



**Application Pack**

Teacher of French and Spanish  
Teacher – Maternity cover



## Welcome from the Emmaus Catholic Academy Trust

We would like to take this opportunity to thank you for your interest in the advertised role of a Teacher of French and Spanish at St Antony's RC School. Emmaus CAT (Diocese of Salford) is a growing Catholic Academy Trust with a footprint covering Manchester, Oldham, Stockport, Tameside and Trafford.

We believe that the Teacher of French and Spanish will contribute significantly to the individual journey of the school, and the CAT as a whole over the coming months and years, and we are excited for the future of the Emmaus Catholic family of schools.

Emmaus Catholic Academy Trust is one of three Catholic Academy Trusts serving the Diocese of Salford. The Diocese of Salford provides Catholic Academy Trusts, schools and colleges for the following reasons:

- To assist in the mission of making Christ known to all people;
- To assist parents, who are the prime educators of their children, in the education and religious formation of their children;
- To be of service to the local Church – the Diocese – the Parish and the Christian home;
- To be of service to society.

The LGB, leadership team and community of St Antony's RC School are very much looking forward to recruiting a highly effective Geography Teacher. The successfully appointed candidate will join the St Antony's RC School's community, ensuring that children and pupils get the very best Catholic education and formation for years to come.

Emmaus CAT is an integral part of The Right Rev John Arnold, Bishop of Salford's vision for the Diocese of Salford to 'Rebuild the Church, fit for future generations'. We look forward to working collaboratively with the successful candidate, ensuring that a wide range of support is in place to enable the provision of great schools, strong in faith, serving society.



**Catherine Anderson**  
Chair of Directors



**Daniel Copley**  
CSEL/CEO



## MISSION

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## The Emmaus Catholic Academy Trust Prayer

Meet us, Lord, on the road to Emmaus,  
 Guide us on the path toward our destination,  
 and renew our strength as we continue to walk and commune with you.  
 Open our eyes, so we see the signs of your presence around us;  
 open our hearts, so we may receive your peace and love; and empower us to pass on to others the grace you have shared with us so freely.  
**Amen.**

## VISION

Our aim is simple; to ensure we have great schools, strong in faith, serving society.

We will enable our schools to provide great Catholic education across Greater Manchester.

As one Catholic Academy Trust we will work collegially to ensure that children get the very best Catholic education and faith formation.

## STRATEGY

### Strategic Focus 1

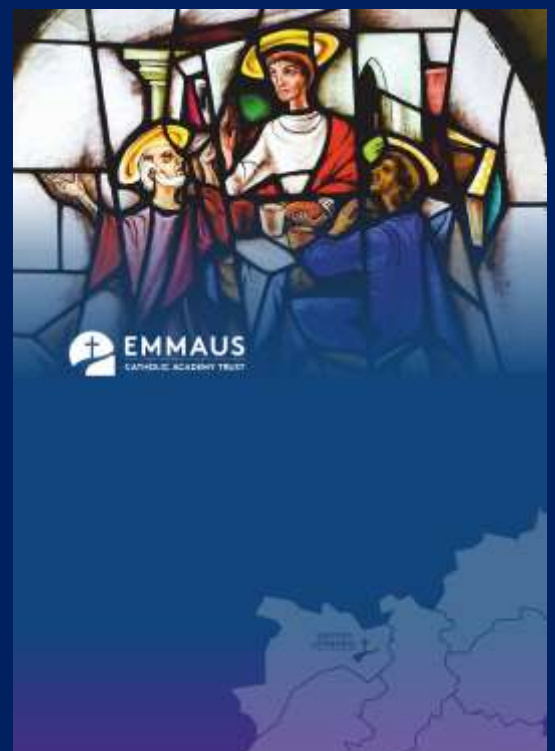
Mission. To promote a distinctive Catholic Mission and culture to ensure Emmaus CAT continues to be Strong in Faith.

### Strategic Focus 2

Quality of Education. To ensure Emmaus CAT enables great schools to provide an ambitious curriculum for all pupils to flourish and Serve Society.

### Strategic Focus 3

Academy Improvement. To build strong and sustainable infrastructure, making effect use of resources, enabling the Emmaus CAT school communities to Serve Society.



Welcome to St Antony's Roman Catholic School.

