



**THE REACH FREE  
SCHOOL**

**Spanish Teacher**

**Candidate Pack**

**The Reach Free School  
Long Lane  
Rickmansworth  
Hertfordshire  
WD3 8AB**

[www.thereachfreeschool.co.uk](http://www.thereachfreeschool.co.uk)  
[admin@reachfree.co.uk](mailto:admin@reachfree.co.uk)  
01923 711517

Dear candidate,

Thank you for expressing an interest in this position. The Reach Free School is at an exciting time in its development having just celebrated our tenth anniversary and looking forward to many more successful years ahead of us. Academic achievement, our school community and a love of learning are key to this school's ethos and we take great pride in knowing all of our pupils, their strengths, goals and passions. Everywhere you turn in this school there are pupils and staff working together to achieve the very best. We have used this year to reflect on everything that has been achieved over the last ten years and look forward to what the future holds for the school.



We continue to build on the significant strengths identified in our February 2019 Ofsted report. Attracting the very best staff is the most effective way to develop and it is important for us as we enter the next chapter in the history of the school.

Our GCSE and A Level results are strong and we are firmly established in our purpose built school ensuring that future generations of young people have access to modern educational facilities right in the heart of their community.

If you have the passion to contribute to our unique school, then we look forward to receiving your application.

Richard Booth  
Headteacher

---

## The School

The Reach Free School is an 11 to 18 school in Rickmansworth, which serves pupils of all backgrounds and abilities. Opened in September 2013, the school was founded by a group of teachers and local parents in response to a significant demand for more secondary school places in the area.



All involved with the school have high aspirations for our pupils and high expectations of them. As such we expect all pupils to:

- Commit their best efforts to all that they do
- Support each other to achieve their potential
- Work with their teachers to exceed their goals
- Demonstrate exemplary behaviour in all that they do
- Take pride in their school and its community within its walls and beyond
- Enjoy learning

The Reach Free School plays an active role in the community, working with local businesses, supporting local events and providing a hub for local services. Pupils are very much involved in the school's wider responsibilities, developing skills in leadership and decision making, communication and collaboration and independent, self led learning.

A sense of purpose and responsibility pervades lessons and activities at The Reach Free School and it is important that our pupils recognise their own responsibilities as members of the community. It is this that underpins The Reach Free School's ethos; Achievement, Community, Enjoyment – ACE.

## **The Ethos of the School**

The Reach Free School's ethos and curriculum is designed, first and foremost, to meet the needs of the young people in the local area. The core of our ethos is to personalise the education of every pupil in order for them to maximise their potential and realise their dreams and aspirations.

We believe in the following principles:

**Achievement** – Realised through recognising the individual needs of every learner

**Community** – Embracing, utilising and supporting the local community for the benefit of all learners and building partnerships to support teaching and learning

**Enjoyment** – A commitment to innovative practice and the application of technology to develop enthusiasm for learning

## **Features of The Reach Free School**

**A Smaller School** – With 750 pupils, The Reach Free School is a close-knit environment, ensuring a strong sense of community.

**Modern facilities** - In September 2018 the school moved to its £19 million new home with first-class facilities throughout.

**'Outstanding' Judgements** - In February 2019 the school was inspected by Ofsted and received outstanding judgements for the 'Effectiveness of leadership and management' and 'Personal development, behaviour and welfare'. There were many strengths of the school identified in the inspection, not least the "excellent relationships between staff and pupils..." and "behaviour around the school is exemplary".

**Transition** – From September 2023 we will be reverting to four classes in year 7, having taken an additional form of entry in 2022. Each year 7 class benefits from their own Home Room and a dedicated Assistant Teacher for the first year. This Assistant Teacher is the form tutor for this class, and supports learning in a range of subjects for their pupils. Together these ease the transition from primary to secondary school for the children and help us to understand each child as an individual.

**Focus on English and Mathematics** – The school focuses on English and Mathematics, the building blocks for success in other subjects. Literacy and mathematics pervade teaching and learning at the school and all teachers play a role in developing pupils' skills in these areas.

**Reach Beyond** – This is the school's all encompassing wider curriculum, which includes a reading programme for key stage 3, a targeted academic support programme from year 10, our REACH Time PSHE programme and community projects, where pupils work together on local projects. This helps to develop our pupils as creative, confident and proactive individuals. We also have a Reach Out programme for students in the Sixth Form as they prepare for life beyond school.

**Technology Rich** – All pupils have their own school device and teachers are encouraged to utilise the latest technology to teach in innovative and creative ways.

## Expectations

At The Reach Free School we expect all teaching staff to:

- Be passionate about their subject area, and learning as a lifelong skill
- Support the Head of Department with research-informed teaching methods
- Be committed to securing the best outcomes for all pupils at the school
- Have a passion for education and be open to innovative approaches in everyday aspects of school life
- Offer enrichment and extra-curricular experiences related to their subject area and beyond
- Contribute to the overall development of the school
- Be flexible in their approach to work, adapting to new challenges
- Support and mentor colleagues who are training

In return we will offer you:

- A happy and supportive working environment with high expectations and standards
- Access to the latest technology to assist in developing your teaching and learning
- Competitive salaries, based on skills and experience
- Access to the Teachers' Pension Scheme
- A staff committee that organises various social events
- A comprehensive employee assistance programme
- A £500 new employee referral scheme
- Free parking
- A BUPA cash plan to contribute to medical care
- A Cycle to Work Salary Sacrifice Scheme
- An Electric Car Salary Sacrifice Scheme
- Up to five days paid leave in compassionate, emergency or exceptional circumstances. For example, our staff are able to see their children perform in assemblies or shows
- A network of outstanding practitioners to collaborate with and learn from, both in school and across the Watford Partnership for Teacher Training
- A comprehensive professional development programme together with opportunities to further develop your career





## Job description

Job Title	Spanish Teacher
Reports to:	Head of Spanish
Hours:	Full Time, but would consider 0.8 FTE
Salary:	Academy Trust Scale ranging from £31,500 to £50,643 (FTE) based on skills and experience

## Spanish at The Reach Free School

Spanish is a core subject at The Reach Free School and is taught to all classes three times a week. Spanish is the only language taught at the school enabling pupils to focus on this from year 7. A number of the primary feeder schools have also adopted Spanish as their language, meaning that pupils are joining the school with an understanding of the basics before accelerating their learning in Key Stage 3 and beyond. At GCSE the school has a very high uptake for Spanish with over 75% of pupils in each cohort taking the subjects and was recognised for this by the Schools' Minister, Nick Gibb. At A Level the subject is a popular choice for students to continue their study. Around the school, signage is in both English and Spanish to demonstrate the commitment to the subject and in years 7 and 10 pupils attend residentials to Granada and Valencia.

## Main duties

A teacher at The Reach Free School will:

- Deliver planned and engaging lessons to pupils across the school
- Contribute to the planning of Schemes of Learning indicating approaches to teaching, content, classroom organisation, resources, etc.
- Create a happy, secure and stimulating learning environment
- Implement whole-school and departmental priorities
- Contribute to the review of Department Action Plans, audits, curriculum overviews and policies and handbook
- Work with others in the department and the wider school to ensure that high performance standards are achieved and maintained
- Ensure that the regulations and procedures relating to Health & Safety, are followed, taking responsibility for the safety, welfare and discipline of pupils within the learning environment
- Support and uphold the ACE ethos of the school - achievement, community and enjoyment
- Have a sympathetic understanding of every child's needs
- Have clear aims and objectives for every lesson and communicate them to the pupils
- Have well-planned work, imaginatively introduced which caters for pupils' needs

- Utilise technology to enhance the quality and variety of teaching and to support pupils in using this key tool in their learning
- Engage in continuous formative and summative assessment, tracking the progress of pupils in line with school systems and guide pupils on the next steps in their learning
- Maintain pupil records and report progress to parents
- Secure high standards of behaviour in line with the School's Code of Conduct and Behaviour Policy
- Share their talents, skills, ideas and enthusiasms for the benefit of the whole school and should be ready to accept responsibilities that extend beyond the classroom
- Complete the requirements of the school's performance management process, as outlined in the school calendar
- Attend to personal professional development to ensure keeping abreast of national, local and school initiatives and best practice

### **Wider Responsibilities**

All teachers at The Reach Free School will:

- Deliver extra-curricular activities
- Partake in activities aimed at promoting the school, including, but not limited to, open evenings, visits to primary schools and community events
- Carry out other tasks commensurate with their position, as directed by the Senior Leadership Team

### **Job context**

The school welcomes teachers of a high professional standard and shares the responsibility with each teacher for continual review and the development of expertise.

All teachers make a valuable contribution to the school's development and, therefore, to the progress of all pupils.

In particular, teachers at the upper levels will:

- be role models for professional practice in the school
- be expected to mentor teachers in training
- make a distinctive contribution compared with other teachers
- contribute effectively to the wider team.

The Academy Trust will endeavour to make any necessary, reasonable adjustments to the job and working environment, to enable access to employment opportunities for disabled applicants, or continued employment for any employee who develops a disabling condition.

### **Review of Duties**

The specific duties attached to any individual teacher are subject to annual review and may, after discussion with the teacher, be changed. This includes the days of work for part-time members of staff.

### **Salary**

The Reach Free School operates its own payscale, which currently exceeds that of the Main Payscale used by other schools in the fringe area. Teaching salaries currently range from £31,500 to £50,643 (FTE) and will be awarded based on the experience, skills and suitability of the candidate. For a

part-time position, the days and hours of work will be dependent on the needs of the timetable and may change on an annual basis.

### Person specification

	Essential	Desirable
<b>Qualifications and Training</b>	<ul style="list-style-type: none"> <li>• Appropriate coaching experience and qualifications.</li> <li>• GCSE Maths and English (grade A*-C) or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• Education to degree level</li> <li>• Qualified Teacher Status (QTS)</li> <li>• Evidence of relevant recent continuing professional development (CPD)</li> <li>• Qualifications/interests relevant to extra-curricular activities</li> </ul>
<b>Knowledge and Experience</b>	<ul style="list-style-type: none"> <li>• Outstanding subject knowledge</li> <li>• Knowledge and application of Assessment for Learning (AfL)</li> <li>• Recent experience of successful coaching in netball, hockey, rounders, trampolining and/or athletics, leading to high achievement for pupils of all abilities</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of current subject requirements related to the National Curriculum</li> <li>• Experience of a variety of schools and school environments</li> <li>• Knowledge of the emerging trends and developments related to your subject</li> <li>• Experience of the collection, analysis, and use of data to inform the planning and delivery of teaching and learning</li> </ul>
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>• Ability to motivate, inspire and support all pupils to achieve and succeed</li> <li>• Ability to reflect and develop your practice for the benefits of all learners</li> <li>• Ability to work collaboratively</li> <li>• Able to communicate effectively with a wide range of audiences</li> <li>• Commitment to The Reach Free School's core values of achievement, community, and enjoyment (ACE)</li> <li>• Confident use of technology</li> </ul>	<ul style="list-style-type: none"> <li>• A desire to develop the use of technology in the subject</li> <li>• A willingness to teach Key Stage 2 Spanish lessons in a local primary feeder school.</li> </ul>

## How to apply

Completed application forms, along with recruitment monitoring forms, should be submitted in one of the following ways:

- Electronically to: Mrs Keri McKay, HR Officer, [kmckay@reachfree.co.uk](mailto:kmckay@reachfree.co.uk)
- By post to: The Reach Free School  
Long Lane  
Rickmansworth  
Hertfordshire  
WD3 8AB

Once your application has been received it will be acknowledged by email.

If submitting your application electronically, please save your form with your name at the beginning of the file name.

In compliance with Safer Recruitment guidelines, CVs will not be accepted.

Potential candidates may contact The Reach Free School with any questions on 01923 711517 or via email at [kmckay@reachfree.co.uk](mailto:kmckay@reachfree.co.uk)

The Reach Free School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. In accordance with our Safer Recruitment Policy, we are only able to process applications with a fully completed application form. The successful applicant must obtain DBS clearance at enhanced level. The school will also carry out a prohibition from teaching check, as well as in-depth online checks. Non-disclosure may lead to termination of your employment.



