

Our Lady Queen of Peace

Catholic Engineering College



Application Pack

Teacher of English

12 months Fixed Term Contract, in the first instance
(may lead to permanent)



Thank you for showing an interest in the post of Teacher of English at Our Lady Queen of Peace Catholic Engineering College.

Our school is currently over-subscribed and is growing in number. By September 2018, we expect to have approximately 900+ students on roll. I am extremely proud to lead our school and our children are proud to come to our school. They know and understand that we exist for them and they are at the heart of all that we do. The core purpose of our school is to ensure that every child develops their individual and unique talents, unlocking their true potential. We believe that our core Christian values enable children to grow as well-rounded young people who know right from wrong. High standards of appearance and behaviour are crucial to the well-being and development of all children in our care and we provide a network of support for each individual child. Our parents regularly comment that our staff are always available to help both parents and students alike and that they are fully committed to their vocation. Our Mission Statement encapsulates the

very purpose of our existence as a school – *In Christ We Grow*.

We know that examination results are an important part of preparing children for a bright and successful future and we have a track record of securing outstanding results for our students. You will see from our website that our children achieve exceptionally well and this summer we received another set of impressive results. Our students of 2017 rose to the increase in the number of formal examinations set against a much more challenging curriculum content and escalated rigour in an ever changing educational climate. A significant number of our Y11 students achieved over 10 higher grade passes with some exceptional performances at A/A* equivalent grades. As an Engineering specialist college, we are delighted with the success of our STEM subjects (English, Technology, Engineering and English), including: 100% in Engineering, 81% in Technology, 82% in Biology and we have maintained high outcomes in the new English and English exams, despite curriculum change.

Such results are a testimony to the students' hard work, dedication and high aspirations. This is only achieved because our students come first and our staff will move any mountain to ensure their success. We know that to achieve excellent results children must have outstanding relationships with each other and with our staff. Our philosophy is that children learn through the smiling eyes of their teachers and it is an ethos of love, compassion and humility that secures confidence and success in our young people.

Children must know that each one of them is as important as the next person and that we will do whatever is necessary to help them to achieve, regardless of their ability and starting points. This mission was recognised when we were the first school ever to achieve the Inclusion Quality Mark and Centre of Excellence at Flagship level for Inclusion simultaneously and the Specialist Schools and Academies Trust outstanding award for pupil progress.



At Our Lady Queen of Peace, our curriculum is creative and allows children to achieve because it is tailored to their individual needs. We believe that all children should study a wide range of courses to prepare them fully for their future. If children succeed in their GCSEs early, we offer AS and A Levels in Year 11 in a range of subjects to ensure sufficient challenge and maximum engagement. We place a great deal of emphasis on developing international links to offer children a wide range of experiences. Our native speakers in modern languages, for example, enable us to offer French, German, Spanish and Japanese courses. Our specialist Engineering status ensures we place a great deal of emphasis on excelling in English, English, Technology and it underpins teaching and learning across the school. It allows us to offer unique experiences to our students and last summer we hosted our third international summer school with children from Skelmersdale, Russia, Mauritius and Ghana working on the English of flight with pilots from Easyjet. In the summer, we received the International School Award at the highest level in recognition of the work we do at an international level. We have also been awarded the Engineering Specialism Quality Mark at the highest level due to the impact of

Engineering on raising standards and developing wide ranging experiences across the whole school.

As a school, we firmly believe that our children should have the very best facilities. Governors are constantly investing in the school building to keep our school looking fantastic. We recently developed our new Library which contains £15,000 worth of brand new books to capture the interest of our students and foster a love of reading. We built our new block, containing a Year 11 Common Room and an iPad suite which has now been extended to include a new ICT suite and the Modern Languages department. Our facilities are respected and valued by our children; this is why there is no litter or graffiti. This is another example of core values in action – care and respect for our environment and all those who learn in it. We actively listen to the views of our children and our School

Council plays a fundamental role in the decisions made in our school.

The closing date for return of completed application forms is **12 noon on Monday 21st May 2018**. It would therefore be appreciated if you could complete and return your application form as soon as possible. Only

shortlisted candidates will be contacted. The post is subject to relevant safeguarding checks which include a satisfactory enhanced DBS clearance.

