



**The Elms Academy**  
The best in everyone™  
Part of United Learning

# Candidate Application Pack

# Head of Spanish

**CLOSING DATE:** Tuesday 24th June 2025



# WELCOME



Dear Candidate,

Thank you for your interest in The Elms Academy, a close-knit, warm and diverse community with a strong collaborative culture where everyone seeks to bring out the best in each other, and a commitment to high standards in everything we do. In testament to these high standards, our exam results in 2024 were our best yet. These results are due to the unique culture and community that has developed at The Elms Academy. The highest expectations of students and real academic rigour are combined with a strong focus on developing the whole child. There is a culture in which every single child matters and must be supported to achieve their full potential.

As an inner-London community school, our pupils reflect the diversity of the local area with nearly twice the national average proportion of those who qualify for Pupil Premium. Therefore, all staff at the academy are driven by a strong mission to provide educational excellence to every single student.

The Academy has cultivated a friendly and welcoming environment for all its staff, with a strong collaborative culture that has community at its heart. Our teachers feel empowered, supported and are provided with the highest-quality professional development and effective performance management. We pride ourselves on ensuring that every member of staff is supported to be the best they can in the classroom and to achieve their career aspirations. That helps us to build our own talent pipeline. We have made staff wellbeing a priority by promoting good physical and mental health and listening to the feedback from all staff. As part of United Learning, all staff benefit from a host of additional core benefits, access to tailored CPD and a wealth of resources and curriculum expertise.

Here is the opportunity for you to join one of the most happy and successful schools in United Learning and to be part of the incredible journey that The Elms Academy has been on. I look forward to meeting you.

**Amy Welch, Principal**



# Working at The Elms Academy

We are proud to be part of United Learning Trust; our schools work as a team and achieve more by sharing than any single school could. Our subject specialists, group-wide intranet, own curriculum, and online learning portal all help us share knowledge and resource, helping to simplify work processes and manage workloads for an improved work-life balance.

As a Group our staff are better rewarded: with good career opportunities, benefits, and ultimately, the satisfaction of helping children to succeed. We invest in our staff wellbeing; it's our core ethos we call 'the best in everyone'.

Central Office staff work closely with schools, offering a wealth of expertise to underpin our knowledge. The specialist departments, including HR, finance, technology, strategy and performance, estates, and marketing, work alongside dedicated school improvement teams.

## **Committed to having a diverse and representative team**

We welcome applications from everyone committed to our ethos and would particularly welcome applications from black and minority ethnic candidates, who are currently under-represented in the Group as a whole. We always appoint on merit.

## **Flexible Working**

At United Learning, we value the dedication, professionalism and hard work of our teachers, support staff and school leaders, and strongly believe that everyone should be able to do their job without sacrificing a family life or compromising their well-being. We are committed to encouraging and enabling flexible working opportunities throughout our schools wherever possible and will support employees seeking to work more flexibly.

Find out more about working with us at [www.theelmsacademy.org.uk/about-us/work-with-us](http://www.theelmsacademy.org.uk/about-us/work-with-us).

# ADVERT

**Job Title:** Head of Spanish

**Start Date:** September 2025

**Salary:** Inner London United Learning Teachers' Pay Scale

**Accountable to:** Member of the Senior Leadership Team

## About the Role

We are seeking a dedicated and dynamic Head of Spanish to join our team, capable of teaching KS3, KS4, and KS5. Applications are welcome from NQTs/ECTs as well as experienced educators.

The successful candidate will be responsible for delivering high-quality teaching and learning experiences to students at Key Stages 4 and 5. They will plan and deliver engaging lessons that inspire students, develop their understanding of Spanish, and equip them with the skills needed for future success.

This is a varied and rewarding role—an exciting opportunity for anyone looking for their next challenge in shaping the highest standard of Spanish education for young people.

## About You

The ideal candidate will have QTS and a good honours degree in a relevant subject area.

