

*Saint* GREGORY'S  
*Bath*



*An education for the whole person*  
Academically, personally and spiritually

Application pack for the post of:

## Teacher of Spanish

MPS/UPS. Full time, permanent, to start in September 2024.  
(With the ability to teach French as a second subject desired)

**Closing date:** Midday, Thursday 2 May

**Interviews:** Wednesday 15 May

*“In Christ we flourish”*

Saint Gregory's, Bath  
Combe Hay Lane, Bath, BA2 8PA  
T 01225 832873  
[www.st-gregorys.org.uk](http://www.st-gregorys.org.uk)

# Welcome

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Dear Prospective Applicant

Thank you for your enquiry regarding the post of Teacher of Spanish at Saint Gregory's, starting 1 September 2024 on a full time, permanent basis which may include teaching Spanish from Year 7 to Year 13. We particularly welcome applications from those that have the ability to teach French as a second subject and applications from ECTs are most welcome.

Saint Gregory's is an over-subscribed high achieving school with a national reputation for excellence. Our motto is 'In Christ We Flourish' and we place great emphasis on our inclusive 'family' atmosphere where all are nurtured to develop their God-given gifts and virtues.

Our most recent Ofsted inspection judged as 'Good' with 'Outstanding' features in both 'Behaviour and Attitude' and 'Personal Development'. We are also recognised as an 'Outstanding' secondary school in our Section 48 Inspection, highlighting Saint Gregory's as a flourishing educational community where every child is valued and encouraged to grow as individuals.

We are a school community which prioritises the safety and wellbeing of our students and staff. Everyone at Saint Gregory's is responsible for the safeguarding and wellbeing of our staff and students and we are committed to following safer recruitment practices to ensure we provide a safe environment for our students.

At Saint Gregory's we inspire and encourage our students to fulfil their potential and flourish. We are recruiting for an ambitious, outstanding teacher who has a commitment to academic excellence and who will inspire our students to reach their potential.

As a Catholic school we provide our students with a moral compass based on Catholic Social Teaching that supports their growth and development. It is essential that our students are encouraged to have enquiring minds, ask questions and form their own opinions. The pastoral care at Saint Gregory's ensures that our students grow into well-rounded, reflective, caring and thoughtful young people, ready to take their place in society.

We are an inclusive school that places the student at the heart of everything we do. As a Catholic school our values are explicitly Christian, however you do not have to be of the Catholic faith to apply for this post.

There is a warm, welcoming family atmosphere at Saint Gregory's that underpins our culture as a school. By working together we aim to provide the very best opportunities for all our students and staff.

If you possess the necessary skills and experience and would like to apply for this post, please submit your application by **Midday, Thursday 2 May**. Interviews will be held on **Wednesday 15 May**. If you have any further questions please do not hesitate to contact Mrs Lemee, Head of Modern Languages by email at [lemeej@st-gregorys.org.uk](mailto:lemeej@st-gregorys.org.uk).

Yours faithfully

Mrs M George  
**Headteacher**

# *Mission Statement*

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“ As a Catholic school, our inspiration is Jesus Christ. We therefore promote the dignity and well-being of every child and ensure that they flourish with us in a safe, happy and enriching environment.

We believe that everyone is gifted and called by God to fulfil some definite service for the greater good of society. We will help our students to discover their vocation in life, to achieve their full potential and to use their gifts for the greater glory of God.

# Teacher of Spanish

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**Post:** Teacher of Spanish to start on 1 September 2024  
**Contract type:** Full time, permanent  
**Salary:** MPS/UPS  
**Closing date:** Midday, Thursday 2 May  
**Interview date:** Wednesday 15 May

This is an excellent opportunity for a talented and enthusiastic Spanish specialist looking for their next career move in a high-performing and oversubscribed school. We are seeking to appoint an inspiring colleague who can contribute to the development of the department and further extend the teaching of Spanish and French.

We encourage all candidates interested in applying for this post, including ECT's to submit their application before the application deadline.