As Headteacher, I am proud to lead a vibrant, forward-thinking and over-subscribed 11–16 school at the heart of the Trafford community. We are driven by a clear moral purpose: to enable every young person to flourish, achieve and grow into the very best version of themselves. Our success is built on an ambitious, carefully sequenced curriculum, high-quality teaching and a strong culture of pastoral care, ensuring that all students are supported to thrive both academically and personally. We set high expectations in all aspects of school life, underpinned by a shared commitment to excellence, respect and personal responsibility.

What truly makes St Antony's special is our strong sense of community. We are a welcoming and inclusive school where relationships matter, and where staff work closely with families to provide the right support at the right time. Rooted in our Catholic faith, our values are guided by the teachings of Jesus Christ, with respect at the centre of everything we do. We celebrate diversity, promote resilience and place great importance on students' personal development and wellbeing. For colleagues joining us, this means becoming part of a dedicated, supportive team committed to making a real difference—working in a school where young people are enthusiastic, respectful and eager to learn, and where staff are valued as professionals and individuals.

Yours faithfully,

Mr A. Campbell  
Headteacher



# Teacher of French and Spanish

Salary: MPR/UPR (£32,916-£51,048)

ECTs will be considered



The Emmaus Catholic Academy Trust and local governing body of St Antony's RC School are dedicated to providing an outstanding Catholic education to our children and pupils. We are seeking to appoint an enthusiastic and committed French and Spanish Teacher to join our friendly team.

**Inspire a love of languages in a school where languages are thriving and growing.**

We are looking for a highly motivated individual who:

- Believes in young people and builds positive, productive relationships
- Is passionate about teaching French and Spanish
- Is a strong classroom practitioner with effective behaviour management
- Can ensure pupils understand and retain key subject knowledge
- Has high expectations of student achievement and behaviour
- Works well as part of a team and contributes to the wider life of the school

In return we will offer you:

- The opportunity to work in an outstanding department with high expectations
- A professional, hardworking and supportive team
- Enthusiastic students who are proud of their learning
- High-quality CPD and career development opportunities
- A caring and supportive environment within a vibrant school community

**Contract:** Fixed Term - Maternity Cover

**Hours of work:** Full Time (0.8FTE will be considered)

**Salary:** MPR/UPR (£32,916 to £51,048)

**ECTs will be considered**

**Location:** St Antony's RC School  
Bradfield Road  
Urmston  
Manchester  
M41 9PD

**Start Date:** June 2026

Please contact Karen Rothwell, Headteachers PA on 0161 546 9050. Email: [head@st-antonys.com](mailto:head@st-antonys.com) for further details.

Closing date for applications: Tuesday 5<sup>th</sup> May at 12 noon  
Interviews will take place the following week



## Teacher of French and Spanish Job Description

The post holder will report directly to the Head of Department

### Main purpose of the role:

- To plan and develop high quality lessons and courses, using a variety of approaches, to continually enhance teaching and learning.
- To maintain and build upon the standards achieved in the award for QTS (Secondary) and adhere to the Teachers' Standards.

### Key responsibilities:

**The following is typical of duties the post holder will perform; however, it is not necessarily exhaustive and other duties of a similar level and nature may be required from time to time.**

### Teaching and Learning

- Manage pupil learning through effective teaching in accordance with the department's schemes of work and policies.
- Ensure continuity, progression and cohesiveness in all teaching.
- Use a variety of methods and approaches (including differentiation) to match curricular objectives and the range of pupil needs, and ensure equal opportunity for all pupils.
- Set homework regularly, (in accordance with the school homework policy), to consolidate and extend learning and encourage pupils to take responsibility for their own learning.
- Work with SEND staff and support staff (including prior discussion and joint planning) in order to benefit from their specialist knowledge and to maximise their effectiveness within lessons.
- Work effectively as a member of the department team to improve the quality of teaching and learning.
- Set high expectations for all pupils, to deepen their knowledge and understanding and to maximise their achievement.
- Use positive management of behaviour in an environment of mutual respect which allows pupils to feel safe and secure and promotes their self-esteem.

### Monitoring, Assessment, Recording, Reporting, and Accountability

- Be immediately responsible for the processes of identification, assessment, recording and reporting for the pupils in their charge.
- Contribute towards the implementation of Pupil Profile's for SEND students particularly the planning and recording of appropriate actions and outcomes related to set targets.
- Assess pupils' work systematically and use the results to inform future planning, teaching and curricular development.
- Be familiar with assessment and reporting procedures and prepare and present informative, helpful and accurate reports to parents.
- Keep an accurate register of pupils for each lesson. Unexplained absences or patterns of absence should be reported immediately in accordance with the school policy.