We are looking for someone who can:

- Work independently and collaboratively as part of a team
- Thrive under pressure, demonstrating excellent communication skills
- Use technology effectively in teaching, ensuring digital literacy

You should have a proven track record in delivering outstanding teaching and learning, with evidence of high student attainment. As an excellent classroom teacher, you will uphold high personal and professional standards while serving as an inspiring role model to our students.

## Safeguarding Commitment

The Elms Academy is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. An Enhanced Disclosure and Barring Service (DBS) check is required for all successful applicants.

## About United Learning

United Learning is a subsidiary charity of United Church Schools (UCS), a not-for-profit organization dedicated to managing schools that provide students with high-quality education.

**MORE PAY, MORE TIME, MORE SUPPORT**

# Job Description

**Job Title:** Head of Spanish**Start Date:** September 2025**Salary:** Inner London United Learning Teachers' Pay Scale**Accountable to:** Member of the Senior Leadership Team

## Role Overview

We are looking for a dedicated and experienced Head of Spanish to lead and develop curriculum, teaching, and attainment across Years 7-13. This role also includes overseeing extracurricular activities, enrichment opportunities, and staff development.

## Key Responsibilities

### **Leadership & Curriculum:**

- Lead high-quality teaching and learning, ensuring excellent outcomes.
- Develop a cohesive, engaging curriculum that meets the needs of all students.
- Monitor and evaluate teaching standards, integrating improvements into department meetings.
- Ensure accurate assessment and tracking of student progress.

### **Teaching & Learning:**

- Model best practices through exemplary teaching and an open-door approach.
- Oversee curriculum planning, teaching strategies, and resource development.
- Maintain high standards in ICT, literacy, and numeracy within Spanish education.
- Build subject links with external organizations to enhance provision.

### **Student Achievement & Engagement:**

- Support staff in delivering effective classroom management and professional growth.
- Organize extracurricular Spanish activities, fostering student participation.
- Develop partnerships with Spanish and arts organizations for enrichment opportunities.
- Communicate with parents/carers to support student learning and achievement.

MORE PAY, MORE TIME, MORE SUPPORT

# Job Description

## **Staff Development & Performance Review:**

- Engage in professional development and support staff growth.
- Actively participate in performance reviews within the department.

## Academy Expectations

- Contribute to academy events including Open Evenings and liaison days.
- Apply effective behavior management to ensure a productive learning environment.
- Uphold academy policies, including safeguarding and student welfare.

This job description serves as a guide and may be adjusted in consultation with the postholder to meet evolving needs.

At The Elms Academy, we strive for excellence in everything we do, fostering an inclusive and inspiring learning community.

# Person Specification

## Qualifications

- Qualified Teacher Status (QTS) with a relevant subject specialism.
- Ability to teach Spanish across the 11-16 age range.
- Evidence of postgraduate training in education or management.
- Ongoing professional development (CPD) through in-service training.
- Experience in coaching and mentoring educators.

## Experience

- A highly effective classroom practitioner with a track record of excellence.
- Proven ability to share and embed best practices among colleagues.
- Strong classroom management skills that foster engagement and discipline.
- Experience in curriculum development and shaping departmental vision.
- Evidence of involvement in whole-school initiatives or cross-disciplinary projects.
- Proficiency in Spanish language instruction, with a background in music or performance (if applicable).

## Professional Knowledge & Understanding

- Up-to-date knowledge of curriculum developments and learning opportunities in Spanish education.
- Clear understanding of effective teaching strategies, with demonstrated good practice.
- Experience in raising student attainment, informed by performance data and targeted interventions.
- Strong ability to analyse student progress data and implement improvement strategies.
- Excellent communication and organizational skills, essential for leading a team.
- A genuine passion for Spanish language and culture, driving engagement and excellence.
- Ability to articulate a vision for subject development and curriculum innovation.
- Skilled in using new technologies to enhance Spanish language learning.
- Awareness of the broader Spanish education sector, staying current with industry trends.

## Management & Leadership Skills

- Exceptional interpersonal skills, fostering positive relationships with students, staff, and parents.
- Ability to plan effectively, meet deadlines, and manage workloads efficiently.
- Strong sense of accountability, ensuring high standards of teaching and student outcomes.

