



Highworth  
Grammar School



# Job Application Pack

# Teacher of Spanish

Required for September 2026

March 2026

Maidstone Road, Ashford, Kent, TN24 8UD

# Our School Motto



Our school motto is: *Ad Caelestia Sequere... Reach for the stars*  
and so, Highworth aims to develop students who are:



**Reflective**, creative  
& innovative

**Eager** for life-long learning

**Aiming** to achieve their  
full potential

**Considerate**,  
confident, independent individuals

**Happy** in a caring,  
respectful community

Our motto of 'Reach for the Stars' embodies the daily working life of the whole school community; students are encouraged to see learning as a lifelong activity. A key feature of our motto is happiness which is achieved through excellent student behaviour in lessons; clear policies and guidance; strong leadership; and enthusiastic community spirit. It is important that both staff and students feel confident, happy and valued.



# Welcome

Highworth Grammar School combines a tradition of academic excellence with extensive pastoral support. The school has been educating students from the Ashford community for over a century and we are now a thriving school with over 1500 students and 140 staff. Students at Highworth love learning and are highly motivated. We care about our students and they care about each other which creates a happy and supportive learning environment.

Students at Highworth are given rewards for creativity, eagerness for learning, achievement, independence, and team work. We value the development of a full range of skills to offer students the best preparation for future challenges. Working here allows staff to share this balanced approach to education; embrace new ideas; and sustain a sense of enjoyment in their own learning.

Whilst the school is academic, we recognise and fully support the creative aspects of the curriculum and are proud of the many opportunities provided for achievement in music, D&T, and the arts. We believe this is crucial in our ethos in encouraging our students to be independent, creative and highly motivated lifelong learners.

Our A Level and GCSE results and performance measure page can be accessed using this link:

<https://www.find-school-performance-data.service.gov.uk/school/136379/highworth-grammar-school>

If you feel your outlook matches ours and you want to be part of a thriving school community, we would love to hear from you.

**Duncan Beer**  
**Headteacher**

# Features of the School



- Broad and balanced curriculum fully supporting a range of subjects
- Caring, supportive and committed staff
- Commitment to professional development
- High academic standards with a large proportion of outstanding lessons
- Vertical tutoring
- Regular Learning Community events
- Student representation on Governing Body
- Strong ethos of peer support and student leadership
- Large and vibrant Sixth Form
- Cloud storage and software provided by Google
- Laptop for every teacher
- 44 mobile laptop trolleys
- Purpose built sports hall
- 3 Performing Arts studios
- Music Technology suite and recording studio
- D&T suites with latest technology
- Research into use of new technologies/pedagogy
- Cover supervisors to minimise staff cover
- 10 day timetable with five one hour lessons per day. Current maximum teaching time for full time teachers is 45 out of 50 teaching periods



## **Students**

The school has a wide catchment area, taking students from over 40 primary schools, many of which are situated in small villages within the Kent countryside.

Entry at age 11 is by the Kent Education Committee Selection Procedure, which aims to identify the top 25% of the ability range.

Students also transfer to our school at 16+ from other schools. There are minimum entry requirements to join the school at Sixth Form.

## **Staff**

We are fully committed to the professional development of all our staff.

All new teachers and ECTs follow a well informed and structured induction programme.

All staff are encouraged to pursue personal goals and the school fully embraces interest in pastoral and pedagogical innovation.

Every member of staff takes part in the annual performance development scheme which also embodies our motto of 'Reach for the Stars'.

# Job Description



## Spanish at Highworth

The Spanish Department at Highworth Grammar School is a friendly and dedicated team that aims for the highest level of achievement from all of their students.

At KS3, students have four one-hour lessons of Spanish a fortnight. In Year 7, students begin with two languages and choose to focus on one of these in the following academic year. Students continue with the language chosen up to GCSE, where a Language is a compulsory option; Spanish is a popular choice at GCSE. In KS4, we follow the AQA Specification at GCSE and students have four one-hour lessons a fortnight in year 10 and five in year 11. At A level we also follow the AQA specification.