### Subject Knowledge and Understanding

- Have a thorough and up-to-date knowledge and understanding of the National Curriculum programmes of study, level descriptors and specifications for examination courses.
- Keep up-to-date with research and developments in pedagogy and the subject area.

### Professional Standards and Development

- Be a role model to pupils through personal presentation and professional conduct.
- Arrive in class, on or before the start of the lesson, and begin and end lessons on time.
- Establish effective working relationships with professional colleagues and associated staff.
- Be involved in extra-curricular activities such as making a contribution to after-school clubs and visits.
- Maintain a working knowledge and understanding of teachers' professional duties as set out in the current School Teachers' Pay and Conditions document, and teachers' legal liabilities and responsibilities relating to all current legislation, including the role of the education service in protecting children.
- Liaise effectively with parent/carers and with other agencies with responsibility for pupils' education and welfare.
- Be aware of the role of the Governing Body of the School and support it in performing its duties. Consider the needs of all pupils within lessons (and implement specialist advice) especially those who:
  - have SEND;
  - are gifted and talented;
  - are not yet fluent in English.

## Other Responsibilities

- Adhere to all CAT-wide policies and procedures.
- Take responsibility for promoting and safeguarding the welfare of all pupils.
- Demonstrate commitment to the Equal Opportunities Policy, to work positively and inclusively with colleagues.
- Work flexibly in the interests of the service (this may include undertaking other duties provided that these are appropriate to the employee's background, skills and abilities or attending events outside of normal working hours, with notice and upon agreement).
- Occasional travel between different sites of Emmaus CAT as required (all schools are within the Salford Diocese covering Manchester, Stockport, Trafford, Tameside and Oldham).
- Actively participate in performance reviews at regular intervals in accordance with CAT-wide procedures.
- Undertake training courses organised by the CAT where these will assist in the carrying out of the above duties, develop skills which may be required to fulfil those duties in the future or are required to fulfil legal requirements.
- Demonstrate consistently high standards of personal and professional conduct as defined in the Emmaus CAT Code of Conduct Policy.
- Be aware of and comply with policies and procedures relating to child protection, health and safety, security, confidentiality and data protection. Reporting any and all concerns to an appropriate person as soon as they arise.
- Attend and participate in relevant meetings as required.
- Participate and take an active role in training and other learning activities and performance development as required.
- Support the profile of the CAT with key stakeholders, local, national and international bodies and professional sectors.
- Work as part of a team to support colleagues and contribute to the vision and mission of the CAT.

## Safeguarding

- Draw attention to best practice in Emmaus CAT to support other schools and encourage links with local agencies that may deliver additional resources to the schools or families.
- Assist with and ensure that all schools comply with safer recruitment procedures and that induction includes a specific focus on safeguarding.
- Emmaus CAT is committed to safeguarding and promoting the welfare of children and young people at all times. You will be responsible for promoting and safeguarding the welfare of all children with whom you come into contact, in accordance with the CAT's and the school's safeguarding policies. The post holder is required to obtain a satisfactory Enhanced Disclosure and Barring Service (DBS).

## Equality, Diversity and Inclusion

- Assist with ensuring that schools implement the equality, diversity and inclusion strategy ensuring that every learner in the CAT has a positive experience.
- Look outward to other education settings in seeking to ensure best practice is maintained in all Emmaus CAT schools and settings.
- To support, recruit, manage, develop and motivate a committed, effective and diverse workforce that understands its roles and enables and promotes high quality learning.
- To ensure the development of positive solutions to achieving diversity, dignity and equality in all aspects of service delivery and engagement with the broader community.



## General

- Actively contribute to and promote the overall ethos and values of each school and the wider CAT.
- Maintain consistently high standards of professional conduct, tact and diplomacy at all times in dealing with pupils, parents, staff and colleagues, external agencies and any other visitors to the school or Emmaus CAT.
- Maintain absolute confidentiality and exercise discretion with regard to staff/pupil information and the CAT's business at all times.
- Act as an ambassador for the Diocese, schools and the wider CAT within the local community and beyond, ensure that the ethos and values of Emmaus CAT are promoted and upheld at all times.
- Undertake any other reasonable tasks and responsibilities requested by the Emmaus CAT Board, CEO or Trust Central Executive team which fall within the scope of the post.
- Display resilience, motivation and commitment to support Emmaus CAT schools and being of service to the Diocese of Salford and its Catholic Community.
- Be flexible and proactive in meeting the needs of the CAT.
- Emmaus CAT and its employees are expected to support the Catholic aims and visions of the CAT, however, there is no requirement to be a practicing Catholic.