Saint Gregory's is a popular 11-18 co-educational school, founded on Catholic Christian values and with a strong family and community ethos. These values are the foundation of learning for our students, providing them with an academic start to life that is supportive, nurturing and inspiring. Saint Gregory's has a well-deserved reputation for academic excellence, outstanding pastoral care and an excellent enrichment programme.

The successful candidate will be an inspirational teacher who will maintain and enhance our very high academic standards. This opportunity is ideal for an individual committed to the highest expectations of attainment for all and capable of encouraging all students to realise their aspirations. The faculty benefits from experienced, supportive leadership and applications are welcomed from ECTs seeking an outstanding school in which to begin their career.

## **Candidates must be able to demonstrate:**

- A track record of exceptional Spanish teaching and the ability to offer French at Key Stage 3
- Capable of teaching across the Key Stages
- Outstanding subject knowledge
- A willingness to participate in the wider life of the school including enrichment and PSHE delivery
- The ability to inspire excellence in students
- Enthusiasm and motivation for exemplary teaching and learning
- An awareness of the current changes in the Modern Languages Curriculum at GCSE

## **In return the successful candidate can expect:**

- A comprehensive Induction Programme
- Outstanding professional support at every stage of your career
- A strong Continuing Professional Development programme to develop you as an outstanding teacher
- A supportive Senior Leadership Team
- Opportunities to work in a dynamic and supportive faculty with excellent facilities
- Free Parking
- The opportunity to take an unpaid "career break" after five years of continuous service
- Access to the Teachers' Pension Scheme
- A positive student body who love learning

For an open conversation about the role, please contact the Head of Modern Languages, Mrs Lemee, by email [lemeej@st-gregorys.org.uk](mailto:lemeej@st-gregorys.org.uk) to arrange a suitable time.





*“Saint Gregory’s is simply the best school in every possible way. My children have gone from strength to strength due to excellent teaching and pastoral care. They are confident, capable, well-rounded and above all, happy.”*

Parent

# About Saint Gregory's

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Saint Gregory's is a Catholic voluntary aided secondary school which was established by the Diocese of Clifton. It primarily serves designated Catholic parishes in Bath and North East Somerset, North West Wiltshire and the north of the County of Somerset and admits students of 11-18 years. We are a popular co-educational school, founded on Catholic Christian values and with a strong family and community ethos. These values envelop the learning of our students, providing them with an academic start to life that is supportive, nurturing and inspiring. Saint Gregory's has a well-deserved reputation for academic excellence, outstanding pastoral care and an excellent enrichment programme.

In 2022, we were rated Good overall with Outstanding Behaviour & Attitudes and Personal Development by Ofsted. We are also recognised as an 'Outstanding' secondary school in our Section 48 Inspection, highlighting Saint Gregory's as a flourishing educational community where every child is valued and encouraged to grow as individuals.

Our GCSE and A Level results are excellent and not just in raw terms but also in the context of value-added. Such measures seek to identify the progress that every child makes during his or her time with us and show that our students make outstanding progress.

The achievement of our students consistently places our school as one of the top achieving state schools in the country. Students leaving Saint Gregory's progress to some of the very best academic institutions including Oxford, Cambridge and the Russell Group but, more than this, they leave having acquired the academic success, confidence and skills they need to continue their educational or career journey of choice.

We are located at the southern gateway to the World Heritage City of Bath with beautiful views towards the Severn Estuary and over Bath. Access to the school is easy as it is on main bus routes and next to the Odd Down Bath Park and Ride terminus.

The World Heritage City of Bath itself needs little introduction. Over four million tourists a year come to visit its many attractions, such as its Georgian architecture, its festivals, theatres, museums, restaurants and shops. It boasts excellent schools, rugby and football teams and Olympic standard training facilities at the University of Bath.

Bath is served by many attractive towns and villages, and our staff and students come from diverse locations.



