St Matthew's RC High School

Application Pack

Teacher of RE

Salary: MPS / UPS

Start Date: September 2019 (full-time, permanent)

Working in partnership with St Patrick's National Teaching School, we are excited about the journey we have embarked on with them, and are committed to working proactively and dynamically, in order to develop and embed effective and sustainable strategies and policies designed to secure excellent outcomes for all of our young people.

Thank you for your interest in the position of **Teacher of Religious Education** at St Matthew's. We hope you find this information pack useful in gaining an insight into who we are, who we are looking for and the specifics of the job role you are applying for. Please also visit our website (www.smrchs.com) for more information, and follow us on twitter @smrchs. If you have any questions about the role, please direct these to Mrs Anna Espley, PA to the Headteacher in the first instance, through contact@smrchs.com or by calling us on 0161 681 6178.

Applicants

We have an exciting opportunity for an inspiring, motivated and enthusiastic teacher to join our RE department. We are looking for someone who is passionate about their subject and determined in their mission to impart knowledge, skills and understanding to all of our young people, whilst exciting and engaging them in their learning. You should be a committed classroom practitioner with a passion for learning and teaching. You must be able to establish excellent relationships with pupils and colleagues, and work well within a team.

The successful candidate will be passionate about their subject and determined in their mission to impart knowledge, skills and understanding to all of our young people, whilst exciting and engaging them in their learning

Applicants should be fully supportive of St Matthew's Catholic foundation.

The Head Teacher and the Governing Body of St Matthew's RC School are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. An enhanced Disclosure and Barring Service Certificate is required for all posts prior to commencement.

SALARY : MPS (£23,720 - £34,664) / UPS (£36,646 - £39,406)

Our School

St Matthew's has a strong reputation for its welcoming and supportive environment. On visiting the school, our overwhelming feedback from interview candidates and potential new staff is the sense of community and belonging, and the warm welcome extended to them by all pupils and staff.

St Matthew's is a diverse and energetic comprehensive school, with approximately 1400 pupils forming our school community. We have strong, long standing links with all our partner primary schools and sixth form colleges, which allows us to work well in supporting our pupils through key transitional points in their education.

As a Catholic school, we place Christ at the heart of all we do, and encourage of staff and pupils to be ambassadors of Christ. Through this, we are able to offer new staff the opportunity to join our St Matthew's family, where we all value and support each other, recognising good in all that others do.

Our Catholic Ethos

St Matthew's RC High School is dedicated to promoting a distinctive Catholic ethos by upholding the teachings of the Catholic Church. This means that everything we aim to achieve will be based on the teachings and practice of the Catholic Church.

Our motto is "Quaerite primum regnum dei" - "Seek first the Kingdom of God" - and our aim is to achieve this motto in our school life. We are committed to developing the full potential of every individual, regardless of culture, race, religion, disability, or special need by creating a safe, orderly environment where all members of the community work diligently in a spirit of co-operation and treat each other with courtesy and respect at all times.

Our ethos is very important to all members of our Community. We have religious assemblies, acts of worship in classrooms, Masses on feast days and other services throughout the year. All pupils follow RE at KS3 and KS4 all pupils take GCSE RE. Furthermore, we believe that the school is a place where we live out our Christianity on a day-to-day basis, making sure that each member of our Community is respected and appreciated.

The school is a member of the Manchester Catholic Education Partnership (MANCEP) and so has strong curriculum and pastoral links with the other Manchester Catholic High schools and Sixth form colleges. There is a joint training day each year. We also have very strong links with other schools across Greater Manchester.

Our staff

Our staff, both teaching and non-teaching, are extremely professional, hardworking and very supportive of each other. There is a good balance of staff who have worked for many years at the school and others who have joined us more recently. Staff are actively encouraged to maintain a healthy work / life balance. A notable feature of the school is the number of former pupils who are now members of staff.

We have a strong programme of training and development for all staff which is based both school development needs as well as personal ones.

St Matthew's is committed to improving staff at all stages of their career development, by providing not only the CPD, but support, coaching and opportunities that are more personalised, supporting each individuals needs and ambitions.

