



South Charnwood High School

'encouraging excellence, valuing people'



Teacher of Spanish with French

Applications welcome from colleagues at all stages of their career including ECT's



Teacher of Spanish with French

Post: Teacher of Spanish with French

Hours: Full time (part time/job share considered)

Salary: ECT/MPS/UPS

Contract: Permanent

Start: 26 August 2025

We are seeking to recruit an enthusiastic and inspiring Teacher of Spanish & French to this highly successful, over-subscribed 11-16 School. The Languages department is ambitious, has recently achieved outstanding success for its pupils and is involved in developing innovative teaching and learning.

Are you:

- A highly qualified practitioner with a love of Languages, particularly Spanish?
- Confident to teach Spanish & French at KS3 and KS4?
- Able to contribute to the school's rich programme of extra-curricular activities?
- Excited by the prospect of teaching highly motivated pupils?
- Committed to developing exciting learning for pupils of all abilities?

Do you care about young people? If the answer is yes to these questions, then we would love to talk to you!

Our teachers thrive and are fully supported, with a variety of training and development opportunities as standard

We can offer you the chance to develop in a school with:

- highly motivated, responsive pupils
- well-equipped departments
- a fantastically supportive team of colleagues
- a strong ethos of supportive professional development

All documents including the full job description, person specification and application form are available on our website at www.southcharnwood.leics.sch.uk

Please ensure your application form and covering letter includes examples of your experience and how you meet the criteria outlined in the job description and person specification. You are also very welcome to visit us prior to application. Further information requests or completed applications should be sent to recruitment@southcharnwood.org.

Closing date for applications: 9.00am, Monday 28th April 2025

Please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable candidate or number of applications are received before the official closing date.

As this job is designated as a 'regulated activity' an enhanced DBS check with Barred list check is essential

'South Charnwood High School - Committed to Safeguarding Children and Young People'

Letter from the Headteacher

Dear Applicant

Thank you for taking interest in the post of Teacher of Spanish with French to start at South Charnwood High School on 26 August 2025. I hope you find the following details informative as you consider the opportunity of joining our very successful school.

At the heart of my educational philosophy is a conviction to ensure that every child achieves their full potential; academically, socially, morally and personally. We have a duty to provide an outstanding and exciting curriculum that strives for excellence so that no pupil underachieves. Pupils should be given opportunities to take responsibility for themselves and their own learning. Our young people deserve expert care, support and guidance from staff, parents and the wider community to help them make informed decisions. Every pupil must feel able to develop their own unique personal qualities, to develop high self-esteem, self-worth and self-respect as they become the young adults of the future. We have very high expectations of both staff and pupils.

The school has sustained outstanding GCSE results year on year demonstrating that our pupils make much better progress than similar students nationally. The school is oversubscribed and pupils are highly motivated to succeed. Our Progress 8 score has consistently been positive with a score of +0.31 in 2022, +0.30 in 2023 and +0.02 in 2024. In addition, we ensure that all Year 11 pupils receive support and guidance to apply for suitable post 16 courses.

You would join an enthusiastic, experienced and committed team of four language teachers. We currently enjoy the benefits of teaching small, diligent classes at GCSE. Last year, we continued our trajectory of achieving our best ever results. Pupils on average achieve higher grades in French than in other subjects around the school. We have a recent history of attaining an impressive proportion of results at grade 9.

We introduced Spanish for the first time in 2023. All pupils take both French and Spanish during year 7 for 3 hours per subject per fortnight. At the end of year 7, pupils currently choose their preferred language to study from year 8 onwards, when the timetable reverts to 5 hours of language study per fortnight. The scheme of learning in languages is planned to ensure that each module covers content from a range of sub-topics, ensuring that pupils are used to re-using vocabulary and structures in a range of contexts and become accustomed from the outset to the idea that authentic sources and conversation do not fit neatly into categories. End of unit goals are creative in nature, aiming to enthuse pupils about language learning, prepare pupils for the globalised world in which we live, and ensure pupils will leave school with broadened horizons and opportunities that may not have been available to previous generations of their family.

Joining as a Teacher of Spanish with French at this exciting time will give the successful applicant the opportunity to significantly influence the direction of the development of the Spanish curriculum. At Key Stage 4, the department currently follows the AQA specification. The department meets regularly to share teaching ideas, develop new units and assessment approaches, moderate work and plan exciting extra-curricular activities such as KS3 and KS4 trips, as well as exciting activities related to European Day of Languages, International Mother Language Day and Europe Day.

At South Charnwood, we invest in the continued professional development of all of our colleagues. Our CPD programme focuses on whole school priorities and the development of pedagogy based on research, best practice and our excellent links with other schools.

