



*Saint* GREGORY'S  
Bath




*Outstanding  
Catholic education for all*

Application pack for the post of:

*Teacher of RE*

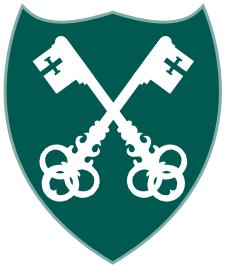
Closing date:      Midnight on Tuesday 17 April 2018  
Interviews:        Wednesday 25 April 2018

*"In Christ we flourish"*



*“Saint Gregory’s is simply the best school in every possible way. My children have gone from strength to strength due to excellent teaching and pastoral care. They are confident, capable, well-rounded and above all, happy.”*

Parent



*Saint* GREGORY'S  
*Bath*

## *Mission Statement*

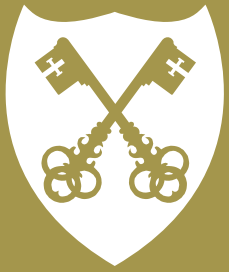
As a Catholic school, our inspiration is Jesus Christ. We therefore promote the dignity and well-being of every child and ensure that they flourish with us in a safe, happy and enriching environment.

We believe that everyone is gifted and called by God to fulfil some definite service for the greater good of society. We will help our students to discover their vocation in life, to achieve their full potential and to use their gifts for the greater glory of God.

## *Student Creed*

At St. Greg's, we are a family.  
We walk together in the footsteps of Jesus.  
We are all equal in the sight of God  
So everybody deserves dignity and respect.  
We believe that we are all blessed with gifts  
And called by God  
So let's do something special,  
Let's work together for a better future.

In Christ we flourish.



*Saint***GREGORY'S**  
*Bath*

## *Welcome to Saint Gregory's*

Dear Prospective Applicant,

Thank you for your enquiry regarding the post of Teacher of RE at Saint Gregory's Catholic College, Bath, with effect from 1 September 2018.

Saint Gregory's is an over-subscribed high achieving school with a national reputation for excellence. Our most recent Ofsted and Diocesan inspections judged us to be outstanding in every area and we are committed to maintaining and developing that high standard. The RE Faculty at Saint Gregory's is an outstanding faculty with a proven track record in examination success and raising achievement.

At Saint Gregory's we inspire and encourage our students to fulfil their potential and flourish. We are recruiting for an ambitious, outstanding teacher who has a commitment to academic excellence and who will inspire our students to reach their potential. If you are successful you will be joining an established, successful and highly skilled team. This is a permanent, full time contract and will involve teaching RE to mixed ability groups from Year 7 to Year 13.

As a Catholic school we provide our students with a moral compass based on Catholic Social Teaching that supports their growth and development. It is essential that our students are encouraged to have enquiring minds, ask questions and form their own opinions. The pastoral care at Saint Gregory's ensures that our students grow into well-rounded, reflective, caring and thoughtful young people, ready to take their place in society.

We are an inclusive school that places the student at the heart of everything we do. As a Catholic school our values are explicitly Christian, however you do not have to be of the Catholic faith to apply for this post.

There is a warm, welcoming family atmosphere at Saint Gregory's that underpins our culture as a school. Teamwork is at the heart of everything we do and by working together we aim to provide the very best opportunities for all our students and staff.

If you would like to apply for this post, please submit your application by midnight on **Tuesday 17 April 2018**. Interviews will be held on **Wednesday 25 April 2018**. If you have any further questions or would like to arrange a visit, please do not hesitate to contact my PA, Mrs Gormley, on 01225 838200 or by email at [gormleys@st-gregorys.org.uk](mailto:gormleys@st-gregorys.org.uk).

Yours faithfully

Mr K McDermott  
**Acting Headteacher**

*"In Christ we flourish"*





*"This is an outstanding school."*

Ofsted, July 2013



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## *About this role*

**Post:** RE Teacher to start 1 September 2018  
**Contract type:** Permanent and full time  
**Salary:** MPS  
**Closing date:** Tuesday 17 April 2018, midnight

**This is an excellent opportunity for a talented and enthusiastic RE specialist looking to begin their teaching career or an experienced colleague looking for their next career move in a high-performing and over subscribed school. We are seeking to appoint an inspiring colleague who can contribute to the development of the department and extend the teaching of RE further at Saint Gregory's.**

Saint Gregory's Catholic College is a popular 11-18 co-educational school, founded on Catholic Christian values and with a strong family and community ethos. These values are the foundation of learning for our students, providing them with an academic start to life that is supportive, nurturing and inspiring. Saint Gregory's has a well-deserved reputation for academic excellence, outstanding pastoral care and an excellent enrichment programme.

