

## **Spanish Teacher**

Dates: Apply by Wednesday 21<sup>st</sup> May 2025  
Location: Rickmansworth  
Contract type: Full Time  
Contract term: Permanent  
Salary: Academy Trust Scale (£33,233 to £53,428 (FTE)) and is based on skills and experience (plus a £2,000 recruitment and retention payment)  
Start Date: September 2025 (July 2025 start for Early Career Teachers)

The Reach Free School is seeking a passionate and dedicated Spanish teacher to join our thriving and close-knit community. This is a school where every pupil is known as an individual, and every teacher is valued for the unique strengths they bring. Whether you are just starting your career or seeking a fresh, fulfilling challenge, you will find a supportive, forward-thinking staff body where creativity is encouraged, professional development is prioritised, and your contribution will make a genuine difference.

### **Spanish at The Reach Free School**

Spanish is a core subject at The Reach Free School and is taught to all classes three times a week. Spanish is the only language taught at the school, enabling pupils to focus on this from year 7. A number of the primary feeder schools have also adopted Spanish as their language, meaning that pupils are joining the school with an understanding of the basics before accelerating their learning in Key Stage 3 and beyond. At GCSE the school has a very high uptake for Spanish with around 70% of pupils in each cohort taking the subject. At A Level the subject is a popular choice for students to continue their study. Around the school, signage is in both English and Spanish to demonstrate the commitment to the subject and in years 7 and 10 pupils attend residential to Granada and Valencia.

You will be an enthusiastic and knowledgeable educator with a strong commitment to Spanish language teaching. Your lessons will engage and motivate pupils of all abilities and you will bring creativity, energy, and high standards to the classroom. With a belief in every pupil's potential, you will help foster a vibrant culture of learning and contribute actively to the wider life of the school.

At The Reach Free School, we expect all teaching staff to:

- Be passionate about their subject area and learning as a lifelong skill
- Be committed to securing the best outcomes for all pupils at the school
- Support the Head of Department with evidence-informed teaching methods
- Have a passion for education and be open to innovative approaches in everyday aspects of school life
- Offer enrichment and extra-curricular experiences related to their subject area and beyond
- Contribute to the overall development of the school
- Be flexible in their approach to work, adapting to new challenges
- Support and mentor colleagues who are training

In return, we will offer you:

- A happy and supportive working environment with high expectations and standards
- Access to the latest technology to assist in developing your teaching and learning
- Competitive salaries based on skills and experience
- Access to the Teachers' Pension Scheme
- A staff committee that organises various social events
- A comprehensive employee assistance programme

- A £500 new employee referral scheme
- Free parking
- A BUPA cash plan to contribute to medical care
- A Cycle to Work Salary Sacrifice Scheme
- Up to five days paid leave in compassionate, emergency or exceptional circumstances. For example, our staff can see their children perform in assemblies or shows.
- A network of outstanding practitioners to collaborate with and learn from, both in school and across the Watford Partnership for Teacher Training
- A comprehensive professional development programme together with opportunities to further develop your career

This position is suitable for early career teachers.

The Reach Free School is a successful secondary school which celebrated its tenth anniversary in 2023. The oversubscribed school is a popular choice for local families. The school has excellent modern facilities built in 2018 right in the heart of its community. If the challenges of working in a non-selective secondary school appeal to you, then we would like to hear from you.

Further information is available from our website: [www.thereachfreeschool.co.uk](http://www.thereachfreeschool.co.uk).

We encourage potential candidates to arrange a tour of the school. Contact The Reach Free School to arrange this or with any questions you may have on 01923 711517 or via email to Mrs Keri McKay, HR Officer, [kmckay@reachfree.co.uk](mailto:kmckay@reachfree.co.uk).

**Closing date for applications:** Wednesday 21<sup>st</sup> May 2025  
**Interviews to take place:** Friday 23<sup>rd</sup> May 2025

### **Safer Recruitment**

The Reach Free School is dedicated to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment. To ensure we fulfil this responsibility, all candidates will undergo a thorough selection process designed to deter and identify unsuitable applicants. Details of this process are outlined below. Should you require further information, please do not hesitate to contact the school.

### **Disclosure**

This role involves significant access to children, and any appointment will be subject to an enhanced Disclosure and Barring Service (DBS) check for previous criminal convictions. Candidates must disclose any convictions, cautions, or bind-overs, including 'spent convictions' as defined under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020), prior to appointment. Failure to disclose relevant information may result in termination of employment. However, a criminal background will not automatically exclude individuals from employment; each case will be considered based on the nature and timing of the offence(s).

### **Online searches**

Keeping Children Safe in Education (KCSIE) asks schools to carry out online searches on shortlisted candidates as part of the process of assessing suitability. The school will also carry out a prohibition from teaching check. Non-disclosure may lead to termination of your employment.