The Spanish Department is a very active one with trips abroad to Seville for year 9 and a trip to Madrid with year 12. We actively engage with other schools, organising and hosting the MFL Language Hub for local schools and are always looking to improve the extra-curricular opportunities for our students and provide real world language experiences.

Lessons are planned with a sense of energy and excitement, encouraging students to develop a passion for foreign languages and to become confident communicators in Spanish.

## Accountabilities

- To complete the tasks of the classroom teacher as set out in the School Teachers' Pay and Conditions document (extract attached for reference) having due regard for the school's aims and objectives, schemes of work/syllabi, and policies of the Governing Body.
- To work with the Head of Department to ensure students are taught to the highest standard.
- To share in the corporate responsibility for the wellbeing and discipline of all students.
- To take delegated responsibility for the implementation of the Health and Safety Act as may be agreed.
- To contribute to the school aims by providing activities that enrich the curriculum and the students' experience of learning.
- To support and implement all relevant aspects of the development plan and make a measurable contribution to whole school objectives.

## Performance Development:

All staff review the Highworth Green standards and Blue standards and personal targets in their annual Performance Review.

## Staff Development:

- Staff should assess development and training needs and discuss them with their Line Manager.
- Staff should keep personal records of all staff development activities in which they have been involved.

To carry out as requested from time to time any other relevant duties as may be reasonably required by the Headteacher.

Highworth is committed to creating a diverse workforce. We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

The post holder will be required to: promote the health, safety and wellbeing of self and others; safeguard student and staff welfare; and follow school policies and the staff code of conduct.

# Person Specification



## **QUALIFICATIONS**

- Good honours degree
- Qualified Teacher Status
- Evidence of further relevant professional development (n/a for ECT applications)

## **ABILITIES, SKILLS & KNOWLEDGE**

- Ability to lead, inspire, motivate and support students and colleagues
- Ability to work under pressure and meet deadlines
- Good ICT skills
- Ability to think strategically
- Ability to forge links with the wider community
- Up to date knowledge of developments in pedagogical techniques relevant to German.
- Awareness, and practise of, best practice and research in teaching and learning, such as modelling, retrieval and scaffolding
- A willingness to share experiences and learn from colleagues
- A team player
- A reflective and flexible approach
- Positive, enthusiastic and energetic approach to teaching
- Ability to think creatively and imaginatively

## **EXPERIENCE**

- Evidence of successful, inspiring and innovative teaching in the secondary phase (n/a for ECT applications)
- An excellent track record of success with public examination results (n/a for applications from ECTs)
- Co-ordinating and collaborating with colleagues
- Teaching Spanish to GCSE
- Teaching Spanish to A Level (desirable)
- Ability to teach either French and/or German (desirable)

## **PERSONAL QUALITIES**

- High levels of personal and professional integrity
- Personal warmth to gain the confidence of students, staff and parents
- Appropriate levels of personal presentation
- Ability to communicate concisely and sensitively both orally and in writing to a variety of audiences
- A passion for teaching Spanish

## **ORGANISATIONAL FIT**

- A commitment to child protection and safeguarding
- Supportive of the School's ethos
- High expectations of student attainment, personal development and conduct
- Commitment to professional development



# How to Apply



Applications are made online via our vacancy portal.

**We do not accept CVs.**

**Deadline for applications:** Thursday 16<sup>th</sup> April 2026 at 8am

Applications will be considered in the order in which they are received. Suitable candidates may be interviewed before the closing date and Highworth Grammar School reserves the right to withdraw the position if an early appointment is made.

**Highworth Grammar School is committed to:**

*Safeguarding and promoting the welfare of young people*

This post will require an enhanced disclosure from the Disclosure & Barring Service (DBS).

*Creating a diverse workforce*

We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

**Safer Recruitment:**

In line with 'Keeping Children Safe in Education' recommendations, all candidates invited for interview will be required to complete a self-disclosure form and will be subject to an online search check.