I do appreciate that the appointment process is a particularly stressful one, especially during the interview stages, however I hope that the experience will be of mutual benefit. Applicants should also be mindful of the philosophy of our Engineering status. I would advise you to ensure that through the application form and letter you cover all areas in the person specification, since this is the information used to shortlist. May I wish you every success in your application and remind you that I would welcome informal visits to the school.

Finally, I would encourage you to have a look on our website, read our school magazine – *The Link* – which contains lots of exciting information and follow us on Facebook and Twitter to keep up-to-date with the latest events at our school.

Miss A Knight
Headteacher





"Consistently Outstanding"

Our expectations and standards are high, we seek to be outstanding in all that we do and demand excellence from all our learners. Success is recognised and celebrated in all aspects of school life and we are very proud of our academic achievements, extensive extra-curricular provision and our major sporting achievements. We expect all our young people to work hard and create a positive learning environment for others. Our staff is expected to adhere to school policies and strive to be *consistently outstanding* in all aspects of their professional roles at Our Lady's. We are fully committed to all aspects of the Single Equality Policy, the safeguarding of learners and staff and promoting community cohesion.

Great value is placed on parental partnerships and we have been re-designated in 2011 with the Leading Parent Partnership Award in recognition of our outstanding relationships with the community to which we serve. Also we have achieved the prestigious Investors in People Gold Award, the Inclusion Quality Mark, and Centre for Excellence at Flagship level for Inclusion, the Specialism Quality Mark, been included in Schools Performance 2012, received commendation from the DfE and Specialist Schools and Academies Trust, placing us in the top 100 schools for continuous improvement. Over the past 5 years outcomes have improved by 30 percentage points. We believe that it is crucial to work together to ensure that our children receive the best possible education and are prepared for their

future life. This is done in a positive, friendly atmosphere which is based on mutual respect. Parents can expect excellent information, advice and guidance through: progress and written reports, Induction Day, Parents' Evenings, Information Evenings and are always welcome to make an appointment to come into school to meet Learning Managers, Form Tutors and Teaching Staff. Parents may contact the leadership team at any point to discuss any worries or make suggestions on how to continue to improve our school.

Our school is a Catholic school with an Engineering specialism situated in Skelmersdale, Lancashire. We have outstanding links with local primary schools. We are proud to be a strong faith community and welcome children from other Christian and religious backgrounds.

To live by our Mission Statement "In Christ We Grow" is at the heart of all that we do. It is our mission to make Christ known to every child and foster genuine love in each of them. We recognise that it is of fundamental importance that Christian principles are at the centre of every aspect of school life. Our staff works on the understanding that Catholic education is a journey that never ends and we strive to help our community to make the connection between faith, learning and life. We work on the principle that it is not what we educate but how we educate that is important and that children will only learn through the smiling eyes of the staff charged with their

formation. The school strives to be a positive influence in the life of the local Church by enabling the learners to experience a living tradition of faith and by maintaining the highest ideals within the curriculum. We recognise the social diversity and need to work for cohesion in our society.

The moral, spiritual, social and cultural development of all learners permeates the curriculum. We aim to maintain a just and caring school community in which all learners, teachers and members of the associate staff are given personal recognition and a sense of security, respect and dignity. We believe that it is only in such an environment that learners can recognise and appreciate achievement in its various forms including high academic standards and good examination results.

All learners are encouraged to fulfil their full potential, personal ambitions and aspirations within a safe and caring environment. We believe in the philosophy that it is not what we learn but how we learn which fully develops children.

Our Engineering Status reflects our commitment to supporting the local community. The development of the work force for the future through the extension of problem solving, team work and creative thinking is important. "Engineering The Future" is the theme for our college status.

Every effort is made to cater for the individual needs of learners. The recognition of the continuity and progression of education means that Our Lady's works closely with our partner primary schools and with the post 16 institutions especially St. John Rigby 6th Form College. We are the first school to have been given the Inclusion Quality Mark and Centre of Excellence at the same time. It is testament to our mission to be fully inclusive, break down barriers to learning and allow everyone to flourish, regardless of their starting point. Our 100 minute lessons allow for full differentiation to ensure no-one is left struggling or in need of further materials to stretch and challenge the mind.

