

Loreto Grammar School

A National Teaching School
and National Support School

Head of Chemistry

Information for candidates

June 2017



Loreto Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



OUR MISSION STATEMENT

I am the Way
the Truth
and
The Life

(John 14:6)

At Loreto Grammar School Altrincham, students, staff, parents and Governors form a Catholic community. We aspire to create a caring, structured environment in which teaching and learning and the experience of school

- are characterised by joyful and loving service to others
- challenge each of us to realise our full potential in a spirit of joy and creativity
- encourage the pursuit of excellence
- uphold honesty, justice and mutual respect
- enable us to be questioning, independent learners and "seekers of truth"
- prepare each of us to meet with confidence the challenges of a changing world
- improve and enrich the life of the wider community and enable us to be an example of Christian values in the world as witnesses to God's Living Kingdom

Our values are centred in God, rooted in gospel values and derive from the vision of Mary Ward.

Love and speak the truth - at all times

(Mary Ward)

Loreto Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



SCHOOL AIMS

We aim to be a place of learning in which students can:

- 1 achieve their full potential, spiritually, intellectually, morally, physically and emotionally
- 2 experience and enjoy success
- 3 gain a positive view of themselves and a courteous appreciation of others
- 4 develop skills, knowledge and understanding to make a constructive contribution to society
- 5 appreciate the benefits of education and its relevance to their place in the outside world
- 6 develop a sense of community
- 7 develop lively and enquiring minds and the ability to think rationally
- 8 appreciate human achievements and aspirations
- 9 understand issues of right and wrong.

To achieve these ends the school will:

- 1 recruit, support and develop teams of effective and committed staff
- 2 take into account and develop individual abilities and talents and acknowledge difficulties
- 3 encourage regular attendance and high personal achievement
- 4 ensure a broad, balanced and coherent curriculum
- 5 provide a supportive pastoral framework which values good behaviour, encourages good relationships and recognises a wide range of experiences both inside and outside the classroom
- 6 work in partnership with parents
- 7 regularly monitor, evaluate and aim to improve.

Loreto Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



Loreto is a Roman Catholic Grammar School for girls, with Academy status, situated within the Borough of Trafford. The school is heavily oversubscribed, and there are currently 1063 girls on roll. The majority of the girls come from Trafford, with others from the neighbouring Authorities of Manchester, Stockport, Cheshire and Warrington.

Loreto is a wonderful school in which to learn and work, a school which is rooted in a rich tradition whilst at the same time very forward looking and keen to keep apace of educational development. We provide an outstanding curriculum, one which is carefully planned and consistently reviewed to meet the needs of the girls at every Key Stage. Our ICT infrastructure is excellent and enhances effective and innovative learning.

We are privileged to have a dedicated and passionate group of staff who are experts in their individual specialist areas. The hallmark of colleagues at Loreto Grammar School is their willingness to go the extra mile for the girls and their commitment to this community. The extra-curricular life here is extensive. The girls rise to the academic challenge and appreciate the positive relationships with their teachers. They are reflective learners and engage wholeheartedly with the broader aspects of school life in relation to for example, social justice issues and service to others. We aspire to fulfil the girls in our care in developing them spiritually, academically and physically in a happy, supportive and enthusiastic environment where each is recognised for her intrinsic worth and valued for her own sake. Fundamentally, we are a welcoming and happy community.

The Governing body comprises Loreto Sisters, parents, former parents and staff. They are passionate about this community, committed to it and rigorous in holding us to account.

As a National Teaching School and National Support School, the CPD opportunities for staff are many and exciting, including Research and Development projects and accredited Leadership programmes. We deliver the School Direct programme through the Teacher Development Agency and in conjunction with Manchester University. We are a member of the Specialist Schools Trust Leading Edge partnership, a Gifted and Talented network. Currently Loreto Grammar School is supporting another Trafford school, St Antony's Catholic College.



We are privileged to be part of the International Loreto network and acknowledge the far reaching work of the Sisters. They are active in their support of the school as Trustees and support education in England through the Loreto English Education network (LEEN). Our work is rooted in the Vision, Values and Philosophy of Education of Loreto schools. The values of sincerity, excellence, truth, freedom, internationality, justice and joy underpin all that we do. We are proud to support the work of Loreto International in India and Albania, in particular.

The work of all members of our school community reflects the School Mission Statement and is characterised by 'joyful and loving service to others', the aim of which should be to encourage 'the pursuit of excellence' and to enable each student 'to realise her full potential in a spirit of joy and creativity'. Our students should leave Loreto prepared 'to meet with confidence the challenges of a changing world'. It is, in the words of the poet William Butler Yeats more "*to light fires than to fill buckets.*"

Our most recent Ofsted report of October 2008 states:

'This is an outstandingly effective school.....The school provides an excellent atmosphere in which the girls are challenged to think and learn..... It is rooted in the school's deeply embedded Catholic ethos within which the students' spiritual and moral development is profoundly nurtured.'

In the Ofsted inspection, a parent described the school as follows:

"Loreto is that indefinable element which wraps up duty, care, faith, purpose, example."

Our Section 48 report in of November 2013 notes that:

"Outcomes for pupils, the provision for Catholic Education, leadership and management in the development of the Catholic life of the school are all confirmed by this Inspection as outstanding. The core values of the school are strongly evidenced throughout in terms of practice, aspiration and relationships all in the context of high academic achievement."

In short, Loreto is an exciting and stimulating professional environment in which to work.



THE SIXTH FORM

The Sixth Form are integral to school life, whilst they enjoy separate privileges and distinct spaces in School, they play an active and vital part in the school community.

The overwhelming majority of students stay on into the Sixth Form, and every year places are offered to a significant number of applicants from other schools. We currently have 285 students in the Sixth Form and, with newly opened Sixth Form facilities in 2015, we have the capacity for growth. We offer the widest range of A Level subjects in Trafford schools and our curriculum "drives aspirations, it takes students to places they did not know they could reach and it is central to our desire to enable our students to meet with confidence the challenges of a changing world". (Loreto Education in England, Vision Values and Philosophy).

The majority of girls go on to Higher Education, with nearly two-thirds of our cohort pursuing their studies at Russell Group institutions. We have regular success with applications to Oxford and Cambridge and, more recently with prestigious colleges in the United States, including Princeton. Students aim high and we support them in a range of competitive applications for vocational, academic and creative undergraduate courses at the top higher education establishments in the UK. Of late, there has been an increasing interest in Graduate Calibre apprenticeships and school leavers' programmes in the Big Four accountancy firms. I believe that this trend will continue. Our results are excellent and our students achieve consistently at the highest levels. In 2016 for example, the cohort achieved 49% grades A*/A and 76% grades A*- B at Advanced Level, and 45 students achieving 3 or more subjects at grades A*/A. We feature consistently in the Times Top 100 schools, this year ranking 66th in the country for state schools.

The world in which we live measures success predominantly in terms of examination results. In a Grammar School it is important that we challenge the girls to succeed in this domain; nonetheless central to our core aspirations is the conviction that, in the words of Pope John Paul II "the promotion of the human person is the goal of the Catholic School". We have actively committed a generous proportion of curriculum time to such development through tutor time and our Aletheia programme, encompassing reflection and discussion of the greater questions of life. We believe this to be vital in the increasingly complex and challenging world in which the girls live.


Work experience, volunteering and community service are key elements in the development of students' responsibility and resilience. 153 students currently benefit from work experience placements on a weekly basis as part of the Sixth Form Enrichment programme. Alternatively,

Loreto Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

students can increase their study skills and independence by working towards the Extended Project Qualification, typically a group of 20 Year 12 students. In 2016, 18 students achieved A*-B in this valuable qualification. We are proud that so many students take part in the National Citizenship Scheme, 63 students in 2016, and that we are able to foster links with our community and partner primary schools through volunteering and mentoring. We have established a 'Big Sister' mentoring programme with our associate school, St Antony's in Urmston, in which 15 Year 13 students are paired with Year 11s to guide them through this crucial year. The Duke of Edinburgh programme is a popular extra-curricular activity and, by the Sixth Form, students are working towards the prestigious Gold level; we have 9 students completing in 2017. Every year, Sixth Formers establish teams for the Young Enterprise initiative and they create, produce and market their ideas in partnership with local businesses. This gives them the opportunity to operate in a real business environment, most recently the Manchester Christmas Markets.

Through our links with local parishes, Sixth Formers mentor Year 8 students on the catechism programme in preparation for the sacrament of confirmation. Our 'IMPACT' Chaplaincy group is active leading whole-school projects of social justice and awareness. It is led by 8 Sixth Form students who plan and organise events and represent the school at national events such as the FLAME conference. Every year, a group of our Sixth Formers travel to Lourdes with the HALO pilgrimage group and 24 have trained as Eucharistic Ministers in school in order to serve both our community and their local parishes. Inspired by their studies and the spirit of justice and freedom, four Sixth Form students worked to become official Holocaust Memorial Ambassadors. They independently organised and lead events and an annual campaign around Holocaust Memorial Day in January.

Internationality is one of our seven school values and we have a responsibility to instil a global outlook in our young people. We have worked with both the SSAT and with Educatius UK to organise both short cultural visits and extended placements for European students in the Sixth Form. In recognition of this partnership, we have been awarded four scholarships for our Year 12 students to travel to Scandinavia this summer. Links with our sister schools in Kolkata are particularly important to our community. Every two years, 30 Sixth Form students and 5 staff spend two weeks there in the summer to learn, teach and see the remarkable work of the Loreto sisters with the 'rainbow' street children of the city.

The image shows two young women with long dark hair, wearing school uniforms (white shirts and dark blazers), sitting at a table in what appears to be an art or design studio. They are both focused on painting or drawing on a surface in front of them. There are various art supplies like brushes and containers on the table. In the background, there are computer monitors displaying colorful images and shelves with various items, suggesting a creative and technology-integrated learning environment.

THE POST

Head of Chemistry

This post arises from the promotion of the current postholder, Dr Facchini, to a senior position in another school. The appointed colleague will join an enthusiastic and successful Science Department comprising 12 members of Science teaching staff and 3 Technicians. The Department is led by Head of Science, Ms Ruth Westbrooke. The department is a cohesive team, with a shared vision to provide the best overall learning experience for all the students in its care and they work hard to ensure this is the case. Collaboration is “the norm”, with expertise being readily shared and colleagues eager to learn from one another. The standards of teaching and learning are very high.

Science is an exceptional department, committed to providing students with support and opportunities outside the classroom and contributing to the academic and extra-curricular life of the whole school. The Science Department supports the School’s mission statement, values and ethos both in the nature of relationships with students, classroom environments and in delivery of the curriculum.

Teaching within the department is excellent and there is an expectation for challenging and engaging lessons. This is achieved through planning, strong positive relationships with colleagues and students, regular and meaningful assessment and feedback and a calm and unflappable approach in pressurised situations. At both GCSE and A level, Chemistry has a proven track record in both enabling students to achieve at the highest level and also adding value to students across the board. Teachers within the department adhere to the highest professional standards, upholding both the school and departmental policies and procedures.

Students in Key Stage 3 follow a broad General Science course which is completed in Year 8, with GCSE Sciences taught from Year 9. AfL is embedded into the schemes of work that have been developed “in house” to best suit the needs of our learners, and appropriate emphasis is placed upon students knowing their level of attainment and working with staff, through discussion and formative assessment, to progress in line with expectations and beyond.

Key Stage 4 students have the option of studying the new GCSE Combined Science course, or three separate GCSEs in Biology, Chemistry and Physics. Currently approximately 40% of students take three separate sciences at GCSE and approximately 60% of students continue to study at least one science at A Level.

Sixth Form uptake of all Sciences is rising. There are currently 4 groups in Year 12 and 3 in Year 13 for both Biology and Chemistry and 2 groups in each for Physics. Within the A Level programme of study,

there is a real emphasis on developing the students' independent learning skills as well as their intellectual resilience. All GCSE and A Level courses follow the AQA specification.

The vast majority of Sixth Form students continue their education at University, with a significant proportion of the cohort choosing Science based courses. The Science department works hard at providing individual advice and guidance for their students as they plan towards their University applications and interviews; we aim to utilise our many links with higher education to ensure students make informed choices and submit strong applications.

Science Department plays a major role in the school's extra-curricular programme. Students are involved in a thriving STEM programme alongside Science clubs and tutorials across all year groups. Members of the department also work with community groups in the local area and we have weekly visits from the local primary schools where the students are able to complete experiments in real science laboratories.

All teachers at Loreto have access to four well equipped ICT suites. All Science classrooms have interactive whiteboards, with the department often utilising the bank of student laptops available in the library to enhance learning.

Our results in 2016 were as follows:

Subject	A Level, A* - A	A Level, A* - B	AS Level, A - B	GCSE, A* - A	GCSE, A* - B
Science (Core, Additional)				54% and 50%	96% and 95%
Biology	39%	54%	38%	92%	97%
Chemistry	48%	74%	42%	92%	96%
Physics	47%	73%	59%	94%	96%

The successful candidate will be expected to teach at all Key Stages.

The successful candidate will be a good honours graduate who is an enthusiastic, inspiring and motivated classroom practitioner, with experience of teaching across at all Key Stages. He/she will have excellent interpersonal and communication skills and the ability to work in a collegiate and cohesive way under the guidance of the Head of Science. He/she will be confident in the use of ICT software and show willing to improve and share their skills with others in the team.

REMUNERATION AND BENEFITS

- An enthusiastic and successful Chemistry Department
- A shared vision to provide the best overall learning experience for all the students
- Ample professional development opportunities

Loreto Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

- A supportive working environment through the Loreto community and its wider context
- Students who are full engaged and committed learners
- Permanent, full-time post, for the right candidate, from either September 2017 or January 2018
- Salary: MPS/UPS plus TLR 2B
- Membership of the Teachers' Pension Scheme



Loreto Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). Successful applicants will be asked to complete and return a 'DBS Application Form' for which ID should be provided at interview stage.

Candidates should be aware that all posts in school involve some degree of responsibility for safeguarding children, although the extent of that responsibility will vary according to the nature of the post.

If you are currently working with children, on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including disciplinary offences related to children or young persons (whether the disciplinary sanction is current or time expired) and whether you have been the subject of any child protection allegations or concerns and if so the outcome of any enquiry or disciplinary procedure. If you are not currently working with children but have done so in the past, that previous employer will be asked about those issues. Where neither your current nor previous employment has involved working with children, your current employer will still be asked about your suitability to work with children, although he/she may, where appropriate, answer 'not applicable' if your duties have not brought you into contact with children or young persons.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as 'spent', must be declared.



APPLICATION PROCESS

This is a permanent position for the right candidate, from either September 2017 or January 2018. The following relevant documents are on our website www.loretogrammar.co.uk

- Application form
- Information for Candidates
- Person specification
- Ofsted Inspection Report 2008
- Shrewsbury Diocese Section 48 Report 2013
- Advert
- Recruitment Monitoring Form
- Recruitment and Selection Procedure – Guidance Notes for Teaching Staff Applicants
- Letter from Headteacher

Please refer firstly to the 'Recruitment and Selection Procedure - Guidance Notes for Teaching Staff Applicants' on the website. Should you decide to apply for the post, please complete the application form and Recruitment Monitoring Form, accompanied by a supporting letter. Your letter should not exceed 2 pages of A4 in length but should outline your vision and philosophy of leading Chemistry at Loreto Grammar School, your relevant experience and your understanding of current, relevant educational developments.

The closing date is **Monday, 3 July 2017**.

Interviews will take place in **July 2017**

If you have not heard from us by 20 July 2017, please assume that your application has been unsuccessful on this occasion. Due to the large number of applications we receive for our posts, we are unable to provide feedback on unsuccessful applications. Candidates invited to selection interviews will be offered feedback.



CONTACT US

CONTACT DETAILS	
Headteacher	Mrs J A Beever MA
Address	Dunham Road, Altrincham, Cheshire WA14 4AH
Telephone number	0161 928 3703
Fax number	0161 924 1323
Email	recruitment@loretogrammar.co.uk
Website	www.loretogrammar.co.uk

Loreto Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.