ASPIRATIONS

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RIVERSACADEMY
West London An Aspirations Academy

Teacher of Spanish
(Maternity Cover)
(7th December 2026 – 5th December 2027)
MPS 1-3



The Aspirations Academies Trust is a charitable company limited by guarantee registered in England and Wales.
Registered number: 07867577. Registered office: Tachbrook Road, Feltham TW14 9PE.

Welcome to Rivers Campus

Thank you for your interest in the position of **'Teacher of Spanish'** at Rivers Campus. All staff across Rivers Campus share our drive to equip students with the qualifications, qualities and skills to reach their personal ambitions, working together creatively to overcome any hurdle which might otherwise disadvantage our children.

We all have the highest aspirations for every student and provide exceptional education and pastoral care for each individual. As a result, children perform tremendously well in external examinations in both Year 11 and Year 13. We are the one chance of success for our students and we are persistent and resilient in supporting students to overcome any obstacles they may face.

We seek to appoint a highly motivated, enthusiastic teacher with a strong commitment to securing the best possible outcomes for the students for whom we work. The successful candidate will be capable of leading others to secure outstanding progress for every child and to continually improve provision across the Rivers Campus.

You would be joining us at such an exciting time as we further develop as a vibrant learning community that will offer you opportunities for your career development and for you to be able to make your mark.

Yours faithfully,



Sarah Johnson-Scott
Principal - Rivers Campus

Visits are welcomed and encouraged

To arrange a visit or for more information please contact:
Tamara Buckley, HR Executive and PA to the Principal
E: tbuckley@rivers-aspirations.org
W: www.rivers-aspirations.org

Vision and Ethos

At Rivers Campus we believe that for students to have high aspirations, the three Guiding Principles must be present: Self-Worth, Engagement, and Purpose. We live these day-to-day through 8 Conditions that emphasise relationships, active and engage in teaching and learning, and a sense of responsibility over each student's own aims and goals. The 8 Conditions are: Belonging, Heroes, Sense of Accomplishment, Fun & Excitement, Curiosity & Creativity, Spirit of Adventure, Leadership & Responsibility, and Confidence to Take Action.

We understand that we are the one chance of success for our students and we are persistent and resilient in supporting them to overcome any challenges they may face in their lives.

Who are we looking for?

We are looking for an exceptional individual to play an important role in our unique and growing Campus. The successful candidate will be an **excellent teacher of Spanish** with the ability or potential to learn how to effectively lead a team**.** The successful candidate will also play an important pastoral role as an academic mentor and support the pastoral care of all students in a faculty. This is a key role for the Campus, and we are looking for someone who is passionate about both their own development alongside profoundly wishing to make a difference.

We are also seeking someone who is ambitious, for both themselves, and their students, who would want to make their mark and then seek further promotion opportunities. The successful candidate may aspire to become a Specialist Leader in Education or Senior Leader.

The successful candidate will:

- Be a proven outstanding teacher, who has driven up attainment and progress
- Be resolute in bringing our community together to deliver effective and engaging teaching
- Be relentlessly optimistic and positive
- Be ambitious first and foremost for the children we serve
- Have driven and steely determination but also a deep sense of personal humility
- Be fanatically driven to make the Academy truly great for every child
- Have a deep seated and strong moral purpose
- Be innovative: identifying and collaborating and supporting to solve challenges with empirical creativity
- Be insistent on a consistency of approach, individually and across pastoral and curriculum teams
- Have an enthusiastic discipline about seeing things through
- Collaborate to ensure consistency of approach

What can we offer you?

With great students, an outstanding and supportive team of staff and a Campus in a well-connected location just 15 minutes on the train from Clapham Junction, Rivers offers an excellent opportunity for an ambitious, talented individual looking to develop their career.

- A well-resourced, established and flourishing Department
- A personalised approach to Continuous Professional Development Training
- Competitive Salaries and Pay Progression
- Supportive Leadership Team
- Students with a positive attitude and willingness to learn and succeed
- Open and positive working environment
- Fully Equipped fitness suite
- Feedback and Advice
- Excellent Transport Links to Central London (30 minutes) and Heathrow Airport (15 minutes)
- A wider Supportive Trust network
- Employee Assistance Programme
- Parking on Site

- **Aspirations Learning Institute -** through Aspirations Learning Institute, we aim to offer a range of educational courses whereby staff can learn, be challenged and inspired and achieve qualifications that not only enhances career prospects but also secures the very best teaching and learning possible for our students.

  With further and higher education HUBS located within our academies (Banbury, Weymouth, West London and Bournemouth), you are assured high quality facilities and learning opportunities throughout your course and beyond into your future career.

  Train for your next role with Aspirations Learning Institute. We promise high standards, extremely skilled staff, innovative practices and a pioneering 'No Limits' curriculum that will encourage you to develop the critical thinkers, problem solvers and communicators of the future.

Job Description – Teacher of Spanish (Maternity Cover)

Department: Rivers Campus	Accountable to: **Subject Deputy Co-ordinator**
M1-M3 – (£39,196 – 43,403)	**Employment Type:** Full time, Fixed-term (Maternity Cover) (7th December 2026 – 5th December 2027)

Principal Accountabilities

- Establish and safeguard a focus and commitment to high quality teaching and learning that meets the teaching standards and ensures that all students are given every opportunity to gain success in terms of formal accreditation and personal development.
- To agree, monitor, evaluate and be accountable for student progress targets and to make a measurable contribution to whole Academy targets.

Professional Duties

- To be accountable for student progress and development in Spanish classes at KS3, KS4 and KS5.

Teaching

- To plan, prepare and teach the curriculum in line with statutory requirements and the academy's schemes of work, ensuring teaching of the highest standard.
- To plan and lead intervention as necessary to support students to reach their full potential.
- To ensure that lessons consistently model best practice and their classroom becomes a beacon of excellence.
- To create a stimulating, organised, interactive and informative learning environment that encourages each child to achieve their potential.
- To work cooperatively as part of a teaching team, including planning work for support staff.
- To monitor and assess pupils' work, using these assessments to inform planning and set targets that promote continuity and progression.
- To ensure the individual needs of the pupils are met through differentiated work, allowing for the highest standards to be achieved by all.
- To work in partnership with parents and other members of staff to promote the wellbeing and educational progress of each pupil.
- To maintain good order and discipline within the class, in line with the academy's behaviour policy.

Learning and Developing

- To actively take part in professional development, sharing expertise and experiences as required.
- To actively extend one's own professional learning via collaborative study, attendance at INSET and reading to keep abreast of new developments.

Wider Academy Duties

- To contribute to providing a positive and continuous learning culture that promotes achievement, personal well-being and safeguarding among students and academy staff.
- To follow guidance and support from members of the leadership team in relation to utilising opportunities for further career development.
- To work alongside other members of staff to review and innovate the curriculum.
- To develop resources and examples of best practice that can be shared to contribute towards our vision for a seamless transition.
- To follow academy policies under the direction of the Principal and SLT.
- To meet the expectations set out in the National Teachers Standards (Sept 12).
- Undertake any other reasonable professional task as directed by the Principal.
- To carry forward the Aspirations Academies Trust vision.
- Ensure the Aspirations framework is embodied in every aspect of Rivers Academy West London.
- To adhere to the Academy's Dress Code.
- To engage actively in the performance review process.
- To continue personal development as agreed at appraisal.
- To undertake any other duty as specified by the School Teachers' Pay and Conditions Body (STPCB) and the Principal not mentioned in the above.
- To play a full part in the life of the Academy community, to support the distinctive aim and ethos of the Aspirations Academies Trust and to encourage staff and students to follow this example.
- To show a record of excellent attendance and punctuality.

