

Teacher of Spanish (Maternity Cover)

Candidate Information Pack

Closing Date: 9.00am, Wednesday 22nd April 2026



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Welcome from the CEO

Dear Applicant,

I am immensely proud to be Chief Executive of Spark Education Trust. We are a recently merged Trust comprising 4 secondary and 11 primary schools located across the Tees Valley and we provide opportunities for children and young people to reach their full potential, whatever their starting point. We know that this is best achieved in encouraging environments where mutual and self-respect is promoted. We want to grow confident young people able to work independently and think creatively in a fast-changing world.

We have high expectations for everyone, aspiring to excellence in teaching and achieving impressive standards in all areas of school life. Success beyond the classroom in sport and the arts are features of life across our Trust.

For our staff we provide positive working environments, a commitment to the highest quality professional development, opportunities to collaborate to create excellence and encouragement to forge career success.

Trustees, governors and leaders collaborate closely to ensure excellence in all aspects of Spark Education Trust. Our core values are mutual respect, hearty collaboration and courageous ambition and these drive our work ensuring that Spark schools are wonderful places to work.



Louise Spellman



Welcome from the Headteacher

Dear Applicant,

We require a passionate, dynamic and committed Teacher of Spanish at Huntcliff School. This is an excellent opportunity for an ambitious and inspirational Teacher of Spanish to join our rapidly improving school within a dedicated team. The successful candidate will be an excellent practitioner and inspirational leader who is committed to raising the aspirations and achievement of all students, particularly those most vulnerable students with additional needs.

This is an exciting time to join our small school within a dynamic and supportive MAT as it works collaboratively alongside the primary and secondary schools within the Spark Education Trust, striving to provide a world class education through seamless transition from Primary to Secondary and post-16 education.

Huntcliff School is a 'Good' school, and was recognised by Ofsted in June 2023 as having an ambitious curriculum for all, alongside excellent pastoral care. We share a site and some facilities with Saltburn Primary School, serving the community of Saltburn and the surrounding areas. We have established a culture of mutual respect within our inclusive learning environment, and we strive to inspire excellence; in terms of academic achievement, personal development, and the individual talents of every student. We deliver an ambitious curriculum and have high expectations for all, irrespective of their starting point.

Our school ethos centres around 'Be Ready, Be Respectful, Be Responsible - Inspiring Excellence' which is underpinned by our core values of respect, resilience, responsibility, honesty and kindness. We are looking for an inspirational team member who embraces our school values, is looking for a new challenge and wants to drive continued improvements in our school.

Kind regards



Lynsey Wilkinson
Headteacher



Teacher of Spanish (Maternity Cover)

Job Title: Teacher of Spanish (Maternity Cover)

Location: Huntcliff School (Saltburn-by-the-Sea)

Start Date: 1st September 2026

Actual Salary: £19,749 to £30,629 (MPS1 to UPS3)

Hours of Work: 0.6 FTE

Contract Type: Temporary (until May 2027 or the return of the current post holder from maternity leave)

Closing Date: 9.00am, Wednesday 22nd April 2026

Interviews: w/c Monday 27th April 2026

About the Role

We are seeking to appoint a passionate and committed Teacher of Spanish. This is an excellent opportunity for an ambitious and inspirational teacher to join our high performing school and department.

The successful candidate must have:

- A passion for the subject and for developing student engagement and educational progress.
- A commitment, drive and enthusiasm to work as part of our dedicated and successful team.
- Measurable impact as an individual teacher.
- An innovative approach to teaching and learning, modelling excellence in the classroom.
- An ability to motivate and inspire students to achieve their full potential.
- Commitment and dependability within the workplace with ability to use your own initiative
- The ability to establish good relationships with students, acting as a role model and responding to individual needs.
- The ability to help plan, deliver and assess outstanding learning opportunities for all.

About Us

We are a recently merged Trust, Spark Education Trust which currently consists of 11 Primary Schools and 4 Secondary Schools. The Spark Education Trust can offer you a professional challenge and a rewarding opportunity, working with collaborative schools that are passionate about the progress and development of every student.

What we have:

- A positive and caring ethos and working atmosphere
- Friendly children, eager to learn and achieve
- An aspirational curriculum for all students
- A committed, enthusiastic and supportive staff team
- Excellent support from the Governing Body, the staff and parents/carers
- Opportunities for career development

For further details on us as an organisation, please click [here](#).

For further information on the school, please click [here](#).

How to Apply

Please make sure that the application form is completed and returned via email to fdobson@huntcliff.co.uk addressed to Miss L Wilkinson, Headteacher.

Please note that feedback will only be given to shortlisted candidates, if you do not receive an invite to interview within 30 days of the advert's closing date assume that you have been unsuccessful in your application for this post.

Safeguarding Notice

The Spark Education Trust is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced DBS check. The post you are applying for is exempt from the rehabilitation of offender's act 1974. We will also carry out an online search on shortlisted candidates to help identify any incidents or issues that are publicly available online.

Huntcliff School is committed to safeguarding, for further information on the school's Safeguarding and Child Protection Policy please click [here](#).

Job Description

Post Title:	Teacher of Spanish (Maternity Cover)
Purpose:	- To carry out the professional duties of a teacher, as set out in the current School Teachers' Pay and Conditions Document (STPCD), under the direction of the Head Teacher. - To teach a broad, balanced, relevant and differentiated curriculum. - To monitor and support the overall progress and development of students as a class teacher and Form Tutor. - To create a learning environment that provides students with the opportunity to achieve their full potential. - To contribute to the raising of standards of achievement both within the department and across the school.
Responsible for:	The provision of a full learning experience and support for students.
Liaising with:	Subject Leader of Spanish
Working Time:	0.6 FTE
Salary/Grade:	MPS to UPS
MAIN (CORE) DUTIES	
Operational and Strategic Planning	- Assist in the development of resources, schemes of learning and teaching strategies, both within the subject area and across the curriculum. - Contribute to the objectives in the departmental development plan. - Plan and teach well-structured lessons that meet the needs of all students. - Contribute to the design and implementation of an engaging curriculum within the relevant subject area.
Teaching and Learning	- Set high standards and expectations for all students. - Motivate and challenge students through inspiring teaching. - Ensure good progress and good outcomes for all students. - Demonstrate good subject and curriculum knowledge, including exam specifications at GCSE. - Prepare students for internal and external assessments and examinations. - Organise lessons effectively to ensure high-quality learning. - Use short-term data to inform lesson planning, in order to meet the needs of all students. - Mark students' classwork and homework in line with school policy and set regular homework. - Assess, record and report on the attendance, progress, development and attainment of students, as required. - Provide, and contribute to, oral and written assessments and reports for individual students and groups of students. - Ensure that the contribution to Reading, Writing, Communication and Maths, and Social, Moral, Cultural and Spiritual development are reflected in lesson planning and delivery. - Prepare and update teaching resources as appropriate. - Use a variety of teaching styles that stimulate students and enhance their learning experience. - Maintain good discipline, in accordance with school procedures, and encourage good behaviour for learning and high standards of classwork and homework.
Staff Development	- To take part in the school's continued professional development programme by participating in arrangements for further training and development. - To continue personal development in the relevant areas including subject knowledge and teaching methods. - To engage actively in the Performance Management Review process.

	• To ensure the effective and efficient deployment of classroom support. • To work as a member of a designated team and to contribute positively to effective working relations within the school.
Quality Assurance	• Contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed school procedures, including evaluation against quality standards and performance criteria, and to modify and implement, where required. • Review methods of teaching and schemes of learning. • Take part, as required, in the review and development of activities relating to the department and wider school.
Pastoral System	• Be a Form Tutor. • Promote the general progress and well-being of individual students and of the Tutor Group as a whole. • Liaise with the Pastoral Team to ensure the effective implementation of the school's pastoral system. • Register students, accompany students to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life. • Contribute to the preparation of action plans and progress files and other reports and references. • Alert the appropriate staff to any pastoral issues experienced by students. • Communicate, as appropriate, with parents and carers and with persons or bodies outside of the school concerned with the welfare of individual students, after consultation with the appropriate staff. • Apply the school's behaviour management systems so that effective learning can take place.
Communication and Liaison	• Communicate effectively with parents and carers, as appropriate. • Follow agreed policies and protocols for communication.
School ethos	• Play a full part in the life of the school community, upholding its values and setting a professional example at all times. • Actively promote all of the school's policies. • Comply with the school's health and safety policies and undertake risk assessments as appropriate.
Conditions of Service	• Governed by the National Agreement on Teachers' Pay and Conditions, supplemented by local conditions as agreed by Spark Education Trust.
Safeguarding – and Promoting the Welfare of Children and Young People	• To demonstrate a commitment to safeguarding and promoting the welfare of children and young people, staff and volunteers. • To demonstrate a thorough understanding of safeguarding and safer recruitment policies and procedures, and their application within an educational setting/environment in accordance with the current DfE statutory guidance for Keeping children safe in education.
Special Conditions of Service	• Because of the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. • The school is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to enhanced criminal records bureau disclosure.
Equal Opportunities	• The post holder will be expected to carry out all duties in the context of and in compliance with the School's Equal Opportunities Policies.
Other Specific Duties:	

- Be aware of and comply with data protection in accordance with the General Data Protection Regulation (GDPR) and Trust Policies.
- Develop constructive relationships and communicate with other agencies/professionals.
- Share expertise and skills with others.
- Participate in training and other learning activities and performance development as required.
- Undertake any other duties which might reasonably be regarded as within the responsibilities of the post, subject to the provision that any changes of a permanent nature shall be incorporated into the job description in specific terms
- To continue personal development as agreed.
- Staff will be expected to undertake any duty commensurate with the role. Staff are expected to show professionalism at all times.
- Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

Person Specification

CATEGORY	ESSENTIAL	DESIRABLE	WHERE IDENTIFIED
QUALIFICATIONS AND TRAINING	- Degree qualification - Qualified Teacher Status - Evidence of regular participation in Continuing Professional Development	Further Education Qualifications	- Application Form - Interview
EXPERIENCE	- Ability to demonstrate high standards of classroom practice - Experience of teaching in KS3 and 4 - Experience of making a significant impact upon children's learning and progress - Experience of tracking, monitoring and assessing students to support progression for all	- Experience of working with parents/carers and outside agencies - Experience of being a form tutor - A thorough and up to date knowledge of teaching and wider curriculum developments	- Application Form - References - Interview
SKILLS & KNOWLEDGE	- Able to demonstrate an understanding of lesson planning, delivery and assessment to support progression for all - High quality and reflective practitioner - Ability to utilise a range of teaching styles and strategies to ensure high levels of learning and achievement - Ability to deliver well differentiated lessons to ensure stretch and challenge for all students - Ability to motivate and enthuse children - Ability to understand how children learn - Willing to develop specialist skills and subject knowledge - Ability to readily establish professional relationships and work as part of a team - Good organisational and interpersonal skills - Good written, verbal and ICT skills - Flexibility and adaptability in order to be able to work and communicate with adults, parents and other external agencies	Ability to enhance the practice of others	- Application Form - References - Interview
SPECIAL KNOWLEDGE	- Knowledge of the structure and content of the current curriculum in KS3 and 4 - Understanding and knowledge of current issues in education		- Application Form - References - Interview

PERSONAL ATTRIBUTES	• Enthusiastic, ambitious and adaptable • Ability to form and maintain appropriate relationships and personal behaviour with children • Emotional resilience in working with children with challenging behaviour • High degree of motivation for working with children and young people, and sharing enthusiasm for the subject • Evidence of being able to build and sustain effective working relationships with staff, governors, parents/carers and the wider community • Excellent attendance and punctuality • Good command of English Language	• A commitment to extra-curricular activities	- Application Form - References - Interview
SPECIAL REQUIREMENTS	• Fully supported references • Suitability to work with children		

How to Apply

Application forms and further details are available on the Trust's website –

www.sparkeducationtrust.org.uk

Please make sure that the application form is completed and returned via email to fdobson@huntcliff.co.uk addressed to Miss L Wilkinson, Headteacher.

Applications submitted on anything other than the official application form and applications from agencies will not be accepted.

Confidential References

Two referees should be nominated, including one from your current/most recent employer – Those from an education setting must provide the Headteacher as one of their references or to be signed and checked by the Headteacher.

Job Description

Details the main responsibilities for this post and the personal and professional qualities required.

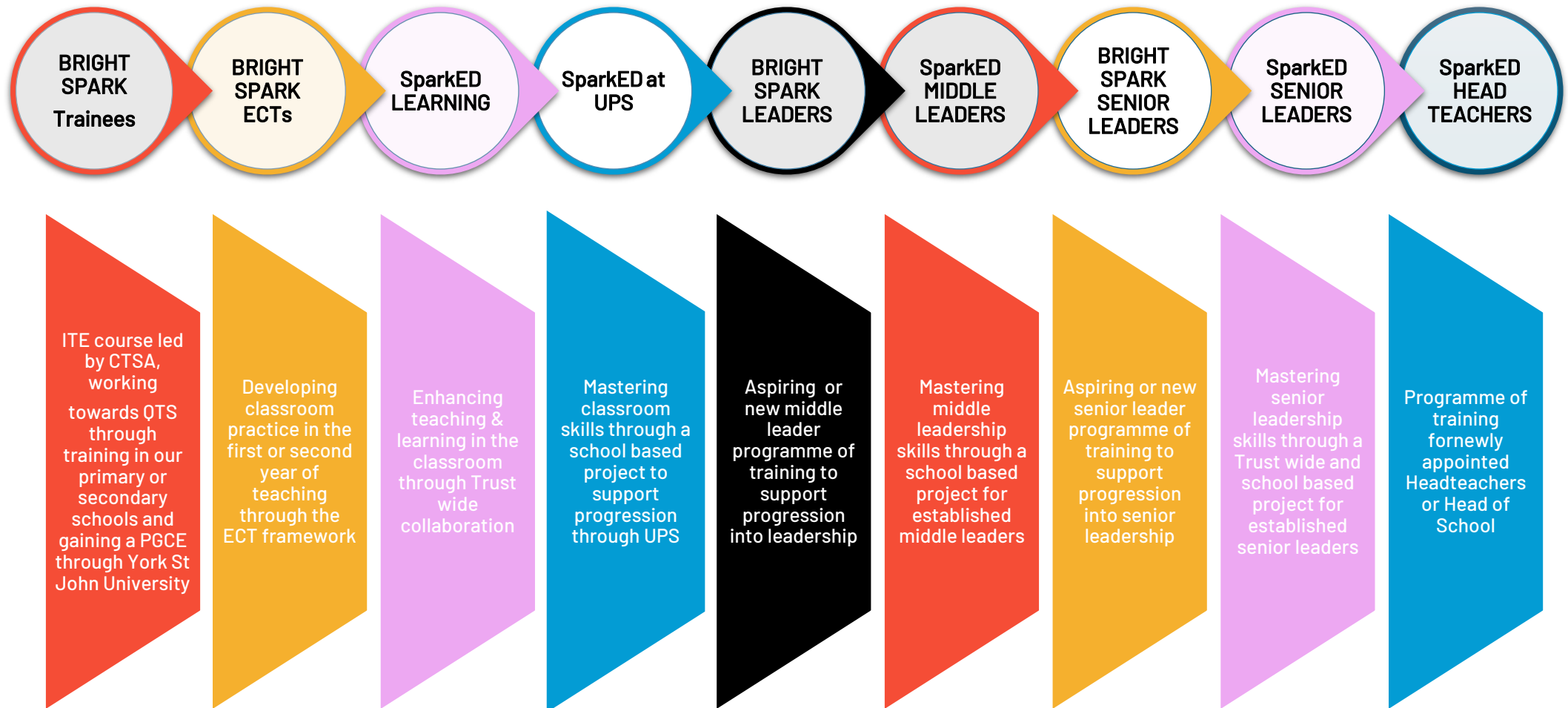
Person Specification

Sets out the criteria to be used for the shortlisting process.

Closing date: 9.00am, Wednesday 22nd April 2026

Interviews to be held: w/c Monday 27th April 2026

Spark Career Development Programme



Focused collaborative groups operate at all career stages to share best practice, develop Trust wide improvement strategies and offer support to colleagues in our schools.

Employee Benefits

Wellbeing

Free and confidential support.

Up to six sessions of structured counselling, if recommended.

Pensions

All eligible staff automatically join either The Teachers Pension Scheme or the Local Government Pension Scheme upon the start of their employment.

As members of these schemes, employees have access to the full range of membership benefits including a Death in Service payment is included in the Teacher Pension Plan and Local Government Pension Scheme.

Cycle to work

We also provide a cycle to work scheme, which is a recognised Inland Revenue salary sacrifice scheme through www.greencommuteinitiative.uk which enables staff to access a new bike and bike equipment.

Work Life Balance

We provide a generous Annual Leave entitlement for Support Staff of 27 days leave, rising to 32 days leave following 5 years' service, in addition to statutory bank holidays.

As we are supportive of flexible working, we have many staff working on individual working arrangements and we offer many roles working term time only contracts, to assist with individuals work life balance.

Professional Development

As we believe in supporting and developing our staff, we offer extensive career development opportunities and actively seek to develop and promote staff where possible.