



# RECRUITMENT PACK

Teacher of Spanish (1  
Year Maternity Cover)

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## WELCOME FROM FRANCESCA LORD, HEADTEACHER

Dear Applicant,

Welcome to the family of All Saints'.

It is both a privilege and a blessing to serve as Headteacher of All Saints' Roman Catholic High School. Our mission is clear and deeply rooted in faith — to deliver a world-class Catholic education for all and to be the beating heart of the Catholic community in the Rossendale Valley.

At All Saints', we believe that every child is made in the image of God and possesses unique, God-given gifts and talents. Our role as educators is to nurture those gifts — spiritually, morally and intellectually — so that every young person can truly “let their light shine.”

This is an exciting moment to join our school as we have just moved into our brand-new, purpose-built building, designed to provide state-of-the-art facilities that inspire teaching, learning and worship. It will be a space where our Catholic mission is not only lived but seen — from our beautiful St Theresa of Avilla Space to our exceptional classrooms and specialist facilities for every subject. You will be part of a new chapter in the life of All Saints', helping to shape our future and the lives of the young people we serve.

We are immensely proud that our recent Catholic Schools Inspection (June 2025) judged All Saints' to be a Good Catholic school, recognising “the exemplary leadership of the headteacher and deputy headteacher” and the way in which “the school’s distinctive Catholic mission has created a strong sense of community and inclusive welcome.” Inspectors praised our “outstanding pastoral care” and the fact that “students are known and loved.” They described a school where “teachers believe in us and won’t let us fail.”

As a highly motivated and enthusiastic Teacher of Spanish, you will work collaboratively with colleagues to meet the academic and personal development needs of all pupils. You will play a key role in delivering an engaging, inclusive and ambitious Spanish curriculum, supporting learners of all abilities, including those with additional learning needs. Central to the role is the ability to establish positive, supportive and professional relationships with pupils, parents, carers and the wider community, while contributing ideas, expertise and strategies that enhance classroom practice and wider school life.

Our community is built upon the Gospel values of love, truth, justice and peace. These values guide everything we do — in the classroom, in prayer, and in service to others. We are proud of our inclusive and caring ethos, our strong pastoral support, and our commitment to ensuring every student is known, loved, and able to flourish. Staff speak often of the genuine family feel at All Saints' — a school where colleagues support one another, where faith is lived, and where professional development is encouraged and celebrated.

To work at All Saints' is to join a team united by purpose and joy — a team that believes passionately in Catholic education and in the transformative power of excellent teaching. As part of the Romero Catholic Academy Trust, you will benefit from strong collaboration, professional learning opportunities, and the chance to contribute to a vibrant and growing Catholic network.

Thank you for your interest in joining our family, I wish you every success in your application.

Yours faithfully,

Francesca Lord

WELCOME FROM RACHEAL WILSON, CHAIR OF THE BOARD OF GOVERNORS

Dear Applicant,

Thank you for your interest in joining our school community. We are delighted that you are considering applying for the role of Teacher of Spanish at All Saints Roman Catholic High School.

As Chair of Governors, I am proud to represent a governing body that is deeply committed to ensuring every student receives the highest quality education and the best possible opportunities to thrive. Our community is built upon the Gospel values of love, truth, justice, and peace, and we share a common ambition to help young people achieve their full potential—academically, socially, and personally.

Our recent Catholic Schools Inspection (June 2025) judged All Saints to be a Good Catholic school, which reflects the dedication and hard work of our staff and the strength of our ethos.

If you share our passion for education and want to make a meaningful difference in the lives of young people, we would be delighted to receive your application.

Thank you once again for considering All Saints High School. We look forward to the possibility of welcoming you to our team.

Yours faithfully,

Racheal Wilson

# JOB ADVERT

## TEACHER OF SPANISH – 1 YEAR MATERNITY COVER CONTRACT

**FIXED TERM / FULL TIME**

**MAIN PAY SCALE – UPPER PAY SCALE**

**RESPONSIBLE TO: HEADTEACHER**

**MAIN LOCATION: ALL SAINTS' RC HIGH SCHOOL**

**REQUIRED TO COMMENCE 1<sup>ST</sup> SEPTEMBER 2026**

All Saints' RC High School is a thriving, faith-filled community where Gospel values are lived out daily through the school's motto: "Let your light shine." As recognised in the 2025 Catholic Schools Inspectorate report, the school provides a "strong sense of community and inclusive welcome" rooted in exceptional pastoral care and a deep commitment to every child, especially the most vulnerable. Staff and students alike speak of belonging to a family where each individual is "known, valued, and loved." The school serves the Catholic community within the Rossendale Valley and has strong partnerships with its seven Catholic feeder primary schools.

The Governors of All Saints' RC High School, together with the Romero Catholic Academy Trust Board of Directors, are seeking to appoint a motivated, passionate and skilled Teacher of Spanish to join our dedicated team. This is an exciting opportunity to teach in a brand-new, purpose-built school with excellent facilities and to play a key role in shaping the lives of young people within a supportive Catholic community.

The ideal candidate will:

- Have a strong subject knowledge and a passion for Spanish
- Demonstrate excellent classroom practice and effective behavior management
- Be committed to raising attainment and ensuring progress for all students
- Be reflective, resilient and committed to ongoing professional development
- Share our commitment to safeguarding, inclusion, equality and pupil wellbeing

If you feel you have the right skills and attributes we are looking for, then we will be delighted to hear from you. Visits to the school are warmly welcomed and can be arranged by contacting the school office on **01706 213693** or [office@allsaintshigh.lancs.sch.uk](mailto:office@allsaintshigh.lancs.sch.uk).

**Please apply through MyNewTerm via the link <https://mynewterm.com/jobs/147565/EDV-2026-ASRCHSVA-90417>**

*We are committed to safeguarding and promoting the welfare of young people and expect all staff to share this commitment. The successful applicant will be subject to an Enhanced DBS check.*

<b>Closing Date</b>	Monday 18 <sup>th</sup> May
<b>Shortlisting Date</b>	Monday 18 <sup>th</sup> May
<b>Interview Date</b>	Wednesday 20 <sup>th</sup> May

## TEACHER OF SPANISH – 1 YEAR MATERNITY COVER CONTRACT

### JOB DESCRIPTION

#### JOB PURPOSE

To teach pupils aged 11–16 across Key Stages 3 and 4, delivering high-quality, engaging and challenging Spanish lessons that foster linguistic confidence, cultural awareness and a passion for language learning. The postholder will contribute to the planning, development and delivery of the Modern Foreign Languages curriculum, supporting both curriculum and enrichment opportunities where appropriate. Working closely with the Curriculum Leader and colleagues across the school, they will ensure that Spanish makes a meaningful contribution to students' academic progress, personal development and preparedness for future study.

#### MAIN DUTIES AND RESPONSIBILITIES

Your duties and responsibilities will include:

#### TEACHING

- Plan and deliver well-structured, differentiated lessons that follow the agreed Spanish curriculum to meet the academic development needs of all pupils.
- Inspire pupils through excellent subject knowledge and creative teaching.
- Use assessment data to inform planning, drive progress, and secure excellent outcomes for all pupils.
- Set consistently high expectations for learning, behaviour and achievement that inspire, motivate and challenge pupils through modelling the school's mission to "Let your light shine".
- To make effective use of planning, preparation and assessment time (PPA) to plan lessons and required adaptations for learners within those classes.
- To ensure work is marked, assessed and recorded appropriately in line with curriculum and whole school expectations and deadlines
- To manage behaviour effectively to create calm, respectful and purposeful learning environment in which all pupils can thrive.
- To use the school behaviour and reward policy appropriately to ensure an effective learning environment for all students.
- To demonstrate appropriate consistent progress for all pupils, particularly those within the Inclusion group
- To support the effective use of any Teaching Assistants assigned to work in your lessons
- To contribute to the development of the subject area by sharing examples of effective practice and supporting with planning of lessons/Schemes of learning when requested by the Curriculum Leader

- Contribute to the wider work of the school, including, where appropriate, supporting the delivery of learning in other subject areas in line with experience, strengths and school need
- To work collaboratively with colleagues within and outside your subject area to improve teaching and learning throughout the school

### **PASTORAL CARE RESPONSIBILITIES**

- To contribute to the pastoral care of pupils and support their spiritual, moral, social and cultural development
- To carry out the daily collective worship activities with your form group
- To participate in the worshipping life of the school, as a Catholic School, including supervision of pupils and the promotion of the contribution which your subject area makes to the spiritual well-being of the school