General:

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers. The Campus will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

Person Specification

Assessed by application form (A) Assessed by the recruitment process (I) Assessed by reference (R)

Criteria	Assessed by
Qualifications and Training	
Hold a relevant degree or equivalent qualification.	A
Hold a recognised full teaching qualification (including the holding of qualifications of at least Level 2 in Maths and English).	A
Any further relevant training.	A
Experience	
At least one year of successful teaching experience with demonstrable impact on student progress or have completed your ECT induction.	AIR
Professional Knowledge, Understanding & Skills	
Knowledge of curriculum developments related to the post.	AI
Ability to use recent developments to inform own and others practice.	I
Proficient in Microsoft Office applications (Word, Excel, PowerPoint, Internet and email) and in using student record information systems	I
Good understanding of how children learn and how to raise standards of achievement.	I
Ability to interpret and act on a wide range of key data.	AIR
Good administrative and organisational skills.	AIR
Personal and Interpersonal	
A passion for education and making a difference with demonstrable commitment to achieving the highest possible standards for all learners and a proven record of enabling learners to fulfill their potential.	AIR
Excellent interpersonal skills and the ability to communicate effectively, both orally and in writing, with all stakeholders demonstrating the ability to command respect from students, parents, colleagues' governors and other members of the community	AIR
Demonstrable resilience evidenced by ability to work effectively and reliably under pressure.	AIR
The ability to adapt to varied roles, responsibilities, schedules and contexts.	AIR

Effective in taking the initiative and showing a spirit of adventure to explore and expand their own learning independently beyond the basic mastery of skills.	AIR
Effective reflection - Examine and critique the work or performance of themselves and others to make modifications and continuously improve.	AIR
Effective in managing behaviour and in motivating all learners to make a positive contribution to the learning environment and fulfil their potential for learning.	AIR
Effective ability to assess the emotions of others and adapt words, tone and body language to build strong productive relationships and cooperate with others as an effective member of teams.	AIR
Excellent attendance and punctuality record.	AIR
Energy, enthusiasm, commitment, integrity, good sense of humour.	IR
Strong ability to collaborate with demonstrable capacity to be a good team leader.	IR
Demonstrable effectiveness in promoting equality and diversity through teaching, managing the learning environment and challenging discriminatory behaviour and attitudes.	AIR
Commitment to the safeguarding of all learners	AIR

The Aspirations Academies Trust

The Aspirations Academies Trust (AAT) as a sponsor of primary and secondary age academies in England, is committed to raising students' aspirations so that all young people reach their fullest potential and achieve the success they want for themselves. Please visit the trust website for further information at: https://www.aspirationsacademies.org/

Safe Recruitment Procedure

The AAT is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants. This process is outlined below, but can be provided in more detail if requested.

Disclosure

This post is classified as one that undertakes regulated activity, and appointment is subject to submission of an enhanced check undertaken by the Disclosure and Barring Service that is considered satisfactory by the Trust. Applicants are required, before appointment, to disclose any conviction, caution or final warnings that are not “protected” as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 by SI 2013 1198). Convictions that are defined in the legislation as “spent convictions” but not “protected” would need to be declared. Non-disclosure may lead to termination of

employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon a range of factors including the nature of the offence(s) and when they occurred.

Shortlisting

Only those candidates meeting the relevant criteria indicated in the personal specification will be taken forward from application.

Interview

Longlisted candidates may be subject to a screening interview. Those shortlisted will take part in an interview with questions relating to the job description and person specification and may also have to take part in a selection exercise such as a lesson observation.

Where necessary, candidates will be asked to address any discrepancies, anomalies or gaps in their application form.

Reference checking

At least two references will be requested, usually from the previous and current employers before an offer of appointment is confirmed.in an interview with questions relating to the job description and person specification and may also have to take part in a selection exercise such as a lesson observation.

Where necessary, candidates will be asked to address any discrepancies, anomalies or gaps in their application form.