Our most recent Ofsted and Diocesan inspections judged us to be outstanding in every area and we are committed to maintaining and developing that high standard.

The Governing Body is looking for an exceptional Teacher of RE, to join our team in September. The successful candidate will be an inspirational teacher who will maintain and enhance our very high academic standards. The faculty benefits from experienced, supportive leadership and applications are welcomed from NQTs seeking an outstanding school in which to begin their career.

**Candidates must be able to demonstrate:**

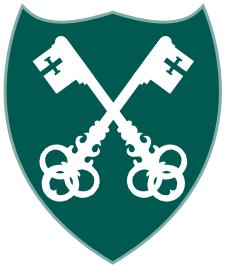
- A track record of exceptional RE teaching
- Capable of teaching across the Key Stages
- Outstanding subject knowledge
- The ability to inspire excellence in students
- Enthusiasm and motivation for exemplary teaching and learning

**In return, the successful candidate can expect:**

- A comprehensive Induction Programme
- Outstanding professional support at every stage of your career
- A strong Continuing Professional Development programme to develop you as an outstanding teacher
- A supportive Senior Leadership Team
- Opportunities to work in a dynamic and supportive faculty with excellent facilities
- A positive student body who love learning

For an open conversation about the role and / or to arrange a visit prior to application, please contact the Headteacher's PA, Mrs Gormley, on 01225 838200 (term time) or email [gormleys@st-gregorys.org.uk](mailto:gormleys@st-gregorys.org.uk) to arrange a suitable time.

We are committed to safeguarding and promoting the welfare of children. We follow safer recruitment practices and appointments are subject to an enhanced DBS check. Details of our CP Policy can be found on our website at [www.st-gregorys.org.uk/useful-information/key-documents](http://www.st-gregorys.org.uk/useful-information/key-documents).



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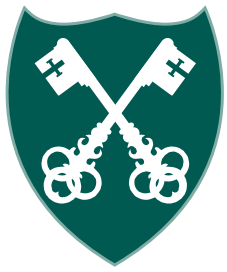
## *About Saint Gregory's*

Saint Gregory's is a Catholic voluntary aided secondary school which was established by the Diocese of Clifton. It primarily serves designated Catholic parishes in Bath and North East Somerset, North West Wiltshire and the north of the County of Somerset and admits students of 11-18 years. It is a medium-sized popular co-educational school, founded on Catholic Christian values and with a strong family and community ethos. These values envelop the learning of students, providing them with an academic start to life that is supportive, nurturing and inspiring. Saint Gregory's has a well-deserved reputation for academic excellence, outstanding pastoral care and an excellent enrichment programme.

The New Sixth is an exciting collaboration between Saint Gregory's Catholic College and St Mark's Church of England School. The New Sixth provides a unique post-16 experience in the state sector in Bath and North East Somerset: a high-quality sixth form education with outstanding pastoral support and a wide range of enrichment activities, inspired by Christian values.

Our most recent Ofsted and Diocesan inspections judged us to be outstanding in every area and we are committed to maintaining and developing that high standard.

*"In Christ we flourish"*



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## *The RE Faculty*

**Thank you for showing an interest in the position of Teacher of RE at Saint Gregory's.**

### **Staffing and Accommodation**

We are an outstanding faculty who work extremely well together, sharing best practice regularly with one another and always looking for new initiatives to support the learning and progress of our students. We are very fortunate to have five specialist teachers of RE:

Mrs Rachel Hinchliffe - Curriculum Leader of RE

Mrs Maeve Bailey – Acting Curriculum Leader of RE

Miss Lucy Butler – Assistant Headteacher, Director of Sixth Form and Teacher of RE

Ms Leanne Francombe – Teacher of RE

Mr Kevin McDermott - Acting Headteacher and Teacher of RE

We are also supported by our Lay Chaplain, Mr Matthew Robinson

Accommodation is excellent with three dedicated RE classrooms each equipped with an interactive whiteboard. We have a dedicated chapel and 'The Well' as part of the Gateway building in the New Sixth.

### **Curriculum**

RE is a compulsory subject for all students. At Key Stage 3 students are taught in broad streams and have five one-hour lessons per fortnight. We broadly follow the People of God scheme of work at Key Stage 3.

From September 2016 at Key Stage 4 all students have followed Eduqas Route B with Judaism. Previously we studied Edexcel units 3 and 10 and our results to date were excellent. In 2017 A\*/A - 49% and A\*- C 84%.