# Behaviour for Excellence

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# The Modern Languages Faculty

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In Year 7, students have the opportunity to study either Spanish or French. They study their chosen language for 4 hours a fortnight for the duration of KS3. Some students apply to join the Mandarin Excellence Programme (MEP) pathway which provides accelerated learning opportunities in this global language. The MEP is a nationwide intensive language programme funded by the Department for Education (DfE) and delivered by the UCL Institute of Education Confucius Institute for Schools in partnership with the British Council. Saint Gregory's is one of the MEP schools currently on this ground-breaking programme

We aim to nurture a love of languages by incorporating a variety of cultural aspects in our teaching, as well as creative lessons such as creating and practising songs, rhymes, raps and role plays.

Our language teachers are truly exceptional. With their extensive knowledge and expertise, they inspire and guide students on their language-learning journey. Their passion for teaching is evident in their engaging lessons, where they employ innovative strategies to make learning languages enjoyable and interactive. Patient and approachable, they create a supportive and inclusive classroom environment, fostering a sense of confidence and motivation in their students. Their dedication goes beyond the classroom, as they provide additional resources, guidance, and feedback to help students excel. With their guidance, students not only master their language but also gain a deeper understanding and appreciation of the rich culture and heritage associated with it.

Spanish is a very popular language at GCSE and A-Level. We follow the AQA pathway for both. Studying for a qualification in Spanish holds immense significance for several reasons. Firstly, it provides students with a valuable opportunity to develop essential language skills and expand their cultural horizons. Spanish is the second most widely spoken language globally, offering increased career prospects and facilitating communication in various professional settings. Moreover, it promotes cognitive abilities, including improved memory, problem-solving, and multitasking skills. The study of Spanish also fosters a deeper appreciation for diverse cultures and enhances intercultural understanding. Additionally, achieving qualifications in Spanish demonstrates dedication, perseverance, and the ability to acquire and master a foreign language, which are highly regarded qualities in today's interconnected world.



# St Gregory's Catholic College at a glance

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## RE

- Religious Education
- Philosophy and Ethics
- Chaplaincy

## English

- English Language
- English Literature
- Literacy and Oracy

## Maths

- Maths
- Computer Science
- Business and Economics

## Science

- Biology
- Chemistry
- Physics

## Performing Arts

- Music
- Dance
- Drama

## Leadership

- Headteacher
- Director of Studies (Deputy Head Academic)
- Director of Pastoral Care (Deputy Head Pastoral)
- Assistant Headteacher Director of Sixth Form
- Assistant Headteacher Literacy and Oracy
- Assistant Headteacher Wider Participation and Enrichment
- Assistant Headteacher Behaviour and Attendance
- School Business Manager
- Facilities and ICT Manager

## PE

- Physical Education

## Careers

- Careers

## Technology

- Food technology
- Design and Technology

## Art and Photography

- Art
- Photography

## MFL

- French
- Spanish
- Mandarin

## Humanities

- History
- Geography
- Politics
- Sociology
- Psychology
- Child Development (until August 24)

## Inclusion

- SENCo
- One to one and small group support

## Pastoral

- DSL, DDSL
- Behaviour and Attendance
- Heads of Year
- Alternative provision
- Medical

## Business Operations

- Attendance
- Admissions
- Data
- Exams
- Finance
- HR
- Sixth Form
- Main Office
- Secretariat

## Facilities and ICT

- ICT
- Facilities



*“Inspiration from the Gospel values are the ‘hallmarks’ of the education that pupils receive. Pupils reflect positively on their own beliefs and opinions, as well as those of others. Interactions between staff and pupils and between pupils are warm and respectful.”*

Ofsted,

# Job Description

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This job description should be read in conjunction with the professional duties set out in the School Teachers' Pay and Conditions Document, the governors' Pay Policy and Performance Management Policy including the Teaching Standards.

