

Teacher of Modern Foreign Languages

Candidate Information Pack

Closing Date: 12.00pm, Wednesday 10th June 2026



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Welcome from the CEO

Dear Applicant,

I am immensely proud to be Chief Executive of Spark Education Trust. We are a recently merged Trust comprising 4 secondary and 11 primary schools located across the Tees Valley and we provide opportunities for children and young people to reach their full potential, whatever their starting point. We know that this is best achieved in encouraging environments where mutual and self-respect is promoted. We want to grow confident young people able to work independently and think creatively in a fast-changing world.

We have high expectations for everyone, aspiring to excellence in teaching and achieving impressive standards in all areas of school life. Success beyond the classroom in sport and the arts are features of life across our Trust.

For our staff we provide positive working environments, a commitment to the highest quality professional development, opportunities to collaborate to create excellence and encouragement to forge career success.

Trustees, governors and leaders collaborate closely to ensure excellence in all aspects of Spark Education Trust. Our core values are mutual respect, hearty collaboration and courageous ambition and these drive our work ensuring that Spark schools are wonderful places to work.



Louise Spellman



Welcome from the Head of School

Dear Applicant,

Thank you for considering applying for the position at Conyers School and Sixth Form College. We are so very proud of our school and we are thrilled that you have taken an interest in being part of the team.

Conyers is a thriving and fully inclusive 11-18 comprehensive school, home to over 1300 students. We are proud of our strong, destination-driven curriculum, which enriches learning within and beyond the classroom. Our mission is simple: to provide every student with the opportunity to realise their potential, both professionally and personally, so they can secure meaningful destinations and positively contribute to the world they live in.

At Conyers, we aim for academic excellence through outstanding teaching and high expectations for all students. We celebrate achievement not only in examination results but also in the arts, sports, music, and drama, which play essential roles in our curriculum.

Our curriculum is founded on high expectations, strong values, and positivity, all underpinned by our principles: Ready, Respect, Safe. With a focus on perseverance, we help students build the resilience needed to navigate life challenges.

Our goal is to prepare students for an ever-evolving world. We aim to equip them to contribute as well-rounded, digitally resilient individuals. By fostering curiosity and reflection, we cultivate lifelong learners immersed in a rich, broad curriculum that expands their horizons and builds independence, determination, creativity, and confidence.

Our motto, 'through perseverance,' is at the heart of our community. It represents our commitment to kindness, mutual support, and environmental care. This ethos defines the Conyers culture we embrace every day.

We are excited to welcome an inspirational and passionate individual to join our dedicated staff, supporting exceptional outcomes and preparing students for life beyond school.

If our vision resonates with you, and you would like to join a truly exceptional team, we would be delighted to receive your application.

Thank you.

Chris Coleman
Head of School

Teacher of Modern Foreign Languages

Job Title: Teacher of Modern Foreign Languages

Location: Conyers School (Yarm)

Start Date: 1st September 2026

Actual Salary: £32,916 to £51,048 (MPS1 to UPS3)

Hours of Work: 1 FTE

Contract Type: Permanent

Closing Date: 12.00pm, Wednesday 10th June 2026

Interviews: w/c Monday 15th June 2026

About the Role

Join an exceptional team at Conyers – a thriving, positive school where your work makes a real difference to our young people and community. At Conyers, we focus on recognising effort, rewarding success, and nurturing perseverance.

Starting in **September 2026**, we are looking for an enthusiastic, energetic, and appropriately qualified teacher to teach Modern Foreign Languages across Key Stages 3 and 4, as well as A-Level/Level 3. This is a great opportunity for an outstanding Early Career Teacher to become part of a thriving department with exceptionally strong staff-student relationships. The successful applicant will join a high-performing team delivering French, German, and Spanish as part of our Languages for All provision.

About Us

We are a recently merged Trust, Spark Education Trust which currently consists of 11 Primary Schools and 4 Secondary Schools. The Spark Education Trust can offer you a professional challenge and a rewarding opportunity, working with collaborative schools that are passionate about the progress and development of every student.

What we have:

- A positive and caring ethos and working atmosphere
- Friendly children, eager to learn and achieve
- An aspirational curriculum for all students
- A committed, enthusiastic and supportive staff team
- Excellent support from the Governing Body, the staff and parents/carers
- Opportunities for career development

For further details on us as an organisation, please click [here](#).

For further information on the school, please click [here](#).

How to Apply

Please make sure that the application form is completed and returned via email to snicholson@conyers.org.uk, addressed to Mr C Coleman, Head of School.

Please note that feedback will only be given to shortlisted candidates, if you do not receive an invite to interview within 30 days of the advert's closing date assume that you have been unsuccessful in your application for this post.