In the sixth form all students attend an enrichment General RE programme once a week. This includes the study of many issues in today's society such as Human Rights, Human Trafficking, Peace, Relationships and World religions.


Philosophy & Ethics has been a popular and successful A Level option for many students since we opened The New Sixth in September 2013. From 2016 students will continue to follow the Edexcel scheme of work with the added topic of scriptural studies.

### **Extra-Curricular and enrichment**

The RE faculty is fully involved with the spiritual development of students and work in partnership with the Lay Chaplain to offer retreats to Kintbury, away days at Key Stage 3 and other opportunities for prayer and reflection. We are fully engaged with the liturgical life of the school.

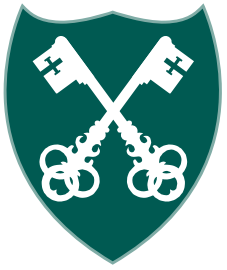
*"In Christ we flourish"*



A young girl with dark hair tied back, wearing a dark green school blazer over a white collared shirt, is focused on reading an open book. She is in a library, with bookshelves filled with books visible in the background. Another student is partially visible behind her, also looking down. The lighting is warm and indoor.

*“Students’ achievement is outstanding. All groups, including higher ability students, those who speak English as an additional language and those who have special needs, make rapid progress in relation to their starting point and abilities.”*

Ofsted, July 2013



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## *Our Location*

We are located at the southern gateway to the World Heritage City of Bath with beautiful views towards the Severn Estuary and over Bath. Access to the school is easy as it is on main bus routes and next to the Odd Down Bath Park and Ride terminus.

The World Heritage City of Bath itself needs little introduction. Over four million tourists a year come to visit its many attractions, such as its Georgian architecture, its festivals, theatres, museums, restaurants and shops. It boasts excellent schools, rugby and football teams and Olympic standard training facilities at the University of Bath.

In May 2015, Bath was named as the second safest city in the world. It has also been recognised by the Times newspaper as the best place to live in the UK, offering a very high quality of life. Bath is served by many attractive towns and villages, and our staff and students come from diverse locations.

*“In Christ we flourish”*





*“Students make an outstanding contribution to the Catholic life of the school and benefit enormously from it. The school ethos is demonstrated by the exemplary behaviour of its pupils, their respect and care for one another, as well as their outreach to others outside the school.”*

Clifton Diocese Inspection Report, October 2013



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## *Job Description*

This job description should be read in conjunction with the professional duties set out in the School Teachers' Pay and Conditions Document, the governors' Pay Policy and Performance Management Policy including the Teaching Standards.

### Key Areas of Responsibility

#### 1. Core Purpose

- 1.1 To actively support and promote the school's vision and values as outlined in the Mission Statement.
- 1.2 To raise standards of student attainment and achievement in his/her classes and to monitor and support student progress in his/her classes.
- 1.3 To demonstrate excellent subject knowledge, engaging and supporting learners in academic opportunities.
- 1.4 To be accountable for the safety, wellbeing, development, academic progress and attainment of each student in his/her classes.
- 1.5 To be a form tutor as deployed by the Headteacher.

#### 2. Monitoring, Evaluation and Planning

- 2.1 To attend faculty meetings as published in the school calendar with a clear focus on quality of teaching and learning, raising attainment, monitoring, evaluation and strategic planning.
- 2.2 To ensure the effective implementation of all school policies.
- 2.3 To support the Head of Faculty in analysis of exam results.

#### 3. Curriculum

- 3.1 To ensure the provision of an appropriately broad, balanced and differentiated curriculum for students in his/her classes in accordance with the National Curriculum Programmes of Study at Key Stage 3, exam specifications at Key Stage 4 and 5 and the aims of the school Curriculum Policy.
- 3.2 To ensure that the spiritual, moral, social and cultural aspects of the curriculum are well covered.
- 3.3 To ensure that all statutory requirements in RE are met, especially with regard to citizenship and work-related learning.
- 3.4 To promote a positive approach to RE.
- 3.5 To contribute ideas to the Head of Faculty about the formulation of aims, objectives and strategic plans for the Faculty.

#### 4. Assessment

- 4.1 To ensure the implementation of the school Learning Policy in his/her classes, with particular regard to Assessment for Learning.





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## *Job Description*

- 4.2 To follow the schemes of work at Key Stage 3, 4 and 5 in RE which are appropriately differentiated to meet the needs of students with special educational needs, including the gifted and talented.
- 4.3 To ensure effective reporting of student progress to parents and to convene meetings with parents outside of parents' evening when necessary.

