



St Bernadette Catholic Secondary School Bristol



**Teacher of Literacy
& Numeracy
(& Assistant SENCO responsibility
for a suitable candidate)**



Excellence in Faith & Learning

St Bernadette Catholic Secondary School



Mission Statement

Our Mission is to develop the whole person in a Catholic learning community, to provide a loving Christian environment and to strive for excellence, equality, justice and fairness.

At St Bernadette Catholic Secondary School we aim for our young people to be:

- strong and committed in the faith of Christ
- confident of their personal worth
- active in response to Christ's call to care for others
- responsible members of society

Hence we strive to:

- achieve excellence in all aspects of our life and work
- foster the spiritual growth of each member of our community
- create a happy and successful learning environment
- develop the full potential of each individual
- prepare pupils for the opportunities, responsibilities and experiences of adult life

Excellence in Faith & Learning



Welcome

March 2024

Dear Applicant,

We are delighted that you have expressed an interest in the post of Teacher of Literacy and Numeracy at St Bernadette Catholic Secondary School. Community is extremely important to us at St Bernadette's. We pride ourselves on being an ambitious and vibrant community of faith and of learning where everyone is valued and has a part to play. Our pupils, who come from across the south and east of Bristol, are our best ambassadors and greatest asset.

Our identity as a faith school is key to all we undertake and the teachings of Jesus Christ are at the heart of all we do. We are committed to ensuring our students receive the highest quality provision to enable them to achieve their potential, while growing as confident and responsible young people.

This is an exciting time to be joining St Bernadette's. Our focus on excellence for and from all members of the school community, underpinned by robust, embedded systems and structures enable all members of the school community to thrive and we are confident of further growth and improvement. Furthermore St Bernadette's is blessed with a strong, supportive and ambitious staff who have the highest expectations of themselves and our pupils.

We hope this application pack will give you a strong picture of our school and you enjoy learning more about us.

Best wishes

Patrick McDermott
Chair of Governors

Edward Walker
Headteacher



St Bernadette Catholic Secondary School
Teacher of Literacy and Numeracy
(& Assistant SENCO responsibility for a suitable candidate)

Required:	1st September 2024
Salary:	MPS/UPS + SEN Allowance (currently £2539) (Assistant SENCO TLR 2a (currently £3214))
Location:	Whitchurch, Bristol
Contract Term:	Full-time, permanent

Inspirational, innovative and committed teacher needed to provide high quality, personalised provision for our SEN learners.

We offer:

- Happy, friendly and talented students
- Enthusiastic, committed and friendly staff
- Opportunities for professional development
- A commitment to academic excellence
- A school with strong care, support and guidance
- An ambitious and well established Learning Hub team
- A wide range of employee benefits including employee assistance programme and counselling sessions, option to participate in the cycle to work scheme, on site free car parking, free annual flu jab

You are:-

- A child centred, flexible and empathetic teacher with a keen interest in supporting students with additional needs.
- Confident in delivering core literacy and numeracy teaching to SEN students throughout the 11- 16 age range.
- Willing to develop new skills, deliver new accreditations and further develop an understanding of SEN education.
- An enthusiastic and creative practitioner, with effective strategies to engage, inspire and motivate students.
- Well-organised, proactive, and a supportive leader of team members.
- An excellent communicator, with good interpersonal skills at all levels.
- Able to organise examination access arrangements and the effective deployment of the team of LSA's.



About our school

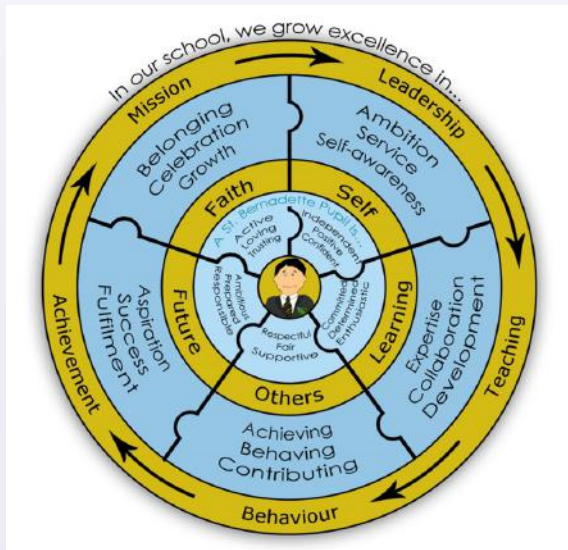
St Bernadette's is a vibrant, successful and ambitious secondary school located in Whitchurch, South Bristol. The school prides itself on being a community of faith and of learning, where everyone is valued and has a part to play.

As a Catholic school it is our mission to work together to serve the needs of the pupils in our care. The work entrusted to us is to help each pupil to recognise their dignity as a child of God and to help each one to fulfil the potential that God has given them. We do this by providing an education grounded in the gospel values of faith, hope and love; in which pupils can grow in faith; are stretched academically and are given a moral and social awareness that will help them to contribute fully to our school community and to play an active part in society both now and in the future. In this way we work for the common good and to build up God's kingdom.



Excellence at St Bernadette's

A commitment to excellence from all and for all is a key feature of our school. Our fundamental belief is that children will succeed when learning in a happy, challenging and safe environment where there is mutual respect for all in the community. Our St Bernadette's Excellence Wheel has been the vehicle to move our Excellence agenda forward.



At St Bernadette's we are committed to providing an education which enables every young person to have a positive relationship with:

- **Themselves** - A St Bernadette pupil is confident, independent and positive.
- **Others** - A St Bernadette pupil is respectful, supportive and fair.
- **Faith** - A St Bernadette pupil is active, loving and trusting.
- **Learning** - A St Bernadette pupil is committed, determined and enthusiastic.
- **Their future** - A St Bernadette pupil is ambitious, prepared and responsible.



St Bernadette's is a community of faith



Our identity as a faith community is at the heart of all that we do. We are proud of our Catholic tradition and our partnerships with the Diocese of Clifton, our partner schools in the Aquinas Group and with St Brendan's Catholic College, which provides our Sixth Form. We celebrate each person's unique set of God-given talents and work hard to ensure pupils use them to the full. We were therefore delighted to be recognized as an outstanding Catholic school in our last Section 48 inspection.



Our faith is at the core of our daily life, our interactions with each other and our learning. As a school we come together as a faith community through assemblies, services and masses. We offer pupils opportunities for spiritual growth and development not only through Theology lessons but also through trips retreats and school-based activities in our Chapel.

All curriculum areas within the school support and contribute to the faith life of the school. Each faculty has identified how it contributes to the mission of the school, as well as its contribution to Catholic Social Teaching.



Our pupils put their faith into action by helping others and each year raise thousands of pounds for a number of charities. Pupils are also involved in local community initiatives and we are always impressed by their generosity and energy in helping others.





St Bernadette's is a community of learning

St Bernadette's is an ambitious learning community. We want our pupils to make the most of every learning opportunity, have fun in their learning and be scholars. We work hard to provide the best we can for all pupils and we expect them to give of their best, work hard, behave well and take responsibility for their learning. Our pupils achieve well in examinations and make strong progress.

Our curriculum is broad and is designed to ensure that all pupils have the opportunity to achieve their maximum potential. We promote and value traditional subjects while also embracing new technologies.

Pupil groupings vary across subjects and year groups, giving maximum flexibility to accommodate each individual's needs. All pupils are set challenging targets and their progress towards them is closely monitored.

One of our key priorities is to develop pupils' learning through the promotion of scholarship. By promoting 12 aspects of scholarship through our lessons, the reward system and across school life in general, we are seeking to help pupils to become 'St Bernadette Scholars' who are increasingly successful at learning.

