



Head of Spanish

An inspirational and intellectually ambitious Head of Spanish is required to lead a highly successful and strategically important department from September 2026. The successful candidate will run a dynamic and thriving Spanish Department comprising six Spanish teachers and one language assistant.

The Spanish Department falls under the Modern Foreign Languages Faculty at Brentwood School, which comprises five separate departments: Spanish, French, German, Chinese, and Italian. Our vision is to provide pupils of wide-ranging abilities and interests with the opportunity and inspiration to achieve their highest possible standards of communication, understanding and cultural awareness in their chosen foreign languages. We aim to encourage as many pupils as possible to learn languages and to maintain and stimulate lasting pupil curiosity and interest. A number of our Sixth Form pupils go on to read Modern Languages at top universities, including Oxbridge.

At Brentwood School, boys and girls are taught in single-sex classes in Years 7–11, with co-ed classes in Sixth Form. Spanish is taught throughout the School. On entering Year 7, pupils choose two modern languages. Pupils continue with both of these languages throughout Years 7 and 8, and a large number of students study at least one Modern Foreign Language at IGCSE, with dual linguists encouraged. Uptake for Spanish is very healthy. We teach Pearson Edexcel IGCSE Spanish and offer a range of Spanish courses in the Sixth Form: currently, we run the IB Language B (Standard and Higher levels) and A Level courses. In some years, we run the IB *ab initio* course and IB Language A Literature course for native speakers. We cater for native speakers, bilingual students or students with greater language experience with bespoke pathways to prepare them for DELE B2 or Cambridge IGCSE Spanish as a First Language exams.

Teachers use authentic materials and develop tailored resources to enhance their teaching. One of the strategic development goals for the MFL department is to develop a “bilingual” pedagogy, in which history, geography and culture are taught through the target language. We have invested considerably in online resources and iPad teaching, and all teachers are expected to exploit and develop the opportunities this offers for student motivation and teaching and learning.

The Senior Leadership Team are strongly supportive of Spanish and recognises the important role it plays in the life of the whole School community.

The School places high value on the co-curricular life of languages, including trips, exchanges and enrichment, and the Head of Spanish will play a leading role in shaping these experiences.

Job Purpose

Hours

Full-time and Permanent. 0.8 FTE part-time will be considered.

Report to

Head of Modern Foreign Languages

Department

Modern Foreign Languages

Key Responsibilities & Accountabilities

Leadership and Strategy

- The Head of Spanish will enjoy significant professional autonomy to shape curriculum, pedagogy and departmental culture, working in close partnership with the Head of MFL and the wider academic leadership team.
- Provide visionary leadership, fostering a culture of creativity, innovation, and excellence within the Spanish department.
- Shape and implement a strategic vision for the Spanish department, aligned with the School’s mission and long-term goals.
- Inspire and support staff through effective training, coaching, and guidance, promoting professional growth and collaboration, including regular department meetings.
- Lead the ongoing evolution of schemes of work, policies, and departmental practices to ensure an inspiring, progressive and challenging curriculum featuring interesting, engaging and purposeful lessons.
- Acting as a role model in all aspects of School life, both in the classroom and beyond.

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Teaching Excellence

- Deliver outstanding teaching across all key stages, leading by example and setting the highest standards of classroom practice.
- Encourage student engagement and achievement through innovative and personalised teaching methods, supporting all learners to reach their potential.
- Monitor and enhance the quality of teaching and learning, marking and assessment, in the department through regular observation, feedback, and professional dialogue.
- Promote Spanish (and MFL), guiding students toward successful outcomes at IGCSE and in Sixth Form.
- Maintain excellent communication with the Deputy Head (Academic), Head of Modern Languages, and other academic and pastoral staff, pupils and parents, particularly regarding pastoral issues or academic concerns.