### 5. *Discipline*

- 5.1 To be responsible for behaviour management in his/her classes, contacting parents if students are persistently disruptive.
- 5.2 To uphold and implement the school's Behaviour for Excellence policy.
- 5.3 To create a positive learning environment in RE.

### 6. *Professional Development*

- 6.1 To keep abreast of developments, including research and development in the area of effective teaching and learning.
- 6.2 To promote teamwork to ensure effective working relationships and act as a positive role model.


### 7. *Resources*

- 7.1 To be responsible for the implementation of the school Health and Safety Policy and for the safety and well-being of students in his/her classes.
- 7.2 To effectively manage the department's cost centre and provide best value.

### 8. *Additional Responsibilities*

- 8.1 To actively participate in, and support the development of, the extra-curricular and/or enrichment activities in the RE faculty and across the whole school.
- 8.2 To perform, in accordance with any direction which may reasonably be given to you by the Headteacher from time to time, such particular duties as may reasonably be assigned to you (see: STPCD).

This job description will be reviewed annually or more frequently if necessary by the Headteacher in consultation with the post holder.

A young boy with dark, curly hair is the central focus, wearing a dark green school blazer over a white shirt and a green and yellow striped tie. He is smiling slightly and looking towards the camera. In the background, other students in similar uniforms are visible but out of focus. The lighting is bright, suggesting an outdoor setting.

*“Saint Gregory’s is a truly nurturing environment for children, allowing them to grow and flourish into wonderful human beings.”*

Parent



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## *Person Specification*

Teacher of RE	Essential	Desirable
Qualifications and professional development		
Qualified teacher status (QTS) or pending	✓	
Good honours degree	✓	
Evidence of relevant and recent CPD	✓	
Further study or post graduate work		✓
Other work with young people		✓
Experience		
Effective Assessment for Learning	✓	
Range of teaching and learning styles	✓	
Specialist knowledge of the National Curriculum up to and including A Level	✓	
Vision for personalisation		✓
Experience of teaching Key Stage 5 RE		✓
Skills and attributes		
The ability to analyse data, identify patterns and devise meaningful targets	✓	
The ability to promote the school's aims positively	✓	
The ability to establish and develop positive relationships with students, parents, colleagues, governors and the community	✓	
Excellent IT skills	✓	
Excellent management skills	✓	
Excellent communication skills	✓	
Excellent organisation skills	✓	
Excellent classroom management	✓	
Excellent motivator	✓	



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## *Person Specification*

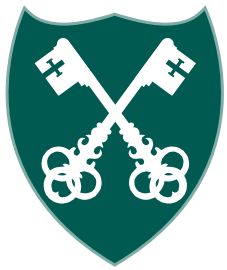
Teacher of RE	Essential	Desirable
Personal Attributes		
A positive role model for students and staff	✓	
Willingness to listen to, reflect and act on feedback	✓	
Supportive of the Christian ethos of the school	✓	
Emotionally intelligent	✓	
Motivated	✓	
Enthusiastic and positive	✓	
Willing to contribute to the wider life of school	✓	
Safeguarding children		
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	✓	
A clear understanding of child protection issues	✓	
Appropriate attitudes to the use of authority and maintaining discipline.	✓	



*“Sporting, artistic and dramatic opportunities are outstanding and all students take full advantage of the range of opportunities to develop clear, personal values and to make an impact on school life.”*

Ofsted, July 2013





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## *How to apply*

Closing date for applications: Tuesday 17 April 2018 at midnight  
Interviews will be held on: Wednesday 25 April 2018

Applicants are asked to submit their application to:

Miss M Jackson, HR Manager by email to: [hr@st-gregorys.org.uk](mailto:hr@st-gregorys.org.uk)

They may also be submitted via post to:

Miss M Jackson, HR Manager  
Saint Gregory's Catholic College  
Combe Hay Lane  
Odd Down, Bath, BA2 8PA

Please note that no other material (such as resumés, testimonials or CVs) will be considered during the selection process.

To arrange a visit prior to application or to discuss the role further with the Headteacher, please contact the Headteacher's Personal Assistant, Mrs S Gormley, on [01225 838200](tel:01225838200) or email: [gormleys@st-gregorys.org.uk](mailto:gormleys@st-gregorys.org.uk).

We are committed to safeguarding and promoting the welfare of children. We follow safer recruitment practices and appointments are subject to an enhanced DBS check. Details of our Child Protection Policy can be found on our website at [www.st-gregorys.org.uk/useful-information/key-documents](http://www.st-gregorys.org.uk/useful-information/key-documents).

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Odd Down, Bath, BA2 8PA

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