We are strongly committed to the growth and development of our staff. A well-established staff development programme is in place, focused on developing individual and collective excellence through expertise, collaboration and action research.



A St Bernadette scholar is					
QUALITIES		SKILLS		APTITUDES	
AMBITIOUS		PRESENTATION		PERSONAL RESPONSIBILITY	
COMMITTED		COMMUNICATION		PROBLEM SOLVING	
DETERMINED		REVISION		ENQUIRING	
ENTHUSIASTIC		ACADEMIC		INDEPENDENT LEARNER	
successful at learning					



What do others say about St Bernadette's?

"A wonderfully stimulating Catholic environment"

Section 48



Listen to Ned, Year 7

<https://youtu.be/HVmxZjVgIek>

"A harmonious atmosphere pervades the school"

Ofsted

"Relationships between teachers and pupils are very positive"

Ofsted

"All pupils benefit enormously from the vibrant Catholic life of the school"

Section 48

"St. Bernadette's remains an outstanding Catholic school and as indicated continues to grow, develop and flourish"

S48 monitoring

"I value the school's ability to meet the needs of children who as individuals possess different skills, attribute and ability, as well as interests. All were motivated to succeed and give their talent"

Parent

"There is a sustained culture of excellence"

External review



Listen to Kelly, Year 11

<https://youtu.be/KVWRAE3g8Ng>



Listen to Bella, Year 7

<https://youtu.be/pFss4WKfSWA>

"Pupils are confident and comfortable in their lessons." They "respond well to instructions and are very obedient."

Ofsted

"School leaders work together enthusiastically to ensure that pupils thrive and develop as confident and responsible future citizens."

Ofsted



Find out more about SEN

SENCO—Joanne Whalley



The majority of students with Special Educational Needs are taught in the mainstream classroom by subject specialist teachers. The teachers are supported in meeting the needs of the students with personalised support plans and deliver high quality differentiation to ensure students can access the work. In addition to this, some students are extracted for interventions to support their learning needs.

The Learning Hub is the learning base for the students with the highest level of needs. Mrs Whalley is the SENDCo and Mr Duffield is the Assistant SENDCo. In addition, Miss Rios is an SEN teacher. There is also a team of learning support assistants, who provide classroom based support for a small number of students plus a wide range of learning and well being interventions.

There is a clear curriculum pathway for the highest needs students. The students with the highest level of needs work within small, supportive groups on the core skills of numeracy & literacy. This is complemented by an abridged humanities curriculum for those who have specific learning difficulties linked to literacy. The remainder of the students' time is spent in mainstream lessons, supported by a key adult as appropriate.

The provision continues into Key Stage 4 with alternative option subjects for students, who find a full range of GCSE too challenging. These are taught in small classes, where the teaching is personalized to meet the needs of the learners.

There are also two SEND tutor groups for those students who need additional pastoral support due to their needs, again these are small, supportive groups supervised by SEN teachers.





Job Description

Post Title:	SPECIAL EDUCATIONAL NEEDS TEACHER & ASSISTANT SENDCO		
Purpose:	To provide high quality differentiated learning to students of all ages with low levels of literacy and higher levels of Special Educational Needs. To assist the SENDCO in ensuring appropriate provision is in place for students with barriers to learning. To ensure the smooth running of the Learning Hub faculty via efficient routines and systems.		
Reporting to:	SENDCO		
Responsible for:	Higher Level teaching assistants and Learning Support assistants		
Liaising with:	Heads of Learning, pastoral support team and relevant staff with cross-school responsibilities, relevant non-teaching support staff and parents.		
Salary/Grade:	MPS + SEN Allowance (currently £2539) (Assistant SENCO TLR 2a (currently £3214)	Contract	Full-time, Permanent

Leadership

- To analyze the needs of the SEN cohort to ensure the provision of interventions is suitable to both individuals and groups of students.
- To ensure that resources are targeted to support the needs of SEN students appropriately.

Personnel Management

- Responsible for the efficient management and deployment of SEN personnel
- Undertake staff appraisals as required
- Participate in the recruitment of SEN personnel and ensure effective induction of new SEN staff in line with school procedures as required.



Job Description

Teaching and Learning

- To ensure an effective learning environment through the implementation of personalized approaches and effective behaviour management.
- To ensure that teaching and learning are tailored to meet the needs of the highest needs students to support their progress towards EHCP outcomes.
- To maintain detailed, personalized records of students' progress to contribute towards annual reviews.
- To ensure the provision of personalized target setting and regular reviews of progress.
- To attend parents' evenings and write reports.

Knowledge and Skills

- High levels of literacy, numeracy, and the ability to teach core skills to all SEN students.
- An ability to deliver an abridged humanities based curriculum to less able learners.
- Willingness to acquire knowledge of new accreditations and schemes of work (e.g G.C.S.E.English to the least able)
- Keep up to date with national developments regarding SEND methodology, legislation, resources and initiatives.
- An understanding of (or desire to learn) examination access arrangement procedures.

Other Responsibilities

- To fulfil criteria for the standard teaching contract
- To play a full part in the life of the school community, to support its distinctive mission and ethos.
- To promote actively the school's policies.
- To continue professional development.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.



Person Specification

Essential	Desirable
Ethos	
<ul style="list-style-type: none"> Willingness to support the Christian character of St Bernadette 	<ul style="list-style-type: none"> Catholic
Qualifications	
<ul style="list-style-type: none"> Graduate QTS 	<ul style="list-style-type: none"> Good Honours Degree, subject specific
Teaching	
<ul style="list-style-type: none"> Excellent classroom teacher Reflective practitioner Proven ability to motivate and challenge pupils to achieve high standards of performance Good classroom management skills Excellent ICT capability 	<ul style="list-style-type: none"> Additional leadership experience
Professional Development	
<ul style="list-style-type: none"> Evidence of on-going professional development 	<ul style="list-style-type: none"> Long-term development plan
Personal Qualities	
<ul style="list-style-type: none"> Ability to develop and maintain good relationships with colleagues Ability to communicate clearly Flexibility and a good sense of humour Optimistic disposition Trustworthy, conscientious and loyal Energy and enthusiastic Organisational skills Good interpersonal skills A desire to achieve and be successful 	



How to apply

The post

Teacher of Literacy and Numeracy (& Assistant SENCO responsibility for a suitable candidate)

Start date	-	1 September 2024
Salary		MPS/UPS + SEN Allowance (currently £2539) (Assistant SENCO TLR 2a (currently £3214)
Contract	-	Full time/Permanent

Contact us

To discuss the post or arrange a school visit contact:

Joanne Whalley, SENCO: whalleyj@stberns.bristol.sch.uk

For application queries contact Nicky Fear, Business Manager

Email – recruitment@stberns.bristol.sch.uk

Website – www.stberns.bristol.sch.uk

Apply

Closing date midday 19th April 2024

Interview & Selection day w/c 22nd April 2024

If, having read about our school, you would like to apply to be Second in Learning (Mathematics) at St Bernadette's, please complete the application form and the recruitment monitoring and Rehabilitation of Offenders Act 1974 Disclosure Form.

Application/supplementary forms – available from [our website](#) and [Eteach/CES](#) websites. (No CVs please)

This post will involve contact with children and/or regulated activity with children

Safeguarding checks will be undertaken as part of the recruitment and selection process to include;

- An enhanced DBS check,
- Where applicable a certificate of good conduct maybe required and, in addition, for teaching posts, a letter of professional standing from the professional regulating authority in the country in which the applicant has worked,
- In accordance with Keeping Children Safe in Education an online search will be conducted as part of the due diligence on shortlisted candidates.

It is an offence to apply for this role if the applicant is barred from engaging in regulated activity relevant to children.

Application forms can be downloaded from:

- the school [website](#)



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