



COUNDON
COURT

Teacher of Spanish

Recruitment Pack





BUILDING BRIGHTER FUTURES



Our story is one of moral purpose. We are a learning community where everyone works collaboratively to plan, spread expertise and tackle challenges together — always focused on putting the needs of our students first. Together we build brighter futures.

Our Mission

We aim to make a difference by raising the horizons and ambitions of everyone who learns, works, and lives within our diverse communities.

Our Values

The Trust is committed to building brighter futures. This commitment is underpinned by three core values:

- Student's first
- It's about learning
- No barriers

Join Us

This is an exciting time to become part of The Futures Trust. Every role here is more than a job — it's real, impactful work that makes a meaningful difference in the lives of our students and their communities. We offer trust wide career paths and invest in outstanding opportunities for our staff to learn, grow, and truly change lives.



4

Primary Schools



6

Secondary Schools



9000+

Students



1300+

Staff



Thank you for considering a career with The Futures Trust.

We are delighted to provide you with this recruitment pack, designed to offer all the information you need to embark on a rewarding journey with us.

Chris Heal

Head Teacher



Coundon Court School is a thriving school that is committed to Building Brighter Futures for all of its students.

Every decision we make is about the young people we serve, their learning experience and their personal development. We are looking to expand our team of talented professionals who excel in their field to help us on the next phase of our exciting journey.

We look forward to hearing from you.



Job Details

JOB TITLE	TEACHER OF SPANISH
OPPORTUNITY	<p>We are seeking to appoint an excellent Spanish Teacher. An ambitious and innovative teacher will thrive in this environment and will be offered plentiful opportunity for further progression.</p> <p>As a qualified Spanish Teacher you will possess a passion for raising achievement in Spanish and an aptitude for overcoming barriers to learning. Dynamic and creative, you will be an excellent team player and be able to inspire others around you.</p>
REPORTING TO	Head of MFL
LOCATION	Based at Coundon Court School with a requirement to travel to work at or for schools in the Trust.
SALARY	TMS / UPS (Part-time hours will be considered)
BENEFITS ENHANCING WORKING LIVES	<ul style="list-style-type: none"> - Competitive rates of pay - Professional development opportunities - Career pathways across the Trust - Teacher / Local Authority Pension Scheme - Online retail discount - Employee Assistance Programme - Family Friendly policies to support family & carer commitments - Flexible Working Arrangements <p>www.thefuturestrust.org.uk/why-work-for-the-futures-trust</p>



▼ Job Description

Job Purpose:

To teach the subject across the age and ability ranges to ensure that individual students are challenged to achieve their full potential.

Duties and responsibilities:

- To plan and prepare lessons and teaching materials in relation to the National Curriculum, the schools own aims and objectives and subject team schemes of work.
- To plan for the acquisition of Reading, Writing, Communication and Maths skills and learning competences in all lessons.
- To teach the range of subject classes across Key Stage 3 and 4 and 5.
- To ensure the needs of individual pupils are met through clear structures for lessons and sequences of lessons, which maintain a variety of activity to accommodate the range of learning styles and pace, motivation and challenge in relation to the students ability and target data.
- To maintain good order and discipline amongst students so that teaching objectives can be met, in line with the school Behaviour Policy, including duties and supervision outside the classroom.
- To contribute to the development, evaluation and maintenance of Schemes of Work at Key Stage 3, 4 and 5.
- To participate in INSET on curricular developments and help incorporate such developments into Schemes of Work.
- To contribute to the development, evaluation and maintenance of agreed working practices and curriculum development within the subject.
- To keep abreast of changes in the subject curriculum and to contribute ideas as to how these changes can best be implemented.
- To aid in the development of appropriate internal assessment materials at Key Stage 3, 4 and 5.



Duties and responsibilities Continued:

- To assess accurately and record and report on assessments of work carried out by students and to provide assessment data and formal reports at the appropriate times.
- To make effective use of assessment information on students to assess progress against target data and inform future planning to boost, consolidate and extend learning.
- To plan for the inclusion of all students with additional educational need in lessons through understanding of need and adaptation of planning and resources to meet specific need.
- To be a tutor, providing pastoral support, guidance and advice to a group of students.
- Keeping appropriate records and reporting on the personal and social needs and progress of the youngsters.
- To accept responsibility for the safeguarding of both staff and students and to follow policy, procedures and guidance on appropriate behaviour.
- To evaluate own teaching critically to improve effectiveness and to participate in professional development activities as required delivering the job purpose.
- To participate as required in meetings with colleagues, external partners and parents in order to fulfil the above duties and responsibilities.

Any other duties and responsibilities within the range of the salary grade.

All duties and responsibilities must be carried out with due regard to the school's Health and Safety Policy.

Post holders will be accountable for carrying out all duties and responsibilities with due regard to the school's Equal Opportunities Policy.

Duties which include the processing of any personal data must be undertaken within the school's data protection guidelines.

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



▼ Person Specification

AREAS	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
EDUCATION AND QUALIFICATIONS	<ul style="list-style-type: none"> Must have QTS (Qualified Teacher Status) First degree or Certificate of Education 		Application Form Certificates
SKILLS AND ABILITIES	<ul style="list-style-type: none"> The ability to establish and maintain relationships with staff and work as a member of a team. The ability to handle potentially difficult situations sensitively. The ability to communicate effectively, both orally and in written form. The ability to meet deadlines. The ability to teach the subject effectively across all age and ability ranges. A commitment to comprehensive education. A willingness to contribute to subject, faculty and whole school developments. An understanding of the importance of the teacher as a role model for young people. A commitment to put into effect the school's policies and priorities. Ability to use ICT to support planning, delivery and administration through use of standard ICT packages. A willingness to see beyond the subject specific boundary and flexibility to teach beyond the subject specialism. 		Application Form Interview Test

AREAS	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
SKILLS AND ABILITIES CONTINUED	<ul style="list-style-type: none"> • High expectations of personal performance and of students' achievement. • A belief that schools can deliver high equity and "make a difference". • A commitment to continuous learning. 		
EXPERIENCE	<ul style="list-style-type: none"> • Experience of teaching the subject at secondary level. Evidence of involvement in INSET activities as a participant. 		Application Form Interview
KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> • Up to date knowledge of the subject National Curriculum at all stages in terms of knowledge, skills and understanding expected within the National Curriculum programmes of study. • Knowledge of assessment, recording and reporting of pupils' progress and achievements in the subject and of the role of assessment for learning in ensuring student progress. • Knowledge of how students learn and are motivated in order to provide for the individual needs of all students, including those with special educational needs and the Gifted and Talented. • An understanding of the importance of the teacher as a role model for young people. Knowledge of equal opportunities and anti-discriminatory practice in the context of the school community and of relevant strategies required to remove barriers to learning. • Knowledge of subject specific health and safety requirements. • An understanding of the importance of wider key skills / functional skills delivery within the subject area and also of the importance of learning competences in supporting subject attainment. 		Application Form Interview Test

**OTHER
REQUIREMENTS**

- A professional role model who is committed to their own professional development and to developing others
- Committed to and able to promote the aims of the school and the values of the Trust: Learners First, It's about Learning, No Barriers.
- Values diversity and the unique contribution that every individual makes to the learning community
- Demonstrates professionalism, loyalty and integrity
- Able to work flexibly, and to attend meetings and INSET days as required
- This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. A Criminal Record Disclosure will be required prior to appointment

Application
Form
Interview



How to apply

Closing date:

6th May 2026

Interviews:

To Be Confirmed

September 2026 Start

If you wish to find out more about this role and a career within The Futures Trust please contact the Recruitment Team:

tel: 02477 102134

To apply for this post, please complete the online application form found at:

www.thefuturestrust.org.uk/work-with-us/current-vacancies

On application please read the following policies found at:

www.thefuturestrust.org.uk/work-with-us/recruitment-pack

- Coundon Court School Safeguarding & Child Protection Policy
- Safer Recruitment Policy
- Suitability Policy
- GDPR Privacy Notice for Applicants



The Futures Trust are committed to safeguarding and promoting the welfare of children and young people and require all staff and volunteers to share this commitment.

The successful candidates for all positions will be subject to an enhanced DBS check and Social Media check.