



Teacher of Modern Foreign Languages: Spanish with French

**Full-Time
Fixed Term 2 year contract**

Recruitment Pack

**Salary: Inner London Teacher
Pay Scale**

Starting September 2026

**Applications Deadline:
Monday 20th April 2026**

**We reserve the right to interview as
applications are received**

*Educating Successful Women
of the Future*





Welcome

Thank you for your interest in joining our team at Ricards Lodge High School. We have been an outstanding school since 2017 confirmed in our most recent inspection, September 2023 when it was reported that our school provides all pupils with an “exceptional education”.

We are a successful, vibrant and innovative school with a tradition of academic excellence, catering for girls between the ages of 11-18. We have a strong reputation for our performing and visual arts as a previously designated specialist school. We have a joint co-educational Sixth Form, RR6, with a range of academic and applied courses on offer, set in a stand alone Sixth Form block. We are building a new STEM sixth form building on our site to be opened in 2024-25 with three science laboratories and a CAD Suite for Technology.

Our staff are committed to delivering a high quality educational experience including academic excellence *and* personal development. We are passionate about staff wellbeing and staff development and our teachers are supported to thrive and inspire each other.

Consultation and staff voice are highly valued through timetabled staff working parties and regular feedback.

We are privileged to be such a diverse school and we are proud of the harmony that exists between us all. Our curriculum and extra-curricular activities give us the opportunity to prepare our students to take their place in the changing global society.

Our mission, ‘educating successful women of the future’ guides us in our work.

Our School Values

We Aspire
We are Resilient
We have Compassion
We champion Equality
We work Together



About You

We seek to appoint an enthusiastic and dedicated teacher of Spanish with French to join the MFL team at Ricards Lodge High School for September 2026.

This is an excellent opportunity to teach in a vibrant and outstanding department. We offer a rich, truly modern and evolving MFL curriculum. The successful applicant will be an inspirational teacher with the ability to plan and deliver outstanding lessons at all levels.

They will be committed to promoting the highest standards, enjoy working as part of a team and be excited by the prospect of contributing to a dynamic and forward looking department.

Teachers with EAL teaching experience or a TEFL background will be a particular asset to the team and we invite you to mention this in your statement if it is relevant to your experience.

EDUCATING SUCCESSFUL WOMEN OF THE FUTURE

1

WE ENJOY LEARNING
AND INTELLECTUAL
CHALLENGE



2

WE EMPOWER
STUDENTS AND VALUE
RELATIONSHIPS



3

WE GROW STAFF
TALENT AND HAVE A
SHARED SENSE OF
PURPOSE



4

OUR ESTATE PLAN IS
AMBITIOUS AND WE
PLAN AND RESOURCE
SUSTAINABLY



5

WE INCLUDE PARENTS
AND COMMUNITY AND
OUR SCHOOL IS A HUB
OF ACTIVITY



Modern Foreign Languages Department Information



The Modern Languages Department at Ricards Lodge is well established, with a strong and successful team of 6 language specialists. We offer French, Spanish and German from KS3 to KS5. The MFL results for the last few years have been very pleasing, well above the national average and consistent across the whole ability range: In 2025, GCSE French scored 80% (9-4) and 29% (9-7); Spanish 73 % (9-4) and 29% (9-7). At A Level, 100% (A-D) in French and 100% (B-C) Spanish.

There is a suite of 6 teaching rooms, all equipped with interactive whiteboards and a departmental office based on the same floor. The department is well resourced with a wide variety of textbooks, supplementary materials and audio-visual equipment. We have access to a range of interactive resources, using Activelearn and Activehub digital platform with KS3 and KS4, and Kerboodle with KS5. We also use a number of online tools to engage and stimulate students' learning such as Sentencebuilders, Seneca, Kahoot, Quizlet, Flipgrid and Blooket.

The schemes of work across both Key Stages are based on a curriculum progression road map with strong emphasis on formative and summative assessments. The department has embedded EFA strategies with great success. The curriculum is based on the 3 Language pillars: Grammar, Vocabulary and Phonics. Knowledge of language and skills are mapped on the 3 AQA themes and sub-topics. Some skills are introduced from Year 7 such as translation and dictation, so that techniques are acquired as early as possible. Year 7 are also taught metalanguage to familiarise with word functions.

At KS3, students have 5 x 1 hour lessons. Years 7 and 9 are taught in mixed ability groups and Year 9 in sets.

At KS4, students have 5 x 1 hour lessons and taught in ability groups.

We follow the AQA syllabus, full course and students are regularly assessed in the 4 skills in preparation for their final examination.

We also enter students for Home Languages GCSE every year in more than 10 languages

A Level courses in all 3 languages at RR6 are run jointly with Rutlish School for boys.



Modern Foreign Languages Department Information

Every year, the department runs successful trips to France in Burgundy, to Spain in Andalucía and to Germany in the Rhineland. We run a variety of enrichment activities including Korean and Latin.

Within the department, there is a strong culture of work ethic focused on innovative and challenging teaching and learning strategies. All team members work closely together, consistently sharing new ideas and good practice. The school has been awarded the status of an International School by the British Council for all the work we have been doing with our Foreign Languages assistants.

This is a great opportunity for a full-time MFL teacher, who can offer Spanish at KS3, KS4 and KS5 and French at KS3. The successful candidate will have the opportunity not only to contribute to the further raising of standards for all our students but also to be part of a vibrant, forward thinking department.

The successful candidate will be enthusiastic, imaginative, creative, with excellent subject knowledge and superb communication skills. Successful candidates will be working with committed professionals and will join a team of friendly and supportive teachers.



Job Description

Post Title: Teacher of MFL: Spanish with French

Full time, Fixed-Term 2 Year contract

Job Purpose: All teaching staff are expected to fulfil and uphold the [TEACHERS' STANDARDS](#) in their role.

Curriculum:

- Maintain an up-to-date knowledge of the curriculum area including all statutory requirements to provide a curriculum that is appropriate to the needs of all students.
- Completion, monitoring and evaluating SoW to ensure that the curriculum is appropriately differentiated to meet the needs of all students.
- Promotion of all national/local strategies and priorities within the curriculum area.
- Provision of an enhancement to the curriculum (extracurricular activities: trips/visits/enrichment activities as well as super curricular activities: booster sessions/workshops).
- To formulate, communicate and monitor the progress of the curriculum improvement plan to ensure it makes a significant contribution to the SIP.
- Completion, monitoring and evaluation of the core practical requirements of the course, including the relevant training and upskilling of staff to ensure that this is completed.

Student Outcomes:

- To analyse and monitor the performance of students within the department to ensure that all students are reaching their potential and developing a range of intervention strategies as appropriate
- Accountable to the Head of Department for the development and implementation of student performance across the department at all Key Stages to make a measurable contribution to whole school targets as appropriate.
- Accountable to the Head of Department for the development of alternative courses and accreditation to meet the needs of all students.
- To ensure the well-being and personal development of all students.

Person Specification

The following list shows the essential and desirable characteristics for which we are looking for when considering your application and at interview.

Characteristic	Essential	Desirable	Assessment Method
Qualifications, Knowledge & Training			
Qualified teacher status	●		Application
Relevant specialist qualifications in your subject	●		Application
EAL or TEFL experience and or qualifications		●	Application
Commitment to CPD	●		Application Interview
Knowledge and understanding of curriculum requirements and developments within your own subject specialism	●		Application Interview
Previous experience of working in a MFL Department	●		Application Interview
Experience as a form tutor and / or pastoral work		●	Application Interview
Skills & Abilities			
To be able to teach lessons which consistently meet the Teacher Standards	●		Application Interview Lesson Observation Reference
To use a variety of strategies to inspire and engage students and promote a stimulating learning environment to raise attainment	●		Application Interview Lesson Observation
To be a confident user of IT as a teaching tool	●		Application Interview
Ability to make effective use of data and develop timely and relevant intervention strategies to promote student progress		●	Application Interview
Ability and willingness to contribute to the wider life of the faculty / department and whole school, supporting extra-curricular and intervention programmes	●		Application Interview
Excellent verbal and written communication skills with the ability to	●		Application

Person Specification

The following list shows the essential and desirable characteristics for which we are looking for when considering your application and at interview.

Characteristic	Essential	Desirable	Assessment Method
Personal Qualities			
To work well in a team, contributing ideas and supporting faculty / department procedures	●		Application Interview
Energy, enthusiasm, determination and an insistence on high standards	●		Application Interview
Be able to work under pressure, prioritise and manage time effectively	●		Application Interview
Flexibility and resilience	●		Application Interview

Working at Ricards

Ricards Lodge offers all new staff;

- Strong programme of in-service training for all staff including all leaders through the Apprenticeship Levy and the NPQ suite of courses.
- All Early Career Teachers will be provided with continued professional development as outlined in our Early Career Framework policy. Ricards Lodge provides training for mentors and ECT with our partners: Wandle Teaching Alliance and UCL's Faculty of Education and Society.
- A graduate teaching assistant programme leading to teacher training with Teach Wimbledon

The staff are very supportive towards each other with a great camaraderie existing throughout the school with a number of social events that are open to all and well attended.

