



# St. Joseph's RC High School, Newport

Pencarn Way, Tredegar Park  
Newport, NP10 8XH Telephone: 01633 653110  
www.sjhs.org.uk email: sjhs.newport.sch.uk

*'Serving God Through Learning Together'*



## **CANDIDATE BRIEF**

### **PE Teacher (2 posts)**

#### **Maternity Cover**

Post 1 required for 9<sup>th</sup> May 2016 or the earliest date thereafter  
Post 2 required for 6<sup>th</sup> June 2016 or the earliest date thereafter

Closing Date: Wednesday 3<sup>rd</sup> February 2016

Interviews: Wednesday 10<sup>th</sup> February 2016

## NOTES TO APPLICANTS

1. If you are disabled or need assistance in completing the forms, then please let us know and we will be pleased to help.
2. You should complete all relevant sections of the CES Application form, Equal Opportunities form and Rehabilitation of Offenders Act Form. Please note that we will not consider CV unless specifically requested. The closing date will be strictly adhered to.
3. Please ensure you have used the correct postage, if you have not then your application will not be delivered until the school pays the Post Office the shortfall and an administration fee. Usually applications without the correct postage are received after the closing date.
4. The Governing Body is committed to working towards its workforce being more representative of the population that we serve and particularly welcomes applications from people from the minority ethnic communities represented (or living) in the city. Selection will be made on ability and skills to undertake the role.
5. St. Joseph's RC High School is a Catholic school of which the Governing Body is the employer of all members of staff. If appointed a CES Contract will be issued.
6. This post is exempt from the Rehabilitation of Offenders Act and is subject to an enhanced DBS check.
7. The Governors take their responsibility for Data Protection seriously and fully comply with the Data Protection Act 1998. They follow the Code of Practice for Data Protection in recruitment and selection. All information given on the application form will be treated in strict confidence. If you are appointed, this application will form the basis of your personal file and information on this form will be held on a computer. We will observe strict confidentiality and disclosures will only be made for Payroll, employment administration and statistical purposes. If your application is unsuccessful your details will be kept for a period of 3 months and will then be securely destroyed.

For more information about our school and its vibrant community please visit our website [www.sjhs.org.uk](http://www.sjhs.org.uk)



Improving quality is a  
significant strength  
of the school.



# St. Joseph's RC High School

## Ysgol Uwchradd Gatholig Joseff Sant

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[www.facebook.com/stjosephsnewport](http://www.facebook.com/stjosephsnewport) [twitter.com/sjhsnewport](https://twitter.com/sjhsnewport)  
**Headteacher/Pennaeth:** Mr T Brown B.A (Hons) M.A NPQH

Dear Applicant

I am delighted that you have responded to our advert and are enquiring about the post of Teacher of Physical Education, to cover a maternity leave, in St Joseph's RC High School.

We are looking for an outstanding teacher who can contribute to the success of a very strong department. We aspire to achieve exceptional progress and attainment for all levels of ability.

Our school is a popular choice with parents/carers and we are oversubscribed. Currently there are 1405 pupils on roll of which over 250 are in the Sixth Form. Pupils come to us from across the city of Newport and from the Chepstow/Caldicot area. The school is truly comprehensive and we are committed to the principle of Inclusion. Over the years there has been an improvement in all of our key performance indicators; however we are not complacent but ambitious for the future. Our examination results are excellent and we are consistently benchmarked amongst the highest performing schools in Wales. Our most recent Estyn inspection took place in January 2013 and the report reflects the outstanding work that the school undertakes and the excellent outcomes that our learners achieve. The Section 50 inspection also highlighted the ways in which the Roman Catholic faith underpins everything that we do. The emphasis on the individual within the wider community is a necessary foundation for the happiness and success of the school. All pupils participate in acts of worship and are expected to support the schools ethos.

There is a tremendous sense of purpose and direction in the school. We have excellent relationships with our seven Catholic primary schools, the Archdiocese of Cardiff, Newport Local Authority, the South East Wales Education Achievement Service (EAS), our parishes and the Cardiff faith based learning network. Priests of the deanery are frequent visitors to our school and offer their support for our work. We have very supportive Governors who give their time and expertise to the school. The Governors and senior staff are committed to developing all staff and we are proud of our Investor in People Status first achieved in February 1996. Our culture of developing leaders and of high quality CPD in the form of highly effective networks of professional practice promotes classroom innovation between colleagues. This work has impacted directly on standards, for example in our work on reducing the attainment gap between FSM and non FSM pupils. We are committed to building a vibrant faith based learning community.