Safeguarding Notice

The Spark Education Trust is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced DBS check. The post you are applying for is exempt from the rehabilitation of offender's act 1974. We will also carry out an online search on shortlisted candidates to help identify any incidents or issues that are publicly available online.

Conyers School and Sixth Form College is committed to safeguarding, for further information on the school's Safeguarding and Child Protection Policy please click [here](#).

Job Description

NAME:	MFL Teacher
POSITION:	Classroom Teacher
REPORTS TO:	Curriculum Leader
RESPONSIBLE FOR:	Contributing to the teaching of the school's curriculum, primarily in the subject(s) specified
GRADE:	MPS1-UPS3

1.	KEY PURPOSE OF THE JOB To take responsibility for the education and welfare of a designated class of children in accordance with the current School Teachers' Pay and Conditions document, having due regard to the requirements of the National Curriculum, LA and school policies.
2.	MAIN ACTIVITIES Teaching: <ol style="list-style-type: none">1. To take responsibility for planning and implementing appropriate work programmes for all children in the designated class, within the framework of national and school policies.2. To ensure a close match between the learning experiences offered, and the individual needs of the children in the class, so as to give each child an opportunity to achieve to the maximum of his/her capability.3. To maintain assessment records and report on pupils' progress to senior staff and to parents and carers, in accordance with school policy.4. To set high expectations which inspire, motivate and challenge pupils. Where possible, to make sure that the majority of the children's work is closely linked to first-hand practical experience.5. To provide children with opportunities to manage their own learning and become independent learners.6. To arrange for resources, equipment and materials to be available in such a way that they are properly cared for, easily accessible and will encourage the children to become more responsible for their own learning.7. To create a secure, safe, happy and stimulating classroom environment, maintaining the highest standards of organisation, and discipline.<ol style="list-style-type: none">a. To maintain a high standard of display and order both in the classroom and in other areas of the school.b. Promote good progress and outcomes by pupils.

	<ol style="list-style-type: none"> 8. To demonstrate good subject knowledge and curriculum knowledge 9. To plan and teach well-structured lessons. 10. Adapt teaching to respond to the strengths and needs of all pupils. 11. To make accurate and productive use of assessment. 12. To make appropriate educational provision for children with SEN, GTMA and those learning EAL.
<p>3.</p>	<p>PROFESSIONAL EXPECTATIONS</p> <p>Working with children:</p> <ol style="list-style-type: none"> 1. To manage behaviour effectively to ensure a good and safe learning environment. 2. To foster each child's self-image and esteem and establish relationships which are based on mutual respect. 3. To have due regard for the safeguarding and wellbeing of all children at the school. 4. To work closely with colleagues to undertake medium and short term planning and the implementation of agreed schemes of work. 5. To communicate and consult with parents and carers and with outside agencies, as necessary, about children's progress and attainment. 6. To liaise with support staff both school based, from the LA & from other external bodies as required. 7. To take responsibility for the management of other adults in the classroom. 8. To work with subject and team leaders to ensure that the children experience a broad, balanced, relevant and stimulating curriculum. 9. Public Examinations
<p>4.</p>	<p>WORKING WITHIN A SCHOOL SETTING:</p> <ol style="list-style-type: none"> 1. To ensure that the school's aims and objectives in relation to the curriculum, equal opportunities and discipline are promoted in every day classroom organisation and practice. 2. To undertake any other reasonable and relevant duties in accordance with the changing needs of the school. 3. To take up the opportunity for continuous professional development through self-directed reading, courses and in-service training. 4. To contribute to the maintenance of a caring and stimulating environment for pupils. 5. To make a positive contribution to the wider life and ethos of the school.

<p>5.</p>	<p>SCHOOL ORGANISATIONAL OBJECTIVES</p> <p>The Post holder will contribute to the school's objectives in service delivery by:</p> <ul style="list-style-type: none"> • Enactment of Health and Safety requirements and initiatives as directed. • Ensuring compliance with Data Protection legislation. • At all times operating within the school's Equal Opportunities framework. • Commitment and contribution to improving standards for pupils and school improvement as a whole. • Ensuring the safeguarding of all pupils. <p>Demonstrating consistently high standards of personal and professional conduct.</p>
<p>6.</p>	<p>PUBLIC EXAMINATIONS</p> <ul style="list-style-type: none"> • Participate in arrangements for preparing pupils for public examinations and for assessing pupils for the purpose of such examinations: recording and reporting such assessments; and participating in arrangements for pupils' presentation for, and conducting, such examinations where a teacher's professional skills and judgement are required.
<p>7.</p>	<p>CONDITIONS OF SERVICE</p> <p>Governed by the National Agreement on Teachers' Pay and Conditions, supplemented by local conditions as agreed by Spark Education Trust.</p>
<p>8.</p>	<p>SAFEGUARDING and Promoting the Welfare of Children and Young People</p> <ul style="list-style-type: none"> • To demonstrate a commitment to safeguarding and promoting the welfare of children and young people, staff and volunteers. • To demonstrate a thorough understanding of safeguarding and safer recruitment policies and procedures, and their application within an educational setting/environment in accordance with the current DfE statutory guidance for Keeping children safe in education.
<p>9.</p>	<p>SPECIAL CONDITIONS OF SERVICE</p> <ul style="list-style-type: none"> • Because of the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. • The school is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to enhanced criminal records bureau disclosure.
<p>10.</p>	<p>EQUAL OPPORTUNITIES</p> <p>The post holder will be expected to carry out all duties in the context of and in compliance with the School's Equal Opportunities Policies.</p>