Great emphasis is placed upon the need for learners to develop self-discipline and respect for others. The wearing of school uniform is insisted upon. High levels of attendance and punctuality are viewed as vitally important. Good manners and courtesy to others are expected from everybody. Good order and the importance of personal relationships are insisted upon throughout the school to allow genuine learning and academic and personal development to take place. Poor behaviour will not be tolerated but every effort is made to stress the positive and



celebrate achievement to boost the self-esteem, confidence and dignity of the individual members of Our Lady's. An array of out of class activities give learners the opportunity for self-expression and the enjoyment and satisfaction which comes from achievement. Motivation is enhanced through the relationships that are strengthened through engaging with staff in different situations

The school depends on the partnership with the parents. Our home-school agreement recognises the role we play in ensuring the best for the learners. All learners receive personal study opportunities every night. Communication through reports, meetings and the learners' journals ensures close links.

In general the school aims to create an ethos that supports a sense of co-operation, pride, identity and purpose in all learners, members of staff and parents. The raising of standards is a key theme throughout Our Lady's. Our learners deserve the best. Our Catholic ethos is realised through making the most of opportunities to progress and achieve.

In summary.....

The culture of this school is one of hard work, of service and of commitment to providing the highest quality of educational experience possible for our young people. This is not a school for those who seek a quiet life. We need talented, committed teachers and high quality leadership to enable Our Lady's to become a consistently outstanding Catholic high school.

Mission Statement

In Christ We Grow

As a learning community we live out our Mission Statement striving for excellence through caring, sharing and achieving.

Position	Teacher of English
Responsible to	Subject Leader of English
Salary	Applications welcomed from NQTs, Main Pay Range and Upper Pay Range (£22,917 - £38,633)
Required	1 st September 2018
Contract	12 month Fixed Term Contract, in the first instance (may lead to permanent)

General

The post holder should:

- make the Mission Statement central to the discussions and work of the department
- work to explicitly enhance and develop the Catholic ethos of the school.
- make the key action points of the School Learning Plan – Catholic Ethos for Learning central to all leadership work in the school.
- contribute to the general ethos of the school by having high personal standards in the supervision of the children and in relationships with fellow staff members.
- ensure that each child, regardless of ability, is considered to be of equal worth, is given equality of opportunity and receives an appropriate Art education.
- fulfil the role of class teacher and form tutor as per Code of Professional Standards.

Subject responsibilities include:

1 Achievement of Pupils

Subject teachers ensure that:

- Taking account of their starting points, the proportion of pupils making and exceeding expected progress is high.
- Pupils make rapid and sustained progress and learn exceptionally well.
- Pupils read widely and often.
- Pupils develop and apply a wide range of skills to great effect, in reading, writing, communication and mathematics. They are exceptionally well prepared for the next stage in their education, training or employment.
- Pupils acquire knowledge quickly and develop their understanding rapidly.

- The learning, quality of work and progress of groups of pupils, particularly those who are disabled, those who have special educational needs and those for whom the pupil premium provides support, show that they achieve exceptionally well.
- The standards of attainment of all groups of pupils are likely to be at least in line with national averages with many pupils attaining above this.

2 Quality of Teaching

Subject teachers ensure that:

- Teaching in all key stages is outstanding and never less than consistently good.
- They have consistently high expectations of all pupils. They plan and teach lessons that enable pupils to learn exceptionally well.
- They systematically and effectively check pupils' understanding throughout lessons, anticipating where they may need to intervene and doing so with notable impact on the quality of learning.
- The teaching of reading, writing, communication and mathematics is highly effective and cohesively planned and implemented.
- They and other adults generate high levels of engagement and commitment to learning.
- Consistently high quality marking and constructive feedback ensures that pupils make rapid gains.
- They use well-judged and often inspirational teaching strategies, including setting appropriate personal study that, together with sharply focused and timely support and intervention, match individual needs accurately. Consequently, pupils learn exceptionally well.

3 Behaviour and Safety

Subject teachers ensure that:

- A positive learning environment is created and therefore pupils' attitudes to learning are consistently positive and low levels of disruption are rare.
- Pupils' pride in their work is shown by their excellent conduct, manners and punctuality.
- Pupils are fully aware of different forms of bullying, including cyber-bullying and prejudice based bullying, and actively try to prevent it from occurring. Bullying in all its forms is rare and dealt with highly effectively.
- Skilled and highly consistent behaviour management makes a strong contribution to an exceptionally positive climate for learning. Where there are challenges in behaviour, they proactively seek support in securing excellent improvements in behaviour over time for individuals or groups with particular behaviour needs.
- All groups of pupils feel safe in lessons and in extra-curricular provision. They understand very clearly what constitutes unsafe situations and are highly aware of how to keep themselves and others safe, including in relation to e-safety.