If you are the successful candidate you will have the opportunity to work with a great team of teachers and support staff. Our community is keen to support one another and we really want our young people to flourish.

We are blessed with great young people, they are lively and in the main willing to work hard and give of their best. We want to listen to their views and ensure that they feel engaged with their learning. Our school council, year councils and an eco committee are well established. School self review and monitoring procedures provides opportunities for pupils to feedback to staff regarding their experiences in the school.

Our parents/carers are eager to support their children and the school. Attendance at parent evenings and other school functions is always excellent.

I believe this post presents an outstanding opportunity to work in a forward thinking school at a time of curriculum change and ICT innovation.

The application pack, prospectus and recent copy of Insight (our school newsletter) will provide you with information regarding life at St Joseph's.

If you would like to find out more about the school or this post please contact myself, at the school. All shortlisted candidates will have the opportunity to tour the school and meet staff and pupils on the day of interview.

I look forward to receiving your application.

Yours sincerely



**Mr T Brown**  
**HEADTEACHER**

### **Growing leaders through middle leadership development and training**

St. Joseph's RC High School, Newport, is committed to developing middle leadership. A three-year training programme has evolved from providing training for newly appointed middle leaders, to those who aspire towards senior leadership roles. Middle and senior leaders work closely together on all areas of school improvement.

As a result, all middle leaders make an outstanding contribution to the success of the school, the quality of teaching and learning is high and the standards achieved

Estyn

<http://www.estyn.gov.uk/english/provider/6804602/>



The school is used frequently to pilot local and national initiatives. It does this very successfully.

## SCHOOL LIFE

St Joseph's RC High School aims to help all pupils grow in faith and knowledge. We are committed to Catholic values and the highest academic standards. Our aim is very simple. We want our students to look back on their time at school with a sense of pride. We want them to have learnt brand new skills, to be successful learners who have developed a love of learning, to be confident, sensitive, caring citizens who make a positive contribution to society.

## MISSION AND PURPOSE

St Joseph's RC High School exists to serve the Catholic community in providing an education for our young people within a faith environment, grounded in the vision of Jesus Christ. Our mission is to ensure that all are able to realise their potential, take their responsibilities seriously, respect themselves and others and grow in the love of God. We aim to serve each other, the Church, parents/carers and the wider community.

We recognise that every person is created in God's image and we value every individual as an equal with unconditional acceptance. We strive to create an atmosphere where each person is inspired, encouraged and supported to the highest levels of educational achievement.

The core purpose of St. Joseph's is "Serving God Through Learning Together". This philosophy is at the heart of everything we do for each member of our community.

## SPIRITUALITY

*"Within the distinctive character of Catholic education, spiritual and moral development are intimately connected with, though not identical to, religious education, catechesis, collective worship, private prayer and liturgies. However, they are also promoted through all the subjects of the curriculum and throughout the general life of the school."*

**Spiritual and Moral Development Across the Curriculum** Our mission and purpose at St Joseph's RC High School means we recognise the importance of helping our students, each in their unique way, to think, appreciate, question, struggle, suffer, wonder, love, reflect and, indeed, work.

As a faith school Religious Education is enhanced by the following:

\* Daily Act of Worship    \* Retreats    \* Chaplaincy    \* The Youth Chaplaincy Team

## PASTORAL

Our inclusive family ethos, based on the 3 Rs: *Respect, Responsibility and Relationships* underpin every aspect of life at St Joseph's RC High School.

From their first day all students are supported in our caring community and central to this is our pastoral system. Within each year group we have eight form tutor groups, one head of year and one assistant head of year. Form tutors play a vital role in keeping a watchful eye on students' academic and personal development. Students and tutors meet at least twice a day. The tutor is the first point of contact and daily link between home and school.

By visiting our website ([www.sjhs.org.uk](http://www.sjhs.org.uk)) you will get a feel for our ethos, character and the high expectations that pervade all areas of school life.



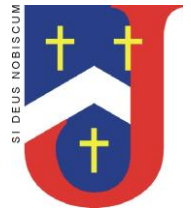
Pupils feel very safe and very well supported by form tutors and heads of year.



Support and administrative staff provide very high quality assistance to staff and pupils.

# St. Joseph's RC High School

## SCHOOL MISSION STATEMENT



We use the key phrase

*'Serving God Through Learning Together'*

to remind us of our mission.

*As a Catholic School we are conscious of our need to love and serve God in all that we do. Our daily work is our prayer. As a school we emphasise learning as the paramount experience. All of us are learning as we move through life. Our experiences as a community are shared; we work together for the benefit of all.*

As a school community we have three broad aims.

1. To teach the Roman Catholic faith and to provide a formation for each child that will allow that child to realise his/her full potential in all aspects of moral and spiritual development.
  - By providing a sound factual knowledge of the Roman Catholic Faith, primarily but not exclusively, through an appropriate programme of Religious Education.
  - By offering formal opportunities for faith development – e.g. through a weekly voluntary celebration of the Mass; and through assemblies.
  - Through informal opportunities for development – e.g. Retreats, Missions and other liturgical celebrations.
  - By emphasising Gospel values in all relationships within the school community.
  - By exploring Gospel values in all areas of the curriculum.
  - By enabling children to understand the moral consequences of their actions so that they develop a sense of self-discipline and concern for others, for instance through the Schools' Code of Conduct.
  - By involving parents, whenever possible in all aspects of school life.
2. To provide a balanced educational programme appropriate to the needs of each child, recognising the uniqueness of each child, while at the same time, providing equality of opportunity for all.
  - By providing a curriculum which is broad, balanced and relevant for all our children and suitable guidance at each stage of their school career.
  - By ensuring that no child is discriminated against or disadvantaged on the basis of race, gender or ability.
  - By teaching strategies and relationships which affirm the child and promote self-esteem.
  - To have high-expectations of all pupils.
3. To provide a social education enabling all children to play an important role in the life of the community.
  - Through a programme of personal and social education.
    - By emphasising Christian responsibility through charities and community service.
    - Through a range of extra-curricular activities.
    - By providing opportunities within school for the development of social skills, for instance through the School Council



The governing body plays an important role in supporting the Catholic ethos of the school.

*'Serving God Through Learning Together'*



*Serving God Through  
Learning Together  
Yn Gwasanaethu Duw  
Trwy dysgu Gyda'n  
Gilvdd*



*Rhagoriaeth i bawb - Excellence for all*

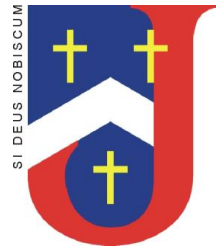
The arrangements for care support and guidance are very well co-ordinated and highly effective



*Rhagoriaeth i bawb - Excellence for all*

No pupils have left without qualifications in the past three years.

# St Joseph's RC High School



## DEPARTMENT INFORMATION

### PE Teacher – Maternity Cover – 2 Posts

The governors of this popular, successful and oversubscribed 11-18 high school wish to appoint, a well-qualified, enthusiastic and committed teacher to join our successful physical education department on a temporary contract. The successful candidate will be required to teach hockey, netball, gymnastics, athletics and dance across KS3/KS4. The first available post will involve teaching a year 10 GCSE and a year 12 A' level class. The second post will involve teaching a year 13 A' level class, and maybe some year 10 WBQ lessons.

The department currently consists of 7 specialists who work together to ensure all our students enjoy positive experiences in their PE and Games lessons. We are looking to welcome an innovative teacher into the team who is hardworking, imaginative in their approach to teaching and able to contribute to the extensive extra curricular programme offered by the department.

In November 2004 we moved into a purpose built school and the department was equipped with new outstanding facilities. Our outdoor space of 2 rugby pitches, 2 football pitches, 2 hockey red gra pitches, a 400m track and cricket wicket was complemented by 6 netball courts, 6 tennis courts and 3 basketball courts. The indoor facilities include a 4 badminton court sports hall with viewing balcony, separate gymnasium, fully fitted multi-gym and a classroom with multi-media presentation equipment.

The department runs a well attended extra-curricular programme, achieving the Active Marc award in March 2012. The successful candidate will be expected to contribute to the development of the current girls teams and if possible create new opportunities for our students. All of our teams are involved in regular fixtures against local schools and many are entered into competitive leagues and cup tournaments. Over the last 6 years these teams have competed to a very high standard, finishing in top positions.

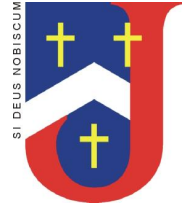
The school has a long standing tradition of representative honours. Numerous students have represented Newport, South East Wales and Wales in the four major sports.

The new member will be expected to contribute to the department's focus of developing the independent learner using a variety teaching strategies. Across all key stages an innovative approach is desired, which engages the pupils inspiring them to develop aspects from the skills framework.

The department currently offer GCSE PE & BTEC Sports Studies, along with As and A level PE. All of which are very popular, attracting healthy numbers. All examination results are excellent with 75% of pupils gaining university places in this subject over the last couple of years.

The post offers an excellent opportunity to teach both practical and theoretical aspects of examination classes. The successful candidate will be required to assist the head of department and its members in developing the current curriculum and extra curricular programme.





## Job Description Subject Teacher

All staff should endeavour to maintain and develop the Catholic character of the school in accordance with directions given by the governors and head teacher. In particular teaching staff are expected to play a full part in promoting the Positive Discipline for Learning policy.

The following duties are included:

- Planning and preparing courses and lessons
- Teaching pupils according to their educational needs
- Setting and marking work to be carried out by pupils in school and elsewhere
- Assessing, recording and reporting on the development, progress and attainment of pupils
- Participating in meetings arranged for any of the purpose described above, including parents' evenings
- Reviewing from time to time teaching methodology and programmes of work
- Participating in arrangements for professional development
- Taking an active part in Performance Management arrangements
- Maintaining good order and discipline among the pupils and safeguarding their health and safety during authorized school activities on and off site
- Providing the highest possible quality of learning environment including good quality displays of pupils' work, and making effective use of the Rewards Policy
- Maintaining effective control of and making best use of available resources
- To maintain an accurate record of attendance and punctuality at lessons
- Support the school's commitment to safeguarding and promoting the welfare of children

All duties to be performed in accordance with the school's aims and policies and with faculty and subject requirements.

### **DISCLOSURE AND BARRING SERVICE (formerly CRB)**

This post is exempt from the Rehabilitation of Offenders Act and is subject to an enhanced DBS check.

This job description sets out the main duties of the post at the date when it was drawn up. Such duties may vary from time to time without changing the general character of the post or the level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post.

## ST. JOSEPH'S RC HIGH SCHOOL PERSON SPECIFICATION

**POST:** Teacher of Physical Education (Maternity Cover)

**SALARY:** TMS

**APPOINTMENT:** With effect from May 2016

ATTRIBUTES	ESSENTIAL	DESIRABLE	INDICATED BY
VALUES	Personal values that are consistent with supporting the ethos of a Catholic School. The ambition to develop each child to his or her maximum potential. The desire to afford each child the dignity they require to build self esteem and so to flourish. Be committed to the safeguarding and promoting the welfare of children		Application Interview
QUALIFICATIONS	Qualified teacher status. Honours degree or equivalent.	Relevant Post Graduate diploma/qualification	Application
TRAINING / PROFESSIONAL DEVELOPMENT		Appropriate professional development over the last 3 years. Evidence of keeping up to date with educational thinking and knowledge.	Application Interview References
EXPERIENCE This could be from PGCE placements	Successful teaching experience in an 11-18 Comprehensive School. Experience of raising attainment within and beyond own classroom Working with students across the whole ability range. Proven record of raising standards of achievement and sustaining improvement and eliminating underachievement		Application Interview References
SPECIAL KNOWLEDGE	Knowledge and understanding of recent developments and initiatives in secondary education, including the skills based curriculum and assessment for learning. A broad understanding of the secondary school curriculum.		Application Interview References
INTELLECTUAL SKILLS	Ability to inspire, challenge, motivate and empower others Ability to monitor effectively and evaluate analytically. Ability to communicate and motivate staff and pupils. Ability to establish good working relationships. Ability to prioritise and manage time. Ability to use ICT. Commitment to team work.	Evidence of innovation.	Application Interview References
PERSONAL QUALITIES	Genuine passion and belief in the potential of every student Motivation to continually improve standards and achieve excellence A fair, flexible and decisive approach. Commitment to parental/community involvement. Commitment to justice, equality and equal opportunities in all its forms. Integrity, sound judgement and loyalty. Commitment to comprehensive education. Energy, stamina, resilience and a sense of humour.	Evidence of outside interests.	Application Interview References
Other Requirements	Ability to attend meetings and other activities outside of school hours. An excellent record of attendance.		Application Interview Reference



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