### **PROFESSIONAL DUTIES**

- Maintain and build upon the standards and professional duties as outlined in Teachers' Pay and Condition
- Work collaboratively within a forward thinking and supportive team, contributing to a culture of professional excellence and continuous improvement.
- Play an active role in the school's journey towards becoming 'Exceptional', contributing to departmental and whole-school initiatives that raise standards and enhance the extracurricular life of the school.
- Take part in the school's appraisal procedures and participate fully in school and Trust-wide CPD, demonstrating a commitment to reflective practice, self-improvement, and innovation in teaching.
- Engage proactively with pupils and families to build strong, positive relationships that support learning, wellbeing, and personal development and contribute to a positive school community.
- To ensure communication with parents is timely, effective and is recorded on the appropriate school system
- Support and promote the school's SHINE values and uphold its ethos of high ambition, inclusivity, and care for every member of our community.

### **SAFEGUARDING, HEALTH AND SAFETY AND COMPLIANCE**

- Uphold the school's commitment to safeguarding and promoting the welfare of children and young people
- Follow all safeguarding policies and procedures; all employment is subject to an Enhanced DBS check
- Ensure the highest standards of professionalism, integrity, and accountability in all aspects of the role.

**TEACHER OF SPANISH – 1 YEAR MATERNITY COVER CONTRACT**

**PERSON SPECIFICATION**

<b>Qualifications</b>	<b>Essential (E) Desirable (D)</b>	<b>Evidenced by: Application (A) Certificate (C) Interview (I) Test (T) Reference (R)</b>
<b>Qualifications and Training</b>		
Qualified Teacher Status	E	A / C
Degree in relevant subject	E	A / C
Commitment to ongoing professional development	E	A / I
<b>Knowledge and Experience</b>		
Strong understanding of Spanish curriculum at Key Stages 3 and 4	E	A / I
Experience of teaching Spanish across the age and ability range	D	A / I / R
Experience of contributing to curriculum development or enrichment /extracurricular activities	D	A / I / R
Understanding of the current OFSTED framework and expectations	D	A / I
<b>Skills and Abilities</b>		
Ability to plan and deliver high-quality and engaging lessons	E	A / I / R
Strong behaviour management skills	E	A / I / R
Ability to use assessment data to inform classroom practice	E	A / I / R
Ability to tailor plans and interventions to individual pupils	E	A / I
Strong written and verbal communication skills	E	A / I / R
Effective organisational and administrative skills	E	A / I / R
Ability to work collaboratively as part of a department and wider school team	E	A / I / R
Competent use of ICT to support teaching and learning and produce reports	E	A / I / R
<b>Personal Qualities</b>		
A passion for language learning and a genuine enthusiasm for promoting linguistic confidence, cultural awareness and a lifelong interest in learning languages.	E	A / I / R
A reflective and resilient professional approach	E	A / I / R
Warmth, empathy and the ability to build positive relationships with pupils and families	E	A / I / R



Creativity and willingness to contribute to wider school life	D	A / I / R
Commitment to the Trust's ethos and values	E	A / I
<b>Other</b>		
Commitment to safeguarding and protecting the welfare of children and young people	E	A / I
Commitment to equality and diversity	E	A
Commitment to health and safety	E	A
<b>Note: We will always consider your references before confirming a job offer in writing</b>		
Prepared by: Flord		Date: Jan 2026

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### EQUAL OPPORTUNITIES

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

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### HEALTH AND SAFETY

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

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### SAFEGUARDING COMMITMENT

The Trust is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to receipt of a satisfactory DBS Enhanced Disclosure. An enhanced DBS check and pre-occupational health check are an essential part of the selection and recruitment process.

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### ATTENDANCE

Good attendance enhances the service delivered by the Trust, minimises staffing difficulties and ensures best value to the schools. It is essential that applicants for positions in the Trust can evidence a previous satisfactory attendance record/commitment to sustaining regular attendance at work.

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## TEACHER OF SPANISH – 1 YEAR MATERNITY COVER CONTRACT

### HOW TO APPLY

If you would like to find out more about the position, please contact Mrs Sharon Groom on 01706 213693 or [office@allsaintshigh.lancs.sch.uk](mailto:office@allsaintshigh.lancs.sch.uk).

***Please apply through MyNewTerm via the link <https://mynewterm.com/jobs/147565/EDV-2026-ASRCHSVA-90417>***

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