4 Leadership and Management in the classroom

Subject teachers ensure that:

- The pursuit of excellence is demonstrated by an uncompromising and highly successful drive to strongly improve, or maintain, the highest levels of achievement and personal development for all pupils over a sustained period of time.
- All department/school policies are followed, which ensure that pupils have high levels of literacy, or that pupils are making excellent progress in literacy.
- They focus relentlessly on improving teaching and learning and seek opportunities for focused professional development. This is underpinned by highly robust appraisal. As a result, teaching is outstanding, or at least consistently good and improving.
- The school's curriculum provides highly positive experiences and rich opportunities for high quality learning. It has a very positive impact on all pupils' behaviour and safety, and contributes very well to pupils' academic achievement and their spiritual, moral, social and cultural development.
- They use highly successful strategies for engaging with parents for the benefit of pupils, including those who find working with the school difficult.
- They implement the school's arrangements for safeguarding pupils and meet statutory requirements.
- They model professional standards in all of their work and demonstrate high levels of respect and courtesy for pupils and others.

PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL SCHOOL POLICIES.

Our Lady Queen of Peace Catholic Engineering College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to an enhanced DBS disclosure, satisfactory references and medical clearance.



Person Specification

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSED
Training and Experience	<ul style="list-style-type: none"> • Qualified Teacher Status • Ability to teach across KS3 & 4 • Commitment to own professional development 	<ul style="list-style-type: none"> • Catholic Certificate in Religious Studies • Additional qualifications • Honours graduate 	Application Form References
Skills, Knowledge and Aptitudes	<ul style="list-style-type: none"> • Excellent subject knowledge • Outstanding classroom practitioner and committed to outstanding teaching and learning • Forward thinker and visionary • Expertise in raising standards of learning and teaching • Drive and enthusiasm • Ability to lead by enthusing, inspiring and motivating staff and learners • Flexible, positive approach to new courses • Good competence in the use of ICT and a clear interest in the development of technologies in the department • Committed to personalisation and differentiation • Commitment to inclusion 	<ul style="list-style-type: none"> • Experience of working with colleagues from different curriculum areas • Track record of raising achievement • Ability to use data to inform planning and monitor progress • Evidence of networking to improve standards • A record of good examination results at KS3/4 	Application Form References Task Interview
Personal Qualities	<ul style="list-style-type: none"> • Committed to supporting the Catholic ethos of Our Lady's • Excellent interpersonal and communication skills • Excited by change and challenges • Committed to the school's mantra 'consistently outstanding' • Good sense of humour • Capacity for hard work and resilience • Ability to form and maintain appropriate relationships and personal boundaries with learners • Ambitious with aspirations for Subject/Senior Leadership • Committed to the development of extended school activities including academic study support 	<ul style="list-style-type: none"> • Practising Catholic 	Application form Interview References Task

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Please visit our website www.olqp.org.uk for more information about the school.

Closing Date for Applications: 12 noon on Monday 21st May 2018

Shortlisting: Monday 21st May 2018

Interviews: Friday 25th May 2018

Applicants are asked to provide a completed application form and a supporting statement (no more than 1,300 words) detailing why you believe your experiences, skills, personal qualities, training and/or education are relevant to your suitability for the post and how you meet the person specification. You should pay particular attention to the national standards for the position for which you are applying.

Governors would prefer applications to be returned by email to Mrs Natalie Barber, HR Manager: n.barber@olqp.lancs.sh.uk.

Please note: Receipt of an application will be acknowledged by email. Subsequently, if you have not been contacted within two weeks of the closing date, you should assume that your application has been unsuccessful. It is our policy to take up references for shortlisted applicants from their present school. It would greatly assist this process if you were able to supply email addresses for all referees on your application form. Applicants will be asked to produce original certificates for all education qualifications stated in the application form prior to the appointment being confirmed. All appropriate safeguarding and attendance at work checks will be requested.

If you have any questions regarding the vacancy or application process, please contact us via the details below.

In Christ We Grow

Our Lady Queen of Peace

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