



HEAD OF SPANISH

SALARY: **MPS/UPS (£32,916 to £51,048) + TLR 2 (£3,527 to £8,611)**
DEPENDENT ON EXPERIENCE

LOCATION: **THE THOMAS ALLEYNE ACADEMY, STEVENAGE**

EMPLOYMENT: **FULL TIME, PERMANENT**

START DATE: **1 SEPTEMBER 2026**

SUMMARY

We are seeking an inspirational teacher of Spanish who has the passion to take language learning to the next level. The successful candidate will be an individual who can demonstrate their commitment to high quality teaching and learning, and have an excellent understanding of the Spanish curriculum.

Reporting to the Assistant Headteacher, the successful candidate will have developed effective strategies to secure good outcomes for students in both Key Stage 3 & 4 and be able to demonstrate the ability to build positive relationships with students, parents and carers. Through their leadership they will provide a learning environment in which students can thrive, and help every individual in our school community to develop the character required to make the right choice for lifelong success.

The Head of Department will have the support of a committed teaching team and many opportunities to work collaboratively with a supportive group of curriculum leaders.

ROLE & RESPONSIBILITIES

As a Head of Department you will

- Be an excellent teacher; responsible for carrying out the duties of a teacher as set out in the DfE Teachers Standards document and as outlined in the DfE School Teachers' pay and Conditions document.
- Work to raise standards of student progress and attainment within your curriculum area
- Use data effectively to monitor and support student progress.
- Be accountable for student progress and development within your subject area.
- Develop and enhance the teaching practice of others.

COURAGE : DETERMINATION : EMPATHY

- Ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for learners studying in the department, in accordance with the aims of the school and the curricular policies determined by the Governing Body and Headteacher.
- Be accountable for leading, managing and developing the subject/curriculum area.
- Manage and deploy teaching/support staff, financial and physical resources within the department effectively to support the department development plan.
- Keep up to date with the latest developments in your curriculum area
- Consider how to maximise student's exposure to Spanish via extracurricular activities, trips and visits

PERSON SPECIFICATION

- Qualified teacher status for England (or equivalent)
- Relevant degree (or equivalent)
- Recent, relevant professional learning and development
- Able to work with honesty and integrity
- Ability to work collaboratively with other department heads and the senior team
- Possess excellent interpersonal skills in order to forge positive working relationships with staff, parents and students
- Have strong subject knowledge and keep this up to date
- Interest in continued professional development
- Lead and manage staff effectively and hold them to account
- Be analytical and evaluative of student data and department development plans

WHO WE ARE

The Hart Schools Trust is a multi-academy trust that currently includes the Thomas Alleyne Academy and Roebuck Academy in Stevenage.

- The Thomas Alleyne Academy: a growing secondary school, with sixth form, in Stevenage. The school was graded 'Good' with 'Outstanding' leadership and management at its last Ofsted inspection in 2024.
- Roebuck Academy: a growing primary and nursery school in Stevenage. The school was graded 'Good' at its last Ofsted inspection in 2021.

The Trust is part of the Hart Learning Group, a charitable organisation with a mission to create social and economic value through learning.

COURAGE : DETERMINATION : EMPATHY

The Hart Learning Group currently includes:

- North Hertfordshire College, a large general further education college in Stevenage and Hitchin.
- The Hart Schools Trust, a multi-academy schools trust that currently sponsors Thomas Alleyne's Academy and Roebuck Academy in Stevenage.
- Hart Learning & Development, a progressive new learning and development business which supports businesses of all sizes to engage with and invest in emerging talent.

We're building an amazing team, all of whom share our passion, pace and commitment to helping our students to get where they want to be in life.

Benefits:

- Generous holiday allowances and special leave policy
- Family-friendly policies
- Contributory pension scheme
- Childcare Financial Assistance via the government's Childcare Choices scheme
- Discounted childcare services with Toad Hall Nursery Hitchin (5%) and BusyBees Stevenage (10%)
- Technology products salary sacrifice scheme
- Eligibility for Costco wholesale membership
- Free access to NHC adult leisure courses, and 50% discount on NHC adult professional courses (subject to terms and conditions)
- Free of charge wellbeing support via the Employee Assistance Programme from Legal & General
- Togetherall mental health services
- Eyecare examination and spectacles vouchers (subject to approval)
- Bike2Work Scheme
- A programme of CPD and staff development events throughout the year

If you are keen to make a difference and enjoy working as part of a supportive, dedicated and happy team please come and meet us – visits are warmly welcomed and recommended.

TO APPLY

Please apply via the 'My New Term' website. Please note that applications via any other format will not be accepted.

Application Deadline: 9am on Monday 2nd February 2026 . (We reserve the right to close the application process early should a suitable applicant be found before the deadline; early applications are therefore recommended.)

Interview Date: tba

SAFER RECRUITMENT STATEMENT

Hart Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Successful applicants will be required to undertake a Disclosure and Barring Service (DBS) check and provide proof of their right to work in the UK. In addition, Google searches will be conducted on shortlisted applicants.

COURAGE : DETERMINATION : EMPATHY

The Thomas Alleyne Academy is an equal opportunities employer with a culture of inclusivity, and we welcome applications from all suitably qualified persons. We are committed to treating all people equally and respectfully, regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.