	Work collaboratively with teachers to help EAL students participate successfully in mainstream lessons.	
vii.	Recognise that EAL and additional learning needs are not the same and work with colleagues to ensure students receive appropriate support.	
3.	Safeguarding and Pastoral Responsibilities:	
i.	Comply fully with Charterhouse Lagos safeguarding and child-protection policies, procedures and professional expectations.	
ii.	Always maintain appropriate professional boundaries with students.	
iii.	Remain alert to signs that a child may be at risk of harm, abuse, neglect or exploitation.	
iv.	Report any safeguarding or child-protection concern immediately through the school's established safeguarding procedures.	
v.	Respond appropriately if a student makes a disclosure, listening carefully without investigating or promising confidentiality and reporting the concern promptly.	
vii.	Record safeguarding concerns accurately, factually and promptly using the school's established procedures.	
viii.	Understand and follow the school's procedures relating to concerns or allegations about the conduct of adults working with children.	
ix.	Promote safe and responsible behaviour, including appropriate online behaviour and use of technology	
x.	Complete required safeguarding and child-protection training and maintain up-to-date knowledge of school procedures.	
xi.	Contribute to the pastoral care, safety and wellbeing of students during lessons, activities, supervision and boarding duties.	
xii.	Report any concern about a student's welfare, regardless of whether it appears directly connected to their EAL needs.	



Primary School Library



Official signing of the Charterhouse Lagos Agreement at Charterhouse UK

About our School

We opened in September 2024 and we are setting a new standard in education provision in Nigeria and West Africa. With world-class facilities and a focus on excellence, we are creating students with a passion for learning, for excellence and for leadership.

The school community is self-contained and lies in Ajah on the Lekki Peninsula, Lagos. The secure compound offers the best educational facilities in Nigeria. 24-hour security ensures that our students and staff can take advantage of the amazing facilities. We expect our older students to board at the school.

Facilities include fully connected classrooms, science and STEM labs, music, art, drama and library spaces, an 800-seat professional standard theatre, a 25-metre competition pool, along with a learn to swim pool, an NBA standard indoor basketball stadium, outdoor and indoor football pitches, and a beautifully landscaped campus that offers relaxation as well as a connection to nature.



Primary School Stem Room

The school offers an international education for students aged 5 to 18 (Years 1 to 13) using the British curriculum and leading to the IGCSE and A level qualifications. These will allow our students to aspire to the very best universities worldwide.

Opening a new school is a huge challenge and adaptability will be key. We aim to create British style international school reflecting the heritage and culture of the great UK independent schools. We are seeking leaders who will bravely tackle challenges and challenge expectations; we want individuals who will set aspirational targets for students and staff and lofty goals for our school.

Phase 1 of our building programme opened in September 2024 and phase 2, with the secondary school facilities is now completed. Phase 3 will follow over the next few years. Years 1 to 6 are already established in our Primary School, with Years 7, 8 and 9 added in September 2025. In September 2026, we welcomed Year 10 (IGCSE) and Year 12 (A Levels), completing our current educational offering.

We hope that you will consider joining us to create an exciting new future in Lekki, Lagos.



Contract

This is a permanent full-time, full year position. The post will be considered probationary for a period of up to 6 months. Working hours will be full time, full year with evenings and weekends as required by the schedule. Accommodation is NOT available.

Salary

Competitive

Benefits

Professional Development

Professional and international working environment, professional development and training opportunities.

Health Insurance

HMO coverage for employees and their families.

Meals

Free meals and refreshments are available to staff whilst on duty and when catering is in operation.

Holiday

The holiday year runs from August- July, in line with the academic year and leave entitlements, usually taken in the school holidays. This leave is in addition to Federal Public Holidays.

Fitness Centre Membership

All academic and business staff are entitled to join the Fitness Centre, with access to the swimming pool, gym and fitness activities.

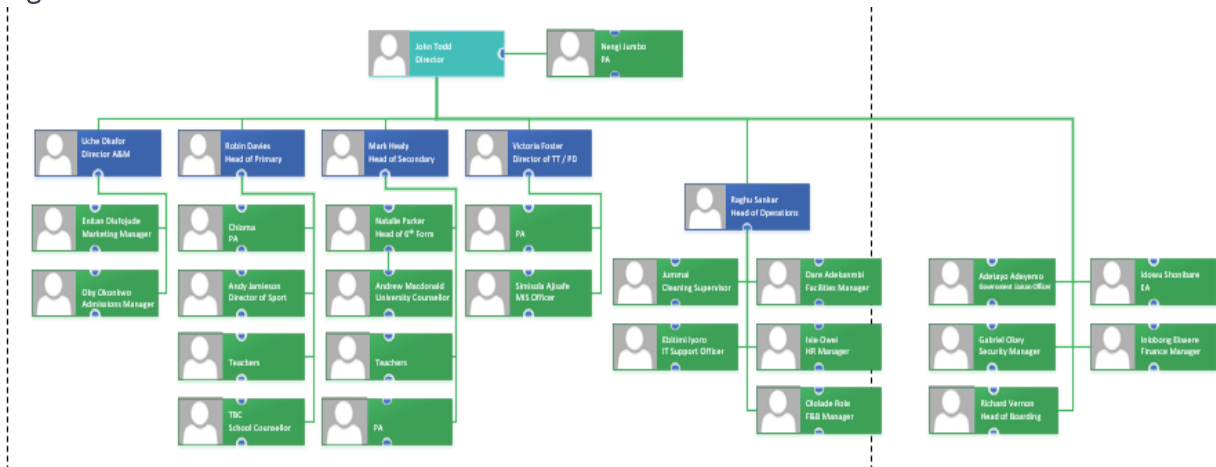
Pre-Employment Checks

Any offer of employment is subject to numerous checks to comply with our Safer Recruitment processes and our Safeguarding Policy (available to view on our website), please see our link for

[APPLICATION AND RECRUITMENT PROCESS EXPLANATORY NOTE.docx](#)



Organisation Chart:



Safeguarding

Charterhouse Lagos is committed to safeguarding and promoting the welfare of all our students and expects all applicants to share this commitment. We follow safer recruitment practices which are aligned with recommendations from the International Task Force on Child Protection. We aspire to the highest international standards of recruiting practices with specific attention to child protection. All appointments are subject to interviews, identity checks, criminal record checks, social media checks and successful references.

Data Protection

The personal data relating to candidates, including personal data provided in, or along with the enquiry and application forms, is required to be collected by Charterhouse Lagos/The Huntington Education Group, for purposes of candidate evaluation, and facilitating the recruitment process. By providing us with your personal data, you give your consent to us for collecting, retaining, processing, transferring (including cross-border transfer) and disclosing personal data to any third parties (including intra-group) for achieving the above purpose.

Diversity, Equality and Inclusion

At Charterhouse Lagos, we want everyone to feel valued, appreciated, and free to be who they are at work, whilst remaining true to the culture and laws of Nigeria. Our recruitment processes are designed to prevent discrimination regardless of gender identity or expression, sexual orientation, religion, ethnicity, age, neurodiversity, disability status, citizenship, or any other aspect which makes them unique.