



**St Cuthbert's
Catholic High School**

Live life in all its fullness

Teacher of Spanish

Application Pack

November 2025

**MORE THAN
A SCHOOL**





November 2025

Dear Applicant

A warm welcome to St. Cuthbert's. It is a privilege to introduce myself as Headteacher of St. Cuthbert's Catholic High School. Let me start by thanking you for your interest in St Cuthbert's Catholic High School. My colleagues on the Governing Body and I are delighted you are considering making an application for the post of **Teacher of Spanish** to commence ASAP.

We are a Catholic 11-16 High School in the heart of the community and wonderful things happen at our school every day. Our school has a rich, exciting, broad and balanced curriculum which is expertly sequenced to get the very best from our students. Our teaching and learning is high quality and researched, and our Pastoral support ensures that all of our children are happy, safe and cared for.

At St. Cuthbert's we challenge our whole school family to live out our core values (which are based on the Gospel Values), every day. We teach our students to have the courage to stand up for what is right, the commitment to know more and be more, the compassion to respect and understand others, and the challenge to work together as one community.

We are proud that our school is well known for its care and recognition of each individual child, its warmth of relationships and its academic excellence irrespective of ability. We are determined to develop the whole child at St. Cuthbert's through our strong Personal Development offer, along with a vibrant extra-curricular and educational visits programme.

Our Vision is clear and our Mission is lived out daily. We are a school where everyone is valued, where everyone matters and where everyone is encouraged to 'live life in all its fulness' (John 10:10). St. Cuthbert's is truly more than a school.

In July 2022, Ofsted Inspectors returned and confirmed that St Cuthbert's continues to be a good school.

In our most recent Catholic School Inspection in May 2025, inspectors reported that "*Pastoral care is exceptional*", "*Students at St Cuthbert's Catholic High School benefit from a well-established culture of care and inclusion*" and "*Relationships at all levels are characterised by mutual respect, kindness and compassion and that staff morale is high*".

I warmly encourage candidates to call me should they wish to discuss the position further, whilst visits to the school can also be arranged. Please telephone my PA, Mrs Geden on 01744 678123, in the first instance to arrange this. On behalf of the Governing Body I look forward to hearing from you and in receiving your completed application form.

Yours sincerely

Mr Stuart Holland
Headteacher



Our Motto

Live life in all its fullness

John 10:10

Our Mission

St Cuthbert's is a Catholic High School, in which students, staff, governors and friends will work together as a Christian family to live the message of the Good News of Jesus Christ to love God and our neighbour **(Mark 12:29-31)** by:

learning to know and accept the love of God by the way we treat each other and work together **(Matthew 7:12)**

providing the best education for all students and helping them to *live life in all its fullness* **(John 10:10)**

protect and take pride in all aspects of our environment so that we become stewards of God's creation **(Psalm 8)**

respecting and embracing all cultures and recognising that as individuals we are unique **(Genesis 1:26)**

accepting the support of those in our community who work for the good of the school **(Luke 10:25-37)**

developing the gifts, talents and aspirations of all students and staff **(Matthew 25:14-30)**

reaching out to those who need our help in our world **(Mark 1:39-42)**



St Cuthbert's
Catholic High School
Live life in all its fullness



Our Values

Courage
Commitment
Compassion
Community

Our Vision

A vibrant community uniquely created by God, which embraces everyone, especially those in need and celebrates difference. Enabled by a staff dedicated to our Catholic ethos and a culture of excellence, our young people will be inspired to know more, and be more.



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Spanish

Modern Languages Department

Due to the success of the Modern Languages department, we are looking to expand our team with an additional member of staff. The Modern Languages Department has achieved excellent results in recent years with those students who have opted to study Spanish at Key Stage 4. More recently, we have seen an increase in uptake and currently over a third of students now study Spanish at GCSE level. The successful candidate will join a team of Spanish specialists, who are hardworking and committed to improving the quality of learning and teaching. They are professional, creative and ready to try out new strategies and approaches. We are looking for a talented and enthusiastic Teacher of Spanish to join the team.

You will be fully supported by an experienced team of colleagues who share a vision of excellent teaching and learning founded on collaborative planning, assessment and instruction, and who help each other to continually improve practice. We have an open-door culture and reflective ethos where we use lesson study to learn from each other.

To be the successful candidate you will:

- Demonstrate a passion about the learning and achievement of all students;
- Strong understanding of the MFL curriculum at all key stages of learning;
- Have excellent, well-developed interpersonal skills;
- Have a strong commitment to inclusion, diversity and flexible working practices;
- Be truly ambitious for our vibrant school and its community.

If successful, you will be supported by a team of professionals who will ensure you establish yourself within the school, support your development and champion your work to others.

Modern Languages at St Cuthbert's

Modern Languages at St Cuthbert's develops four new skills; listening, reading, speaking and writing and is the perfect way for our students to meet and converse with new people and discover new cultures.

We're all about communication

In the Modern Languages department, we aspire to develop a curiosity to learn a foreign language, and the culture that goes along with that language. Spanish is taught to all students in Years Seven, Eight and Nine. In Years Ten and Eleven Spanish is taught as a GCSE option at KS4. Students at St Cuthbert's have the opportunity to take part in trips to Spain and restaurant visits.

We offer a range of extra-curricular activities to boost language skills and knowledge of the culture whose language the student is studying. These include after school revision sessions for KS4 students, 1:1 support sessions with class teachers, film clubs and homework support sessions during lunch.

Job Description

Post title	Teacher of Spanish
Salary and grade:	MPR/UPR
Responsible to:	Curriculum Leader (Modern Languages)
Responsible for:	Students and Resources

Main purpose of the job:

- Be responsible for the learning and achievement of all students in the class/es ensuring equality of opportunity for all
 - Be responsible and accountable for achieving the highest possible standards in work and conduct
 - Treat students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
 - Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of students
 - Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current *School Teachers Pay and Conditions Document and Teacher Standards*
 - Take responsibility for promoting and safeguarding the welfare of children and young people within the school
-

Duties and responsibilities

All teachers are required to carry out the duties of a schoolteacher as set out in the current *School Teachers Pay and Conditions Document*. Teachers should also have due regard to the current Teacher Standards. Teachers' performance will be assessed against the teacher standards as part of the appraisal process as relevant to their role in the school.

Teaching

- Deliver the curriculum as relevant to the age and ability group/subject/s that you teach
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate
- Be accountable for the attainment, progress and outcomes of students you teach
- Be aware of students' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these, demonstrating knowledge and understanding of how students learn
- Have a clear understanding of the needs of all students, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject)
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for students of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment

- Make accurate and productive use of assessment to secure students' progress
- Give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired as appropriate
- Participate in arrangements for examinations and assessments within the remit of the *School Teachers' Pay and Conditions Document*

Behaviour and Safety

- Establish a safe, purposeful and stimulating environment for students, rooted in mutual respect 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 students' needs in order to inspire, motivate and challenge students
- Maintain good relationships with students, exercise appropriate authority, and act decisively when necessary
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of students
- Have high expectations of behaviour, promoting self control and independence of all learners
- Carry out break time and other duties as directed and within the remit of the current *School Teachers' Pay and Conditions Document*
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures

Team working and collaboration

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school
- Cover for absent colleagues within the remit of the current *School Teachers' Pay and Conditions* document

Fulfil wider professional responsibilities

- Work collaboratively with others to develop effective professional relationships
- Deploy support staff effectively as appropriate
- Communicate effectively with parents/carers with regard to students' achievements and well-being using school systems/processes as appropriate
- Communicate and co-operate with relevant external bodies
- Make a positive contribution to the wider life and ethos of the school

Administration

- Register the attendance of and supervise learners, before, during or after school sessions as appropriate
- Participate in and carry out any administrative and organisational tasks within the remit of the current *School Teachers' Pay and Conditions Document*

Professional development

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on students' progress, attainment and well being, refining your approaches where necessary responding to advice and feedback from colleagues
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal
- Proactively participate with arrangements made in accordance with the current School Appraisal Policy

Other

- To have professional regard for the ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality
- Perform any reasonable duties as requested by the Headteacher

Note

This job description is not your contract of employment or any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed. Nothing will be changed without consultation.

Postholder's Signature: _____ **Date:** ____ / ____ / ____

Headteacher's Signature: _____ **Date:** ____ / ____ / ____

Person Specification

POSITION: Teacher of Spanish

PERSONAL ATTRIBUTES

	Essential Attribute	Stage Identified	Desirable Attribute	Stage Identified
Qualifications	<ul style="list-style-type: none"> Qualified Teacher Status* Degree or equivalent * 	A A		
Experience	<ul style="list-style-type: none"> Excellent practitioner – evidence of outstanding lesson observations Experience of developing resources to enhance learning and assessment throughout appropriate Key Stages. Ability to inspire and motivate students of all abilities. Proven success in raising attainment 	R A R A R A	<ul style="list-style-type: none"> Use of ICT in teaching Experience of assessment for learning 	A A
Knowledge and Skills	<ul style="list-style-type: none"> Ability to analyse data Use a variety of teaching strategies Experience of monitoring and evaluating students' progress Good communication and interpersonal skills Excellent ICT Skills 	A R A R I R I R A	<ul style="list-style-type: none"> Examination marking experience Ability to work using own initiative Proven ability to set and meet deadlines 	A R A R A
Personal Qualities	<ul style="list-style-type: none"> Support the Catholic ethos Enthusiasm & energy Commitment to safeguarding and promoting the welfare of Children and Young People 	A I R A R	<ul style="list-style-type: none"> Willingness to undertake further training and responsibility 	I
Other circumstances	<ul style="list-style-type: none"> An ability to fulfil all spoken aspects of the role with confidence through the medium of English 	I		

A = Application form I = Interview R = Reference

*Shortlisted candidates should bring with them copies of their qualifications

Advisory Note to Applicants

Information for Applicants

Please download, complete and return the CES application form, recruitment monitoring form, disclosure form and consent to obtain references form by the closing date specified.

Please ensure that you fully complete all the relevant sections. Please ensure that you provide an up-to-date email address as we often contact candidates electronically rather than by post.

You should make reference to the person specification and job description stating your particular strengths and how your experience to date has prepared you for this particular role.

Please note that CVs will not be accepted.

Safeguarding - Disclosure and Barring Service Check

St Cuthbert's Catholic High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The position advertised is subject to an Enhanced Disclosure and Barring Service Check, medical clearance, satisfactory references, qualification checks and eligibility to work checks under the Asylum and Immigration Act.

At Interview

If you are invited for interview, references will be taken up prior to your interview.

Applicants are also requested to bring to interview the original documentation of their qualifications. Applicants who have not received an invitation to interview within two weeks of the specified closing date should assume they have not been shortlisted (unless otherwise stated in the advertisement).

Application Closing Date:

Visits to the school:

Please contact us to arrange a convenient time.

The closing date for applications is **Sunday, 23rd November 2025 (midnight)**.

Please note we reserve the right to close the advert early should we receive a sufficient number of applications and encourage you to apply early, to avoid disappointment. ⌚

Interviews will be held on:

TBC, during week of 24th November 2025.

Complete your application online via the [St Helens Council Online Jobs Portal](#)

Or completed application forms should be returned by email to recruitment@stcuthberts.com

The Headteacher
St Cuthbert's Catholic High School
Berrys Lane
Sutton
St Helens
WA9 3HE

Thank you for considering St Cuthbert's Catholic High School and we look forward to receiving your application.



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**For more information, please contact
the Headteacher, Mr Stuart Holland
on 01744 678123**

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www.stcuthberts.com



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