## Key Areas of Responsibility

### 1. Core Purpose

- 1.1 To actively support and promote the school's vision and values as outlined in the Mission Statement.
- 1.2 To raise standards of student attainment and achievement in his/her classes and to monitor and support student progress in his/her classes.
- 1.3 To demonstrate excellent subject knowledge, engaging and supporting learners in academic opportunities.
- 1.4 To be accountable for the safety, wellbeing, development, academic progress and attainment of each student in his/her classes.
- 1.5 To be a form tutor as deployed by the Headteacher.

### 2. Monitoring, Evaluation and Planning

- 2.1 To attend faculty meetings as published in the school calendar with a clear focus on quality of teaching and learning, raising attainment, monitoring, evaluation and strategic planning.
- 2.2 To ensure the effective implementation of all school policies.
- 2.3 To support the Head of Faculty in analysis of exam results.

### 3. Curriculum

- 3.1 To ensure the provision of an appropriately broad, balanced and differentiated curriculum for students in his/her classes in accordance with the National Curriculum Programmes of Study at Key Stage 3, exam specifications at Key Stage 4 and 5 and the aims of the school Curriculum Policy.
- 3.2 To ensure that the spiritual, moral, social and cultural aspects of the curriculum are well covered.
- 3.3 To ensure that all statutory requirements in Modern Languages are met, especially with regard to citizenship and work-related learning.
- 3.4 To promote a positive approach to Spanish.
- 3.5 To contribute ideas to the Head of Faculty about the formulation of aims, objectives and strategic plans for the Faculty.

### 4. Assessment

- 4.1 To ensure the implementation of the school's Teaching and Learning Policy and Homework Policy in his/her classes, with particular regard to assessment for Learning.
- 4.2 To follow the schemes of work at Key Stage 3, 4 and 5 in Spanish which are appropriately differentiated to meet the needs of all students including all groups of learners.
- 4.3 To ensure effective reporting of student progress to parents/carers and to convene meetings with parents/carers outside of parents' evening when necessary.



## 5. Discipline

- 5.1 To be responsible for behaviour management in his/her classes, contacting parents/carers if students are persistently disruptive.
- 5.2 To uphold and implement the school's Behaviour for Excellence policy.
- 5.3 To create a positive learning environment in Modern Languages.

## 6. Professional Development

- 6.1 To keep abreast of developments, including research and development in the area of effective teaching and learning.
- 6.2 To promote teamwork to ensure effective working relationships and act as a positive role model.

## 7. Additional Responsibilities

- 7.1 To actively participate in, and support the development of, the extra-curricular and/or enrichment activities in the faculty and across the whole school and for all groups of learners.
- 7.2 To be responsible for the implementation of the school's Health and Safety Policy and for the safety and well-being of students in his/her classes.
- 7.3 To perform, in accordance with any direction which may reasonably be given to you by the Headteacher from time to time, such particular duties as may reasonably be assigned to you (see: STPCD).

## 8. Safeguarding

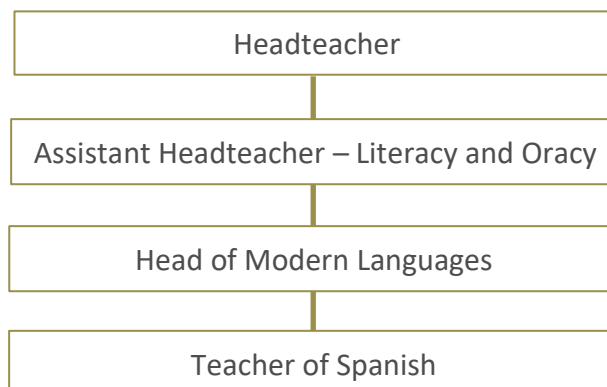
- 8.1 The Governors of Saint Gregory's are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced certificate from the Disclosure and Barring Service is required for this post prior to commencement.

## 9. Special Notes and Conditions

- 9.1 All employees of Saint Gregory's are expected to be supportive of the Christian ethos of the school, its aims and Mission Statement.

## 10. Organisational Management Chart

- 10.1 This job description will be reviewed annually or more frequently if necessary by the Headteacher in consultation with the post holder.



