

St Bede's Catholic College



Recruitment pack for the post of:

**Spanish teacher, full time, permanent
from 1st September 2026**

Pay scale: M1-UPS3 £32,916-£51,048

Closing date: Noon on Monday 20th April 2026



0117 377 2200



www.stbedescc.org



Long Cross, Lawrence Weston, Bristol, BS11 0SU

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T: 0117 377 2200 E: contact@stbcc.org W: www.stbedesc.org



Principal: Mr R. J. King, M.Ed

Dear applicant

St Bede's Catholic College is a great place of learning with a unique culture and climate. Visitors comment on a calm and industrious place where children are stimulated and challenged to develop their talents and encouraged to strive for excellence. Achievement and effort are valued and celebrated. Within and outside the classroom numerous opportunities exist for young people to unlock their talents and develop self-worth, esteem, confidence, resilience and independence.

Children are enthusiastic about life in college and embrace the many opportunities to grow in faith, developing religious understanding and a sense of service. Spiritual and moral development lies at the heart of our work and is a major strength within this vibrant faith community, where every child is valued.

Young people are encouraged to strive for excellence in every aspect of their work. We hold high expectations of ourselves and all those who work within our community and these translate to the children in our care. They are enabled from the early stages to be active, enquiring and critical open-minded thinkers; to be ambitious for themselves and broaden their horizons.

The college has a long-standing tradition of scholarship and academic success. The value of hard work is never underestimated; this, coupled with inspirational and passionate teaching, enables everyone to fulfil their potential and walk tall with confidence.

As important as they are, education at St Bede's is about much more than examination results as you will discover when you visit this vibrant community where quality is all pervading.

Yours faithfully

A handwritten signature in black ink, appearing to read 'R King', written over a white background.

Mr R King

Principal



The St Bede's Way

The St Bede's Way is a practical guide to the culture at St Bede's. It is the way we aspire to do things, the expectations we have of each other and the support we provide to help us all succeed. It is the aim of all our community, both adults and students.

St Bede's has one simple message: **Work Hard. Be Kind. Do The Right Thing.**

Where Excellence meets Purpose

At St. Bede's Catholic College, we believe that our colleagues are the heartbeat of our institution. We are not just a school; we are a community committed to fostering an environment where every member thrives.

As you consider joining our team, here's what we promise to provide you:

Inspiring Mission and Values:

Be part of a community driven by a rich heritage and a commitment to excellence in education. Our Catholic values permeate everything we do, creating a purpose-driven work environment.

Collaborative and Inclusive Culture:

Embrace a culture of collaboration, where your unique skills and perspectives are valued. We are committed to creating an inclusive atmosphere that celebrates diversity and encourages open dialogue.

Professional Growth and Development:

Your growth matters to us. Access ongoing professional development opportunities, workshops, and mentorship programs to ensure you stay at the forefront of your field and achieve your career goals.

Student-Centric Approach:

Experience the joy of shaping young minds. Our student-centric approach prioritises their holistic development, providing you with the satisfaction of contributing to their growth and success.

Work-Life Balance:

We understand the importance of a balanced life. Enjoy a supportive work environment that values your well-being, providing flexibility and resources to help you maintain a healthy work-life balance.

State-of-the-Art Facilities:

Work in a modern and well-equipped campus that fosters a positive learning environment. Our facilities are designed to inspire creativity and innovation in both students and staff.

Community Engagement:

Engage with the local community and make a difference beyond the classroom. Join initiatives that connect our school with the broader community, reinforcing our commitment to social responsibility.

Join St. Bede's Catholic College and be part of a community where your skills are appreciated, your growth is nurtured, and your contributions make a lasting impact on the lives of students.

JOB OVERVIEW

We are seeking an inspiring and enthusiastic **Teacher of Spanish** to join our successful Modern Foreign Languages faculty within the context of our strong Catholic ethos. This is an exciting opportunity for a passionate practitioner who believes in the power of language learning to broaden horizons, deepen cultural understanding and enrich the lives of young people.

The ideal candidate will be deeply committed to outstanding teaching and learning, will enjoy working with young people, and will have high expectations of themselves and their students. They will have the ability to motivate and inspire learners, creating an engaging classroom environment in which students develop confidence, curiosity and a love of languages.