When you come and work at Ricards Lodge High School and RR6 you will be able to benefit from a structured and comprehensive professional development programme. As a valued member of staff we want to ensure that you have access to all the benefits available to you.



As a Merton Employee

Benefits include the following:

- Well being weeks including staff breakfast and social events
- A laptop for all teaching staff
- Social staff area and work area for staff
- Access to Merton's Employee Assistance Programme including new wellbeing app with instant access to free support for up to six weeks
- Collaborative approach to teaching and learning
- Merton Employee VDU users – possible to claim a fee towards glasses/eye test
- Annual season ticket travel loans are available.
- Parking on site

Google for Education

All successful candidates will be able to complete Google Fundamentals prior to starting work. All staff work towards completing Google level 1 qualification.

Childcare

The London Borough of Merton Children's Information Service offers a comprehensive service to help meet your childcare needs. The service can be contacted on 020 8545 3800, or send an email to cis@merton.gov.uk. They can provide information on childminders, playgroups, and nurseries and out of school schemes.

If you need any support with accessing the Tax-Free Childcare Scheme administered via HMRC, we can assist.



Working in Wimbledon

Wimbledon is situated in the London Borough of Merton which was formed in 1965 when the areas of Mitcham, Merton, Morden and Wimbledon were joined together to create this attractive green borough nestling on the border of central London and leafy Surrey. Historically, evidence of Celtic settlers has been found in the borough. Caesar's camp, a fortified village on Wimbledon common was in fact occupied 500 years before Julius Caesar was born. Today, after the creation of the new borough provided the impetus for more growth, five town centres have emerged – Colliers Wood, Mitcham, Morden, Raynes Park and Wimbledon. They are all primarily residential areas each with their own commercial and shopping centres.

Wimbledon is exceptionally well served by road, bus and rail links. The main road artery is the A219 which runs off the A3. The road network offers fast access to the M23, and M25 and thus to Channel Tunnel links, major airports and the south coast. The main railway station is Wimbledon which is also a terminus for the District Line of the London Underground network. Frequent trains run to Waterloo Station, (journey time 15 minutes) which is very near to central London. The Tramlink service connects Wimbledon, Merton and Croydon, and there is an extensive bus network. Close by are many attractions such as Hampton Court Palace, Epsom Downs and Racecourse and Box Hill.

Sports lovers are well served in the borough. There are 31 football pitches, 42 tennis courts, 8 bowling greens, 2 crazy golf, 1 croquet lawn, 15 cricket pitches (including one of the world's oldest cricket greens at Mitcham), 7 rugby pitches and 3 trim trails.



There are 13 multisport areas and also a watersport centre, which has a Royal Yachting Association centre and a British Canoe Union approved centre. There is a local community football programme, which is a partnership between the council, AFC Wimbledon and Tooting and Mitcham FC, as well as a Little League. Wimbledon Leisure Centre, one of three within the borough, has a fitness centre, dance studio as well as a 30m main pool and teaching pool.

Venues in Merton present entertainment across the board. The New Wimbledon Theatre is one of south west London's biggest and most prestigious, frequently hosting performances straight from the West End. The famous Polka Children's Theatre is also in the borough together with the All England Tennis Club. Cannizaro Park has a Grade II listed landscape: the Italian garden is used for art events and there is an outdoor theatre season. The Cannizaro Park Festival is one of London's major summer events and has performances of jazz, pop, tribute bands, comedy and many more.



Merton has abundant green spaces and 13 local nature reserves. Wimbledon Common, together with Putney Heath and Common, is a 1140 acre site, 900 acres of which are a Site of Special Scientific Interest (SSSI). It has woodland, heathland and nine ponds and provides great opportunities for relaxed walks. For the green fingered there are also allotments that can be hired.

Merton Abbey Mills is a famous weekend market with 15 independent shops and over 100 market stalls. There is a riverside pub, children's theatre and working watermill so it makes the perfect place for a family day out. There is also a craft village, antique and collectors market and a toy collectors fair. Deen City Farm, an urban community farm, is another ideal place for family outings. The council also organise a wide range of summer and Easter activities for 3-16 year olds. Wimbledon and the surrounding area is dotted with numerous pubs, bars and restaurants catering for all tastes and purses.

For further information on what the London Borough of Merton can offer, visit www.merton.gov.uk



To discuss this role in more detail or arrange a tour of the school please contact

HR@ricardslodge.org for further information.



Artsmark
Platinum Award
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