# Person Specification

Teacher of Spanish	Essential	Desirable
<b>Safeguarding Children</b>		
A clear understanding and commitment to safeguarding and promoting the welfare of children and young people	✓	
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	✓	
Appropriate attitudes to the use of authority and maintaining discipline.	✓	
<b>Qualifications and Professional Development</b>		
Qualified teacher status (QTS) or pending	✓	
Good honours degree	✓	
Evidence of relevant and recent CPD	✓	
Further study or post graduate work		✓
Other work with young people		✓
<b>Experience/Knowledge</b>		
Effective Assessment for Learning	✓	
Range of teaching and learning styles	✓	
Specialist knowledge of the National Curriculum up to and including A Level	✓	
Clear understanding of, and ability to implement, personalisation	✓	
Experience of teaching Key Stage 5 Spanish	✓	
<b>Skills and Attributes</b>		
The ability to analyse data, identify patterns and devise meaningful Targets.	✓	
The ability to promote the school's aims positively	✓	
The ability to establish and develop positive relationships with students, parents/carers, colleagues, governors and the community	✓	
Excellent IT skills	✓	
Excellent communication skills	✓	
Excellent organisation skills	✓	
Excellent classroom management	✓	
Excellent motivator	✓	
<b>Personal Attributes</b>		
A positive role model for students and staff	✓	
Willingness to listen to, reflect and act on feedback	✓	
Supportive of Catholic (Christian) ethos of school	✓	
Emotionally intelligent	✓	
Motivated	✓	
Enthusiastic and positive	✓	
Willing to contribute to the wider life of the school	✓	



*“The high quality of pastoral care shown to all members of the community, both students and staff, is outstanding.”*

Clifton Diocese Section 48 Inspection Report





## Why work for us?

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### **An inclusive and diverse workplace**

We are fully committed to sustaining a positive and mutually supportive working environment free from harassment, discrimination, bullying and victimisation where staff can work collaboratively and productively together, and where all staff are equally valued and respected.

Through working collaboratively with Staff, Students, Parents, Volunteers and Governors we aim to remove barriers that you may face and promote equality of opportunity so that you can achieve your full potential in our school.

# Applications

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**Closing date:** Midday, Thursday 2 May

**Interviews:** Wednesday 15 May

Applicants are asked to submit their application online at [TES.com](https://www.tes.com)

**We are not currently able to accept postal applications at this time.**

No other material (such as testimonials, résumés or CVs) will be considered during the selection process.

To discuss the role further with our Head of Modern Languages, Mrs Lemee, please contact her by email [lemeej@st-gregorys.org.uk](mailto:lemeej@st-gregorys.org.uk).

We are an equal opportunities employer and are committed to safeguarding and promoting the welfare of children.

We follow safer recruitment practices and appointments are subject to an enhanced DBS check, satisfactory professional references, qualification verification including certificates of good standing, overseas certificates of good conduct and social media check.

Please note that you must have the existing right to work in the UK to apply for this post.

All staff are expected to undertake comprehensive child protection training and must share in the school's commitment to the safeguarding and wellbeing of our students and staff.

A copy of the Safer Recruitment Policy and our CP Policy can be found on our website at [www.st-gregorys.org.uk/useful-information/key-documents](http://www.st-gregorys.org.uk/useful-information/key-documents).

# School Creed

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At Saint Gregory's, we are a family.

We believe in the living presence of God  
in our school, our community and world.

We are all equal and worthy of dignity and **RESPECT**,  
In a community founded on inclusion and diversity.

We support each other and recognise our potential to thrive.

**ASPIRATION** and quality education are at the heart of our mission.

We walk together in the footsteps of Jesus and witness to the Gospel.

Our **RESPONSIBILITY** is to always be kind and caring to all,  
And to be stewards of creation.

We all have **VIRTUES** and are valued and loved in the sight of God.

Each of our lives is a gift to be nurtured

As we journey together towards our true vocation.

In Christ we flourish.

Amen.





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