



St Paul's Juniors



St Paul's School
FOUNDED 1509



St Paul's Juniors

Candidate Information Pack

Teacher of English (Maternity Cover)
Last Updated: January 2023

“Pupils grow into confident young adults as a direct result of the autonomy the school provides them and the highest levels of pastoral support.”

ISI INSPECTION 2017



Welcome from the High Master



Sally-Anne Huang
High Master

Thank you for your interest in St Paul's School. Appointing the right staff is arguably the most important role of a school leader and the team here are committed to getting to know applicants well during the application process and giving them the opportunity to get to know us too.

I am incredibly proud of my colleagues here at St Paul's – not only their expertise and professionalism but also their warmth and pupil-centred approach. I honestly believe that working at St Paul's provides a unique set of opportunities and is an exciting career move for anyone. Being High Master here is a huge privilege and I hope that you will be as excited about the school and all we do here as I am.



St Paul's School
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Welcome from St Paul's Juniors



Oliver Snowball
Head, St Paul's Juniors

I'm delighted that you are interested in working at St Paul's School, of which St Paul's Juniors is a part. We enjoy a reputation for all-round academic, sporting, musical and creative excellence, and we make sure days at St Paul's Juniors are filled with fun and purpose.

The team at St Paul's Juniors is, quite simply, brilliant, and a joy to work with. The staff are innovative and engaging. We promote, nurture and develop the key character traits of kindness, respect, integrity, humility and resilience, and we look forward to welcoming new team members who share them.

Welcome to St Paul's School

St Paul's is an independent school offering an outstanding, all-round education for gifted boys aged 7 to 18 years.

We admit highly able, committed and curious boys and care for them in an academic environment tailored to their specific needs, equipping them with the skills to contribute to wider society long after they have left St Paul's. Our entry points are at 7+, 8+, 11+, 13+ and 16+ and admission is following a successful examination process and interview.

Our founder John Colet opened the doors to St Paul's School in 1509 to educate boys "from all nacions and countres indifferently", regardless of race, creed or social background. We are committed to our founder's vision and offer financial support to every boy who is successful in gaining a place at the school on academic merit and fulfils the means-tested bursary criteria. Linked to Colet's vision, we have a wide-ranging partnership programme with schools in the

maintained sector, and charity projects with which all staff are able to become involved, including within our extensive co-curricular programme.

The quality and breadth of a St Paul's education is dependent upon the quality of its staff so we recruit high quality people and look after them well. The atmosphere is relaxed, friendly, supportive and purposeful. Personal professional development for all staff is a high priority, and our pay and package is very generous by sector norms. St Paul's embraces diversity, inclusivity and equal opportunity. We are committed to building a team that represents a variety of backgrounds, personalities and skills.

This is a particularly exciting time to join the school as over the last few years we have

refurbished the senior school site including a new astro-turf pitch, a stunning Drama Centre, featuring the Samuel Pepys theatre, an RIBA award winning Science building and award winning General Teaching Buildings with a central Atrium, John Colet Hall and Chapel, contemporary dining, the Kayton Library and many light airy classrooms overlooking the Thames and playing fields. These modern facilities and the unique positioning of St Paul's, coupled with the structure of the school day, enable the school to offer and unparalleled array of co-curricular activities for the pupils.

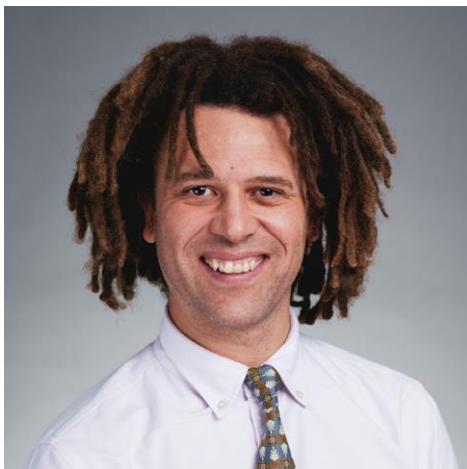
We hope that working at St Paul's might be right for you. We are a thriving organisation that draws upon a wide range of different skills, qualifications, roles and responsibilities, whether teaching or other support staff.

For teaching staff, academic excellence is essential and we also look at how individuals will enhance the broader cocurricular opportunities for pupils; this makes St Paul's a great and fun place to work. We are based in Barnes, South West London, surrounded by 45 acres of green playing fields. We offer free parking for staff and are conveniently located near Hammersmith for easy public transport links to central London.