## Other

The above list is not exclusive or exhaustive, and Emmaus CAT may require the post holder to undertake duties commensurate with the level of the role. As part of your wider duties and responsibilities, you are required to promote and actively support the Emmaus CAT's responsibilities towards safeguarding.

Safeguarding is about keeping people safe and protecting people from harm, neglect, abuse and injury. It is about creating safe places, being vigilant and doing something about any concerns you might have. It is not just about the very old and the very young, it is about everyone who may be vulnerable.

## Method of Working

Emmaus Catholic Academy Trust expects all staff to work effectively as part of a team or teams. As a minimum, this requires a clear appreciation of the Catholic faith, our special ethos and commitment to serving society, dealing with people politely and tactfully, communicating with colleagues both formally and informally, modelling the Catholic Education Service and the Emmaus CAT's Code of Conduct and reflecting the Diocesan values. You must carry out your duties with due regard to current and future policies, procedures and relevant legislation. These will be drawn to your attention in your induction, ongoing performance reviews and through Emmaus CAT communications. All staff are required to maintain confidentiality as required.

## Public Relations

Considerable importance is attached to the public relations aspect of all work undertaken by Emmaus CAT staff.

It is a prime objective therefore that staff will at all times project to the public the image of the Emmaus CAT as keen to assist wherever possible, and positively promote the work that is carried out.

*This job description forms part of the contract of employment of the person appointed to the post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. Appointment is subject to the current conditions of employment in the Joint National Council Agreement on Pay and Conditions of Service Handbook (the Green Book)*





## Person Specification

Qualifications	Essential/Desirable
Good Honours Degree or equivalent in relevant subject	E
Qualified Teacher Status	E
Commitment to pursuing further qualification	D
Skills/Abilities	
Ability to organise, plan and prioritise	E
Excellent time manager	E
Effective communicator, orally and in writing	E
Effective inter-personal skills	E
Well-developed ICT skills, including the ability to apply these in a practical setting.	E
Understanding of the importance of data in driving achievement.	D
Experience	
Evidence of successful classroom practice in a secondary context (including ITT placement)	E
Knowledge and understanding of current educational thinking	E
Experience of teaching students of high ability	D
Ability to teach at every Key Stage.	D
Values	
Commitment to the Catholic Ethos and values of St Antony's Roman Catholic School	E
Commitment to academic excellence and high standards	E
Commitment to an inclusive curriculum	E
Commitment to the school's role in the wider community	E

Commitment to the Teachers' Standards	E
Commitment to safeguarding and promoting the welfare of children and young people.	E
Commitment to breadth in and beyond the curriculum and to the development of the full potential of all students at all levels	D
<b>Personal Attributes</b>	
Conscientious and self-motivated	E
Detailed planner	E
Relates well to colleagues, students and parents	E
Approachable	E
A good team player	E
Uses initiative and takes responsibility	E
Ability to work under pressure and to challenging deadlines	E
Confidentiality	E
Willing to seek and respond to advice positively	D
Creative thinker	D
Flexible	D
<b>Safeguarding</b>	
A commitment to safeguarding and promoting the welfare of children and young people.	E
Up-to-date portable DBS certificate	D
<b>Other</b>	
Ability to respond effectively to change	E
Demonstrates integrity and passion for the education of young people	E
Evidence of personal interests beyond school	D



## EMMAUS Catholic Academy Trust

Jackson House, Sibson Road, Sale, M33 7RR

**0161 470 5114**

CSEL/CEO - Daniel Copley

enquiries@emmauscat.com  
Company No. 12206105

**www.emmauscat.com**

 @EmmausCAT

Applications need to be made using the CES application form, available from the school website: <https://st-antonys.com/>

**Closing date:** Tuesday 5<sup>th</sup> May 2026 at 12 noon

**Interviews will take place:** The following week

Please return completed application forms and supporting documents to [head@st-antonys.com](mailto:head@st-antonys.com)