Person Specification

Essential	Desirable	Source of Evidence
<p>1. Qualifications and Training</p> <ul style="list-style-type: none"> • Qualification Teacher Status (QTS) • Evidence of continued career development • Degree 		<p>Application Form/ Written Reference</p>
<p>2. Experience</p> <ul style="list-style-type: none"> • Experience of teaching across the 11-16 range, with evidence of having achieved successful pupil outcomes • Knowledge and understanding of how young people learn • A sound grasp of the concept of inclusive practice • Knowledge of issues relating to equal opportunities multi-cultural education • Personal and social education; special educational needs and how to meet the needs of gifted children • Knowledge of current educational issues 	<p>Experience of leading A level or Level 3 qualifications.</p> <p>Ability to teach German or Spanish</p>	<p>Application Form/Written Reference/Selection Activity/Formal Interview</p>
<p>3. Professional Knowledge</p> <ul style="list-style-type: none"> • A clear and good understanding of current educational issues, theory and practice, with particular regard to: • Subject Specialism • Equality and issues relating to pupils' access to teaching • Classroom organisation and class management 		<p>Letter of Application Formal Interview Selection Activity</p>

<p>4. Professional Skills</p> <p>The ability to create a safe and rich learning environment involving:</p> <ul style="list-style-type: none"> • Clear ideas for, and demonstrated experience of, classroom organisation, planning and record keeping • A good understanding of child development and the ability to differentiate and select appropriate resources in accordance with pupils' ability. • Creating a stimulating and enriching visual environment for the classroom • The ability to work closely with teaching and support staff in developing the school curriculum and the pastoral work of the school • The ability and willingness to work with parents and encourage their active participation in Education 		<p>Letter of Application</p> <p>Formal Interview</p> <p>Selection Activity</p>
<p>5. Personal Attributes</p> <ul style="list-style-type: none"> • Good written and oral communication skills • Flexibility and willingness to be involved in the school and see the school as a community 		<p>Letter of Application</p> <p>Formal Interview</p> <p>Selection Activity</p>
<p>6. Personal</p> <p>Able to demonstrate a commitment to:</p> <ul style="list-style-type: none"> • Equal opportunity for all school users • Encouraging children to develop self-esteem and tolerance of others • Furthering your own professional knowledge, skills and experience. 		<p>Letter of Application</p> <p>Formal Interview</p> <p>Selection Activity</p>
<p>7. Safeguarding Children</p> <ul style="list-style-type: none"> • Able to form and maintain appropriate relationships and personal boundaries with children • Has appropriate motivation to work with children and young people 		<p>Selection Activity</p> <p>Written Reference</p> <p>Formal Interview</p>

<ul style="list-style-type: none">• Has the ability to maintain appropriate relationships and personal boundaries with children and young people• Has emotional resilience in working with challenging behaviours; and appropriate attitudes to the use of authority and maintaining discipline• Demonstrate commitment to safeguarding and promoting the welfare of children and young people in accordance with the DfE statutory guidance Keeping children safe in education		
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How to Apply

Application forms and further details are available on the Trust's website -

www.sparkeducationtrust.org.uk

Please make sure that the application form is completed and returned via email to snicholson@conyers.org.uk, addressed to Mr C Coleman, Head of School.

Applications submitted on anything other than the official application form and applications from agencies will not be accepted.

Confidential References

Two referees should be nominated, including one from your current/most recent employer - Those from an education setting must provide the Headteacher as one of their references or to be signed and checked by the Headteacher.

Job Description

Details the main responsibilities for this post and the personal and professional qualities required.