In addition, we offer individualised CPD pathways which support staff at all stages of their career progression including National Professional Qualifications.

We are totally committed to raising aspirations and achieving fantastic outcomes for all pupils. Therefore, we are seeking to appoint an enthusiastic & dynamic Languages practitioner to build on the achievements of the past and support the department to further outstanding success in the future. If you have the desire to work hard, believe in a holistic approach to education and want to transform lives, with the full support of experienced colleagues, then this is a very exciting opportunity. I look forward to receiving your application.

Simon Andrews

Job Description

Post Title	Teacher of Spanish with French
Overall responsibility	To deliver a high quality learning experience for pupils, which meets individual needs and be a designated form tutor
Reporting to:	Head of Languages
Salary/Grade	UPS/MPS/ECT

Overall Responsibilities:

- To create and deliver challenging programmes of study in Spanish & French.
- To ensure that teaching and learning is supported by the most robust research and evidence.
- To work as part of a teaching team and, where appropriate, help develop other teaching staff.
- To maintain and further develop curriculum and subject specialism(s).
- To be a designated form tutor.

Main Duties:

Teaching and learning

- To teach effectively across a range of provision ensuring pupils achieve excellent outcomes.
- To regularly assess and review pupils' progress and achievement and to communicate effectively with parents/carers in line with school procedures.
- To work with the Head of Languages to develop, implement and monitor effective schemes of work, course delivery, assessments, pupil surveys and pupil data in line with school policy.
- To ensure that teaching and learning is evaluated and action plans produced and implemented to promote best practice and ensure excellent pupil achievement.
- To liaise with SENDCO to differentiate work to match the needs of individual pupils.
- To remain up to date with national trends in education and in teaching Languages and implement developments in curriculum design and delivery to reflect these.
- Where appropriate, to mentor staff new to teaching, staff undertaking teacher training programmes and other staff as appropriate.
- To develop and maintain a learning environment in line with the school's values.
- To deliver enrichment programmes.
- Participate in staff training and take a lead in own professional development.

Other Duties

- To take part in marketing and liaison events such as Open Evening, Parents' Evenings and events with partner schools.
- Promote and model good relationships with pupils, colleagues and parents.
- Set a good example in terms of dress, punctuality and attendance.
- Uphold the school's behaviour code and uniform regulations.
- Participate and contribute to the organisation of school visits and trips that complement learning.
- Supervise pupils outside lesson time in morning and afternoon sessions, for example during lesson changeovers

Teacher of Spanish with French
March 2025

Personal Specification

		Essential	Desirable	Evidence
Qualifications and Experience				
1	Appropriate degree and/or teaching qualification.	✓		A
2	Recent experience of teaching Spanish in a Languages department to GCSE level	✓		A
3	Recent experience of teaching pupils aged 11– 16 years.	✓		A
4	Ability to teach another subject to GCSE level (eg. French)		✓	A
5	Proven experience of teaching exam classes and strong pupil performance	✓		I, R
6	High quality teaching to pupils of all ages and abilities	✓		I, R
7	Collaborating with colleagues in the preparation, assessment and monitoring of pupil work	✓		I, R
8	Evidence of recent appropriate professional development.	✓		A, R
9	Knowledge and understanding of Safeguarding practice	✓		A, I
Skills				
10	Establish a safe and stimulating environment for pupils, rooted in mutual respect	✓		A, I
11	Set work to stretch and challenge pupils of all backgrounds and abilities	✓		A, I
12	Ability to work hard under pressure while maintaining a positive, professional attitude	✓		I, R
13	Ability to organise and prioritise workload and work on own initiative	✓		I, R
14	Excellent personal, oral and written presentation skills	✓		A, I, R
Personal Attributes and Behaviours				
15	Adaptability and flexibility to changing circumstances and new ideas	✓		I, R
16	A belief that schools have a responsibility to prepare pupils for their lives - not just for exams	✓		A, I, R
17	Creative, courageous and resilient	✓		I, R
18	Sustain personal motivation and that of colleagues	✓		A, I, R
19	Willing to take responsibility and ownership	✓		A, I, R
20	Team player	✓		I, R
21	Evidence of a sense of humour, commitment and enthusiasm.	✓		I, R
22	Evidence of self-motivation and the ability to be self- critical, and to evaluate own performance.	✓		I, R
Ability to Fulfil Wider Professional Responsibilities				
23	Willingness to make a positive contribution to the wider life and ethos of the School	✓		A, I, R
24	Ability to develop effective professional relationships with colleagues, pupils and parents	✓		I, R

**Teacher of Spanish with French
March 2025**