We are dedicated to ensuring the safety and welfare of our pupils and all our employees and volunteers must embrace this approach. All successful applicants will be required to undergo full safeguarding checks, including an enhanced DBS check and safeguarding training.



Meet our Staff



Malcolm Cocks
CO-DIRECTOR OF CENTRE FOR
INCLUSION AND CHARACTER
EDUCATION

Malcolm joined St Paul's in 2021 from Dulwich College and enjoys the rich intellectual life of the school. He is happiest being in the classroom talking about literary texts and the social, cultural, and political questions which they invite. As an inclusion specialist, Malcolm feels inspired in his work by young people who care deeply about social justice. As a new member of the school, Malcolm was particularly struck by the great sense of care and support that pupils and staff create for one another. He sees his role as essentially an opportunity to help foster a culture where diversity is valued and where every member of the school community finds a sense of belonging.



Nick Arnold
SENIOR DEPUTY AND DEPUTY
HEAD PASTORAL
ST PAUL'S JUNIORS

Nick started at St Paul's Juniors in September 2020 and leads the pastoral team, working closely with the Heads of Year and School Counsellor, as well as being the Designated Safeguarding Lead. He enjoys working with such intelligent, thoughtful and inquisitive pupils and his priority is to make sure that all the pupils at SPJ are happy, healthy and safe so they are able to enjoy fully the school and all of the excellent academic and co-curricular opportunities available.



Katie Douglass
DIRECTOR OF ENGINEERING
AND ICT

Katie joined St Paul's in 2010 as a Teacher of Product Design, having completed her teacher training qualification and an Open University degree while teaching at St Cecilia's, a secondary school in Wandsworth. In 2016, she was appointed to the role of Director of ICT and, the following year, to Director of Engineering, which was expanded to include Head of Engineering for St Paul's Juniors in 2020.



Kate Wallace
MARKETING MANAGER

Kate studied Theology at university and afterwards spent a year at dental school before making a career change. She worked in communications at an independent school in Essex, then at a cosmetics company in central London, before joining St Paul's in 2019 as Marketing & Communications Assistant. She was later promoted to Officer before stepping in as maternity cover for the Manager post. Kate enjoys the varied nature of her role and the opportunity to interact with the different groups that form the school community: staff, parents, pupils and alumni.

Meet our Staff



Iva Franjić
TEACHER OF MATHEMATICS
ST PAUL'S SCHOOL

Iva joined St Paul's in 2020 as a Teacher of Mathematics. She studied Mathematics at the University of Zagreb, Croatia, gaining a MMath, MPhil and PhD. At St Paul's, Iva teaches Maths and Further Maths and across all year groups. She enjoys having the privilege of teaching bright and ambitious students, as well as the company of her work colleagues who are also academics of the highest calibre.



Caroline Gill
UNDERMASTER – HEAD OF GILL HOUSE
ST PAUL'S SCHOOL

Caroline started her professional career in Sales and Marketing for AstraZeneca before re-training to be a teacher. She started her career in education at Paul's Juniors in 2006 and taught there for seven years. She then wanted to focus on teaching her degree subject of political sciences, so after a time at Dulwich College as a History and Politics teacher, she returned to St Paul's School as Head of Politics in 2015.



Tom Killick
DEPUTY HEAD CO-CURRICULAR
ST PAUL'S SCHOOL

Tom joined St Paul's School in 2012 after twelve years in the City as a trader. With both parents being University academics, teaching has always been present in his family, so Tom always knew he would want to change career. Tom's first impressions of St Paul's were of energy and enthusiastic activity, scholarly colleagues and pupils who always had something interesting to say.



Becky Ryan
FACILITIES MANAGER

Becky came to St Paul's following seven years working within facilities in the property and investment banking sector. She wanted a change from working with a corporate environment and the challenge of working in a new sector. She joined St Paul's School in March 2019 as Operations Administrator and after 18 months was promoted to Facilities Manager.



Teacher of English (Maternity Cover)

“ This is a school that suits boys of all types: ‘we love bookworms and rugby players’. All they ask is that pupils have a real enthusiasm for learning and an agile, enquiring mind.

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ST PAUL'S JUNIORS



Teacher of English (Maternity Cover)

Role Overview

DIRECTLY RESPONSIBLE TO:

Head of English

COMMENCING:

June 2023 although applications for a September 2023 start date will also be considered.

CLOSING DATE:

5pm, Thursday 9 February 2023

INTERVIEW DATE:

Week commencing Monday 20 February 2023

Early application is encouraged as we reserve the right to interview before the closing date.

ROLE OVERVIEW

Applications are invited from enthusiastic and committed graduates to teach English to boys aged 9-13. The position offers the opportunity to work with bright, highly motivated pupils and well-qualified, experienced staff in a dynamic team of four English specialists. The school has an enviable reputation for academic and all-round excellence.

This is a 1-year maternity cover contract.



Teacher of English (Maternity Cover)

Professional Areas of Responsibility

TEACHING AND LEARNING

- Promote an environment where children are inspired and excited to learn, and which fosters a spirit of enquiry.
- Plan, prepare and deliver high quality, differentiated lessons that are pacey, stimulating and challenging in line with the School's schemes of work.
- Utilise the School's ICT resources effectively and consistently to support the teaching and learning process.
- Be an effective member of the department(s) in which you work, participating actively in meetings, cooperating with the Head of Department and other colleagues in the development of programmes of study, schemes of work, teaching resources, and methods of teaching and assessment.

ASSESSMENT, RECORDING AND REPORTING

- Provide or contribute to oral and written assessments and reports on the development, effort, progress and attainment of pupils.
- Mark work according to agreed guidelines.
- Communicate and consult with parents both formally during parents' evenings and informally, as required.
- Make effective use of assessment information to promote and facilitate pupil progress and well-being.

PASTORAL CARE, SAFEGUARDING AND WELL-BEING

- All members of staff have a responsibility and duty of care to safeguard and promote the welfare of pupils. Staff must be aware of the systems within the school which support safeguarding and must act in accordance with the school's Safeguarding & Child Protection Policy and Staff Code of Conduct. Staff will receive appropriate child protection training which is regularly updated.
- Provide a safe, secure and well-organised environment that encourages the development of children as independent learners and considerate members of the school community.
- Maintain good order and discipline among the pupils and have due regard for their health and safety both on the school premises and when engaged in authorised school activities elsewhere.
- Act as a role model to pupils in all actions and behaviour.
- As a Form Tutor or Assistant Form Tutor and as a teacher, promote the general progress and well-being of pupils and provide guidance and advice, making records and liaising with colleagues and parents, as appropriate.



Teacher of English (Maternity Cover)

Professional Areas of Responsibility (cont)

SUPERVISION

- Supervise and, so far as is practicable, teach any pupils who are assigned to you for cover.
- Participate in supervisory duties before and after school, during breaks and lunch-times as required.

PROFESSIONAL DEVELOPMENT AND APPRAISAL

- Review from time to time your own teaching methods and use of resources.
- Have knowledge of and keep up to date with current pedagogy.
- Actively participate in arrangements for your professional development as a teacher.
- Actively participate in arrangements for the appraisal of your performance.

OTHER PROFESSIONAL RESPONSIBILITIES

- Uphold and follow the Staff Code of Conduct.
- Operate at all times within all stated policies and practices of the school and annually review policy and procedure updates.
- Maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with pupils, parents and colleagues.
- Maintain an attractive and stimulating classroom environment with displays of pupil work and learning resources and contribute to displays in the school as a whole.
- Maintain positive working relationships with pupils, colleagues, parents and other members of the school community.
- Actively contribute to the extra-curricular life of the school through involvement in clubs, outreach activities and, as required, residential trips.
- Attend staff meetings, assemblies, parent information evenings and house meetings as

required.

- Attend major events such as the Carol Service, evening concerts and performances, as required.
- Participate in Open Mornings and support with invigilation and marking of entrance examinations.
- Undertake such other tasks as may reasonably be assigned by the Head from time to time.

It is understood that areas of responsibility are from time to time subject to review and are negotiable in the light of the needs of the school and the professional development of staff. This job description may be amended at any time, after consultation with you.



Teacher of English (Maternity Cover)

Personal Profile

	Essential	Desirable
Qualifications	<ul style="list-style-type: none">An English degree	<ul style="list-style-type: none">Qualified Teacher Status
Experience		<ul style="list-style-type: none">Secondary teaching experience.
Abilities	<ul style="list-style-type: none">A passion for teaching English and the ability to communicate this enthusiasm to pupils.An interest in all aspects of English Language and Literature.The motivation to work with children and have a high regard for their happiness, safety and well-being.A commitment to the extra-curricular life of the school.The ability to work as part of a team and to contribute to the resourcing of the department.	<ul style="list-style-type: none">The ability to teach another subject, for example PSHE & Citizenship.
Skills		<ul style="list-style-type: none">Excellent IT skills with the ability to use iPads confidently in the classroom.

How to Apply

All staff have a responsibility and duty of care to safeguard and promote the welfare of pupils. Staff must be aware of the systems within the School which support safeguarding and must act in accordance with the School's Safeguarding & Child Protection policy and Code of Conduct. Staff will receive appropriate child protection training which is regularly updated.

The closing deadline for all applications is 5pm, Thursday 9 February 2023
Interviews will take place week commencing Monday 20 February 2023

Early application is encouraged as we reserve the right to interview in advance of the closing date.

All candidates must read our [Safer Recruitment Policy](#) and [Safeguarding Policy](#) before applying for any position within the school. All applicants are required to submit two forms in order to be considered for any post at St Paul's School:

[Application Form](#)

[Equal Opportunities Form](#)

Completed forms should be sent by email to: recruitment@stpaulsschool.org.uk
All submissions will be acknowledged by an automated email explaining next steps.

We require all candidates who are wishing to apply for any position at St Paul's Juniors or St Paul's School, whether this be a teaching or support post, to complete an application form. CV applications, or prospective applications, are not accepted.

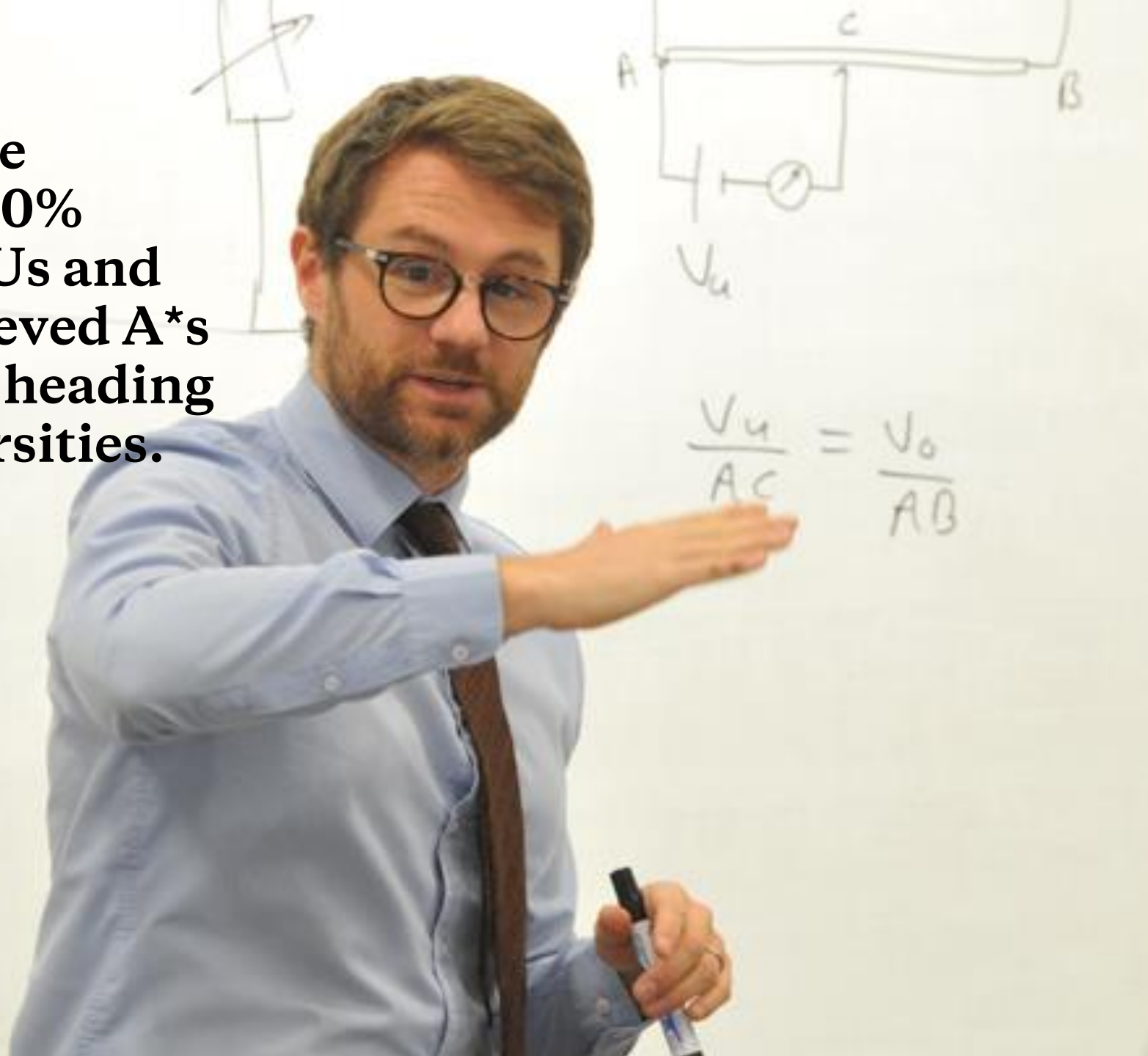
The application form must be completed in full, including:

- Full education and/or employment history from the age of 16, with any gaps explained.
- Contact details for two referees, one of which must be from the candidate's most recent employer, and one of which must be from the most recent time the candidate worked with children (if applicable).
- For teaching posts pre-interview references are required. Please indicate on the form whether a referee may or may not be contacted prior to interview, and be prepared to offer an alternative contact if required.



“Academic results are phenomenal: over 50% of A levels and Pre Us and 86% of GCSEs achieved A*s with 18% of leavers heading to Ivy League universities.”

TATLER SCHOOLS GUIDE 2021
ST PAUL'S SCHOOL



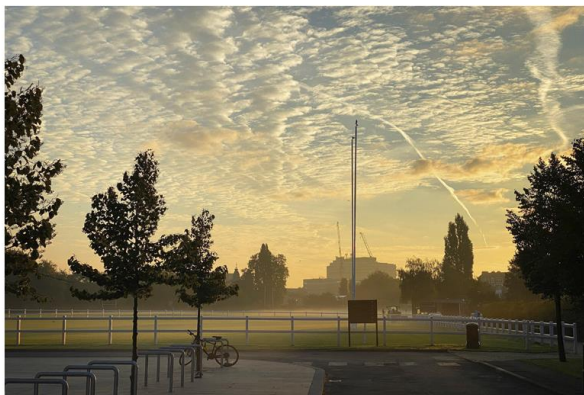
Working at St Paul's – Benefits

The relationship between staff and pupils is relaxed but purposeful and we have high expectations for both. In return, we offer excellent working conditions including superb facilities for both work and leisure. We believe that our working environment is friendly, supportive, fun and respectful. We offer a wide range of benefits to our much valued staff, including:

- **Employee Assistance Programme** - All staff have 24/7 access to an independent, free and confidential advice service that can offer both practical advice and support on topics such as Debt & Finance Support, Legal and Tax Advice, Family Care (parenting, child care, education, divorce / separation, elder care, disability care), and Mind and Body Support.
- **Employee Bicycle Scheme** - In view of the School's desire to reduce traffic, it will supply employees with a bicycle suitable for commuting together with essential accessories, or reimburse the cost of purchase of a bike to the value of 500. Bike mechanics visit the site regularly to maintain the bicycles.
- **Eye Tests** - Staff may be reimbursed for costs of eye-sight tests and contributions towards glasses for VDU work.
- **Facilities** - Staff will have access to excellent facilities, including a warm and friendly staff room.
- **Food and Drink** - Free daily hot lunches including vegetarian options, bistro dishes, soup and salad bar. Hot drinks and snacks are provided throughout the day.

- **Holidays** - Support staff are entitled to 25 days of annual leave plus 8 UK Bank Holidays. After 5 years of employment, annual leave entitlement increases to 27 working days (or pro rata equivalent). This increases to 30 working days (or equivalent) after 10 years of employment.
- **Medical** - All staff have access to the School Doctor, Nurses, School Counsellors and Physiotherapist. The School also offers free annual flu vaccinations.
- **Parking** - Free parking on site.
- **Pension Scheme** - The Teachers' Pension Scheme is provided for all teaching staff and a generous Stakeholder pension scheme is provided for all support staff. Both schemes provide death in service benefits.
- **Private Health** - Insurance available after a qualifying period.
- **Salary** - A generous salary package by sector norms.
- **School Fees Reduction** - After one year's service, fee remission at St Paul's and St. Paul's Junior schools (subject to competitive entry procedures).
- **Sports Facilities** - Staff may use sports facilities, including swimming pool, gym and staff changing rooms and showers at certain times.
- **Training and Development** - Extensive professional development opportunities for all staff, which for teaching staff can include gaining a PGCE whilst working with us.

**Subject to terms and conditions*



Map of the School





St Paul's Juniors

Postal Address:

St Paul's Juniors, Lonsdale Road, London SW13 9JT

Website:

www.stpaulsschool.org.uk

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