

**EMPLOYEE SPECIFICATION FORM****Teacher of Spanish (Maternity Cover)***MFL Department*

Prepared by: J Clegg | Date: July 2026

Job Title	Teacher of Spanish
Department	MFL
Prepared by and date	John Clegg - July 2026

Factors	Personal Attributes	Stage Identified
Qualifications	Essential • A good relevant honours degree. • A recognised teaching qualification. Desirable • Evidence of continued professional development within the relevant subject area.	Application Form
Experience	Essential • A proven track record as a good/outstanding classroom teacher. • A proven track record of high standards of achievement. • Experience as a Form Tutor. Desirable • Experience of teaching within an 11–18 school. • Experience of leading a curriculum initiative.	Application Form References Interview Teaching
Knowledge, Abilities and Skills	Essential • Excellent subject knowledge. • The ability to work as part of a team and to develop and maintain positive relationships with teaching and other support staff. • The ability to use data effectively to track progress, set targets and implement appropriate intervention strategies. • The ability to use an imaginative range of teaching strategies to promote high expectations and high levels of challenge. • Excellent knowledge and understanding of strategies for promoting good relationships with students and effective behaviour management techniques. • Knowledge and understanding of safeguarding procedures.	Application Form References Interview Teaching
Personal Qualities, Attitude and Behaviours	Essential • Commitment to contributing to students as a whole and willingness to be involved with clubs and projects. • Ability to work under pressure and determination to succeed. • Excellent communication skills. • An ability to work as part of a team. • Desire to involve yourself in the wider life of the school. • Commitment to improvement and professional development.	Application Form References Interview Teaching



Safeguarding Requirements

Hilbre High School is committed to safeguarding and promoting the welfare of children and young people. This role has been assessed as working in regulated activity and is subject to an Enhanced DBS plus Children's Barred List Check.

Any offer of employment will be subject to the receipt of a satisfactory Enhanced DBS disclosure with a child barred list check, receipt of references and successful completion of vetting procedures. It is an offence to apply for this role if candidates are barred from engaging in Regulated Activity relevant to children.