Student Development and Wellbeing

- Promote a safe, inclusive, positive and supportive environment that nurtures the creativity and wellbeing of every student.
- Track student progress, identifying and coordinating interventions to ensure success for all learners.
- Provide tailored advice and mentorship for students pursuing Spanish or Spanish-related higher education pathways and careers.

Teacher of Spanish

- An outstanding classroom teacher who can share good practice.
- Planning and delivering interesting, engaging, purposeful lessons.
- Maintaining an orderly, positive classroom atmosphere where all pupils make progress.
- Assessing, recording and reporting on the development, progress and attainment of pupils.
- Enthusing and inspiring pupils to enable them to develop understanding, independence, collaboration, communication, resilience, and skills of analysis, evaluation and reflection.
- Participating in all relevant meetings, undertaking supervision, and covering duties as required.
- Promoting the general progress, safety and academic and pastoral wellbeing of individual pupils and groups of pupils, including tutor groups.
- Participating in the department's extensive programme of trips, visits and exchanges.
- Contributing to other aspects of education outside the classroom, e.g. games, activities, clubs and visits.

Personal Specification

We are seeking a Head of Spanish who combines academic rigour with warmth, who enjoys developing others, and who sees departmental leadership as both an intellectual and human endeavour. The successful candidate will be deeply committed to our school values of virtue, learning and manners, as well as being committed to the success of every pupil studying Spanish. They will be an outstanding Spanish practitioner with a proven ability to deliver excellent teaching in Key Stages 3–5. This role would suit an experienced Head of Department or an ambitious Second in Department ready for a significant leadership post with scope for professional growth.

Qualifications and Experience:

- An appropriate degree and a PGCE or equivalent qualification.
- A proven track record of delivering exceptional teaching and outcomes in Spanish.
- Experience leading and inspiring a team, with a collaborative and innovative approach.

Skills and Attributes:

- Innovative educator with a vision for the development of Spanish.
- Excellent communicator, capable of articulating and sharing a strategic vision.
- Collaborative leader, giving leadership and support to a department that contains staff at different stages of their careers, and able to work with students and staff from diverse backgrounds.
- Strong commitment to academic excellence, with the ability to inspire future generations of Spanish students.
- Excellent understanding of current educational thinking, which informs a proactive and innovative approach towards developing their practice.
- A good-humoured and ethical approach to working with others, knowing that the culture we embody is the one we create.

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Safeguarding responsibilities

- To adhere to the School's Safeguarding policy, which includes the staff safeguarding code of conduct, and KCSIE (Part 1);
- To communicate any safeguarding concerns as soon as possible to the DSL or a Deputy DSL. For any serious concerns, speak to a member of the safeguarding team and then record your notes on the online safeguarding reporting system, CPOMS. If you cannot contact a DSL, DDSL or member of SLT, contact the reception and admin team, who will be able to locate them.
- To use CPOMS in a timely manner to alert the safeguarding team of your non-urgent concern (and to record any safeguarding concerns);
- To report any concern about the safeguarding conduct of a member of staff (contractor, volunteer or adult supervising children on the school site as part of an external let) to the Head of the Prep or Headmaster (or to the Chairman of Governors if the concern is about the Headmaster) and to self-refer as needed, following the Safeguarding Policy and Low Level Concerns Protocol;
- To ensure that you always wear your lanyard and challenge anyone who is not wearing a school lanyard or who is wearing a red lanyard while unaccompanied.
- To ensure that registers are completed for each registration period using iSAMS (as a tutor, this will be the am registration). Teachers or cover teachers complete the pm registration at the start of period 6.
- To complete an accurate register at the start of each lesson or activity you teach or supervise, including after-school or weekend events or activities.
- To be aware of the medical and SEND needs of the students in your care and contact the school nurses or Learning Support Department if you have questions.
- To be aware of online risks to children and to use Apple Classroom to monitor the use of school devices by students in lessons.

To find out more about this role, please contact the HR Department at recruitment@brentwood.essex.sch.uk, who will put you in touch with the Head of MFL, Miriam Morris

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