The successful applicant will deliver high-quality lessons and contribute positively to the continued success of the MFL faculty. Working closely with colleagues, they will support students in developing their linguistic skills and cultural awareness, helping to ensure that languages continue to play an important role in the academic, cultural and spiritual life of the school.

We are looking for a teacher with strong organisational skills, a clear commitment to high standards and a willingness to contribute to the collaborative ethos of the department. The successful candidate will also support the mission and values of Catholic education, helping students grow academically, culturally and personally.

The MFL faculty benefits from well-resourced classrooms and access to a range of digital tools that support engaging and effective language learning. As a member of the team at St Bede's, the successful candidate will contribute to the continued promotion of languages within the school community.

At St Bede's Catholic College, we are proud of our commitment to languages and the vital role they play in shaping confident, culturally aware young people.

As a Teacher of Spanish, you will have the opportunity to:

- Inspire students through engaging and effective language teaching.
- Work alongside a committed and enthusiastic team of language specialists.
- Contribute to a supportive environment that values innovation, collaboration and student voice.
- Play a part in the wider life of the school community.

WHAT WE OFFER:

- A school that is fully dedicated to developing every child to reach their full potential, irrespective of their ability or prior attainment.
- Collaborative working to support our endeavours to work smarter and achieve an effective balance between home and work.
- A dedicated and friendly team of professionals who are keen to develop and learn.
- Excellent CPD opportunities to grow and develop through mentoring and coaching.
- A successful ECT support programme and new staff mentoring.
- Comprehensive induction programme.
- Onsite parking.
- Free Employee Assistance Programme.
- Teacher pension scheme.
- Marking policy and Communications policy, both designed to reduce workload.
- Members of the DfE Staff Wellbeing Charter.
- Cycle to work scheme.
- Free use of the college gym.

IF YOU ARE:

- an enthusiastic and reflective teacher
- a motivated and talented practitioner who can teach Spanish to GCSE (and ideally A Level)
- someone who teaches with energy and enthusiasm, creating a positive learning environment
- a teacher with ambition for every student
- a team player who enjoys working collaboratively
- a person with strong personal and professional standards
- a talented teacher with the passion to inspire young people and would like to contribute to the future of this great place of learning, we would be pleased to hear from you.

Offers of employment are subject to Enhanced Disclosure and Barring Service clearance, excellent references and medical clearance.

WELCOME TO THE MODERN FOREIGN LANGUAGES FACULTY AT ST BEDE'S

Join a vibrant and committed community where languages are central to our curriculum and to students' understanding of the wider world. Our Modern Foreign Languages faculty is dedicated to delivering a rich, challenging and inclusive language education that equips students with the confidence, curiosity and cultural awareness to thrive in a global society.

Through high expectations and engaging teaching, we empower students to communicate effectively, think critically and appreciate other cultures, while developing resilience and independence as learners.

The six pillars of Catholic Social Teaching are embedded in schemes of learning, and are evident in lessons and classroom displays.

Our Vision and Intent

Our aim is to inspire students to see the world through the lens of language and culture, fostering confident communicators who are prepared for further study and future careers. Our curriculum is underpinned by four key principles:

- **Resilience & Independence**
Students are encouraged to take risks, problem-solve and embrace mistakes as part of the language-learning process, developing confidence in speaking and writing.
- **Cultural Capital**
Learners are exposed to a wide range of cultural experiences, including traditions, music, film, literature and current affairs from the French- and Spanish-speaking world, enriching their understanding beyond the classroom.
- **Purposeful Sequencing**
A carefully structured curriculum from Year 7 through to A Level ensures clear progression in grammatical understanding, vocabulary acquisition and spontaneous communication, fully preparing students for GCSE and post-16 study.
- **Inclusive Excellence**
We believe all students can succeed in languages. High expectations, engaging resources and a supportive classroom culture enable every learner to make strong progress, regardless of prior experience.

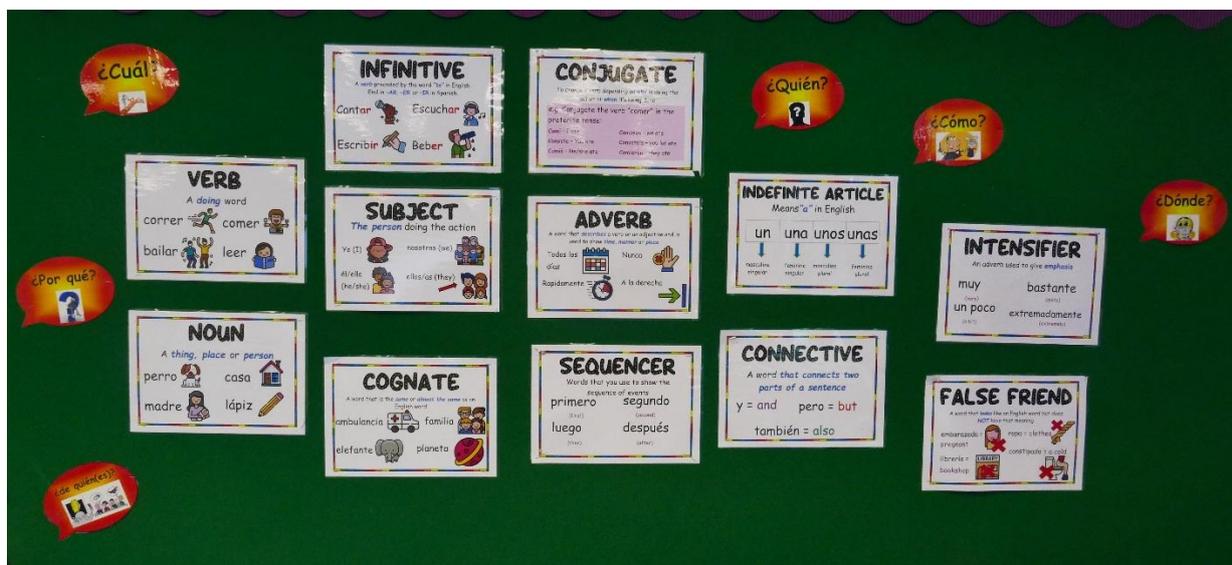
Departmental Highlights

- **Innovative Curriculum Design**
At Key Stage 3, language learning is delivered through story-based approaches that embed grammar and vocabulary in meaningful contexts. This builds strong foundations for confident communication and supports transition into GCSE study.
- **Academic Rigour and Examination Success**
At Key Stages 4 and 5, teaching is aligned closely with AQA exam board GCSE and A Level specifications, supported by high-quality digital resources and carefully designed assessments that inform progress and intervention.
- **Focus on Speaking and Spontaneity**
Across all key stages, there is a strong emphasis on oracy, encouraging students to ask and answer questions, manipulate language independently and respond confidently to unfamiliar situations.
- **Use of Technology to Enhance Learning**
Students are supported through a range of digital tools that develop vocabulary retention, pronunciation and independent study skills, both in and beyond the classroom.
- **Co-Curricular**
We have a strong tradition in facilitating exam entries for the community languages represented in the school community. There are currently after school Polish classes for pupils from the Polish community.
A recent language immersion trip to France, with a similar visit planned to Spain.

Why Teach Languages at St Bede's?

- Collaborative and Skilled Team**
 Work alongside dedicated language specialists who are reflective practitioners and passionate about sharing best practice.
- Well-Resourced Learning Environment**
 Access to digital platforms and resources that enhance teaching, support assessment and promote independent learning. The faculty is based in three dedicated classrooms and has a work/store room nearby.
- Strong Outcomes and Destinations**
 Students achieve excellent outcomes and leave St Bede's with the confidence, cultural awareness and communication skills needed for further study, travel and employment.
- A Faculty at the Heart of School Life**
 Languages play an important role in the academic, cultural and spiritual life of the College, supporting students to become open-minded, articulate and globally aware young adults.

"We develop learners who are confident communicators, culturally aware and equipped with the skills to succeed in an increasingly interconnected world."





PREAMBLE

Teachers make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

PART ONE: TEACHING

A teacher must:

1 Set high expectations which inspire, motivate and challenge pupils

- establish a safe and stimulating environment for pupils, rooted in mutual respect
- set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

2 Promote good progress and outcomes by pupils

- be accountable for pupils' attainment, progress and outcomes
- be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these
- guide pupils to reflect on the progress they have made and their emerging needs
- demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- encourage pupils to take a responsible and conscientious attitude to their own work and study.

3 Demonstrate good subject and curriculum knowledge

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings
- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject
- if teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
- if teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.

4 Plan and teach well structured lessons

- impart knowledge and develop understanding through effective use of lesson time
- promote a love of learning and children's intellectual curiosity
- set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- reflect systematically on the effectiveness of lessons and approaches to teaching
- contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

5 Adapt teaching to respond to the strengths and needs of all pupils

- know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these
- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development
- have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

6 Make accurate and productive use of assessment

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- make use of formative and summative assessment to secure pupils' progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback.

7 Manage behaviour effectively to ensure a good and safe learning environment

- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them
- maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

8 Fulfil wider professional responsibilities

- make a positive contribution to the wider life and ethos of the school
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- deploy support staff effectively
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- communicate effectively with parents with regard to pupils' achievements and well-being.

PART TWO: PERSONAL AND PROFESSIONAL CONDUCT

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

- Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:
 - treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
 - having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
 - showing tolerance of and respect for the rights of others
 - not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
 - ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.
- Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.
- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

Person Specification

Teacher of Spanish, full time, permanent

Criteria	Essential	Desirable
Catholicity	<ul style="list-style-type: none"> Willingness to support the Catholic character of the college 	<ul style="list-style-type: none"> Practising Catholic
Qualifications	<ul style="list-style-type: none"> Graduate or equivalent Qualified teacher status 	<ul style="list-style-type: none"> Good honours graduate Higher degree Management qualification
Teaching	<ul style="list-style-type: none"> Excellent classroom practitioner Ability to teach Spanish to GCSE Proven ability to motivate and challenge students to achieve high standards Excellent classroom management skills Evidence of good value added – good examinations record Ability to use ICT effectively in teaching 	<ul style="list-style-type: none"> Ability to teach Spanish to A level Ability to teach French to GCSE
Personal Qualities	<ul style="list-style-type: none"> Evident leadership potential Ability to develop and maintain good student and staff relations Ability to communicate clearly in a variety of forms Flexibility and a good sense of humour Clear thinker Optimistic disposition High Emotional Intelligence A desire to achieve and be highly successful 	
Professional Development	<ul style="list-style-type: none"> Up-to-date knowledge of curriculum and pastoral developments Recent management training or experience 	<ul style="list-style-type: none"> Clear vision of one's own career path Evidence of on-going professional skills development
Health	<ul style="list-style-type: none"> Excellent Health Excellent Attendance Record Stamina 	
Application	<ul style="list-style-type: none"> Ability to address succinctly the essential characteristics of this post 	
References	<ul style="list-style-type: none"> Two good professional references 	<ul style="list-style-type: none"> Personal referee, ideally your Parish Priest

The point on the salary range will depend on experience, expertise and professional qualifications.

How to Apply

Please complete the application form, available electronically via Eteach or as a word document on the college website, and submit this with a letter outlining your experience and suitability for this role to Claire Walker, PA to the Principal by emailing walkerc@stbcc.org by noon on Monday 20th April 2026.

St Bede's serves a diverse community, and we warmly welcome applications from candidates of all backgrounds who share our commitment to inclusion, excellence and faith-inspired education.

We are an equal opportunities employer and committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment.

We follow safer recruitment practices and appointments are subject to an enhanced DBS check, satisfactory references, online screening, qualification verification and evidence of your right to work in the UK.

Our safer recruiting and safeguarding policies are available on our website: www.stbedesc.org

No other application forms or curriculum vitae' will be accepted.

St Bede's has a superb reputation locally, within the Diocese and nationally. We are recognised by the Diocese as an Outstanding Catholic school and hold the SEND Inclusion award that recognises our high-quality education for students with SEND. In addition, we hold a Beacon status for Holocaust Education, the Geography Quality Mark and an award from the Incorporated Society of Musicians in recognition of excellence in Music. We have also been recognised for 'Leadership through moral purpose', 'Engaging with evidence and research' and for our outstanding results by SSAT. The College has also recently been awarded the Leading Parent Partnership award in recognition of our work with parents and re-accredited as Investor in People