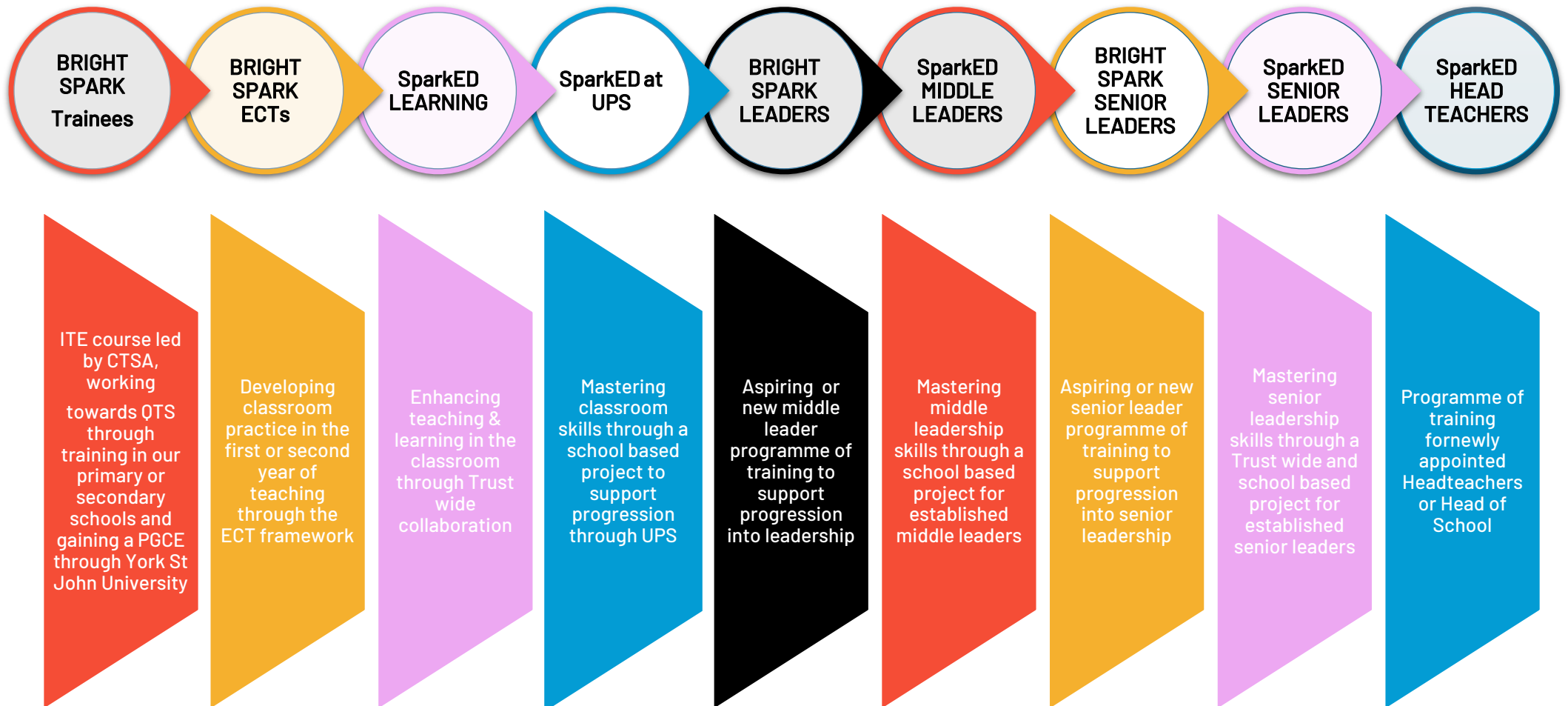
Person Specification

Sets out the criteria to be used for the shortlisting process.

Closing date: 12.00pm, Wednesday 10th June 2026

Interviews to be held: w/c Monday 15th June 2026

Spark Career Development Programme



Focused collaborative groups operate at all career stages to share best practice, develop Trust wide improvement strategies and offer support to colleagues in our schools.

Employee Benefits

Wellbeing

Free and confidential support.

Up to six sessions of structured counselling, if recommended.

Pensions

All eligible staff automatically join either The Teachers Pension Scheme or the Local Government Pension Scheme upon the start of their employment.

As members of these schemes, employees have access to the full range of membership benefits including a Death in Service payment is included in the Teacher Pension Plan and Local Government Pension Scheme.

Cycle to work

We also provide a cycle to work scheme, which is a recognised Inland Revenue salary sacrifice scheme through www.greencommuteinitiative.uk which enables staff to access a new bike and bike equipment.

Work Life Balance

We provide a generous Annual Leave entitlement for Support Staff of 27 days leave, rising to 32 days leave following 5 years' service, in addition to statutory bank holidays.

As we are supportive of flexible working, we have many staff working on individual working arrangements and we offer many roles working term time only contracts, to assist with individuals work life balance.

Professional Development

As we believe in supporting and developing our staff, we offer extensive career development opportunities and actively seek to develop and promote staff where possible.