At St Matthew's, we provide opportunities for staff to take on additional roles and responsibilities within their subject areas. We also offer opportunities for staff to shadow current TLR post holders, in order to provide exposure to duties and tasks required of the role, providing staff with experience to support ongoing career development.

Our Facilities

Our modern school buildings and facilities work well to provide an inspiring and purposeful teaching and learning environment, supporting our pupil's development during the school day and beyond. The majority of departments have their own resources base, for staff to meet or use as work space. We recently enhanced our sports facilities by investing in a state of the art 4G all-purpose AstroTurf pitch, used by our students and sports teams, as well as the local community.

September 2017 saw major developments to our school campus. We have a new building on site providing 12 additional classrooms, reconfigurations to provide additional classrooms in MFL, new labs in Science and changes to Art classrooms, as well as an extension to our dining room providing space for an additional 150 students to use during social times.

NQT Support

Working with St Patrick's Teaching School as our Awarding body, we offer NQTs a bespoke and personalised package of CPD support. Our Newly qualified teachers will take part in a number of event days based at St Patrick's as well as the Salford Diocese programme.

NQTs will also follow a school based CPD programme designed to support individual needs to ensure the continued progress of teaching and learning, and supporting wider professional development. This tailored NQT programme takes place alongside the whole school CPD programme, and is in addition to this.

NQTs are assigned a curriculum mentor, an experienced member of your subject department, who will meet with your regularly to support your continued development. In addition, your Induction Tutor will coordinate all of these induction activities and meet with you regularly to discuss your overall progress towards NQT Targets and continued progress in meeting the teacher standards.

Your application

You are asked to complete the enclosed CES Teacher Application Form, which you can also download from the school website: http://www.smrchs.com/about-us/vacancies/

You are asked to write a supporting statement outlining how your experience has prepared you for the role. The statement should not be longer than 2 sides of A4.

You should include the names of referees as stated on the application form, one of whom must be your current or most recent employer.

The completed application, **together with** your statement and completed CES Recruitment Form and CES Rehabilitation of Offenders 1974 Form, should be returned to us either by post or email contact@smrchs.com.

Closing Date: Wednesday 22 May 2019, 12 noon prompt

Interview date: Thursday 23 or Friday 24 May 2019

Teacher of RE

Salary: MPS / UPS

Start: September 2019 (full-time, permanent)

The job description below gives an insight into the responsibilities of the post of MPS Teacher, and while this is not an exhaustive list, it should allow candidates to have an understanding of what this role entails, and for what the successful candidate will be held accountable for. The person specification provides an indication of the skills and experience that we are seeking. We are interested in candidates with a proven examples of how they can improve rates of progress and outcomes in their subject.

Job Description

The Role

To deliver outstanding teaching and learning in all aspects of your subject and therefore help pupils achieve excellent academic outcomes.

Key responsibilities

- To be a model of excellent practice, maintaining a clear focus on outstanding delivery to pupils.
- To assist in embedding consistent pedagogy and practice for teaching in your department by contributing to CPD sessions and sharing resources.
- To contribute in the development of consistently high quality MTPs and LTPs, for both Key Stages 3 and 4.
- To provide a nurturing classroom and school environment which enables pupils to develop as learners.

Duties as a classroom teacher

Teaching and Learning

- With direction from the Head of Department, and within the context of the school's curriculum and LTPs/MTPs, plan and prepare effective teaching modules and lessons.
- Teach engaging and effective lessons that motivate, inspire and improve pupil attainment.
- Use regular assessments to set targets for pupils, monitor pupil progress and respond accordingly to the results of such monitoring.
- To produce/contribute to oral and written assessments, reports and references relating to individual and groups of pupils.
- Develop plans and processes for the classroom with measurable results and evaluate those results to make improvements in pupil achievement.
- Ensure that all pupils achieve good rates of progress, given their starting points.
- Maintain regular and productive communication with pupils, parents and carers, to report on progress, sanctions and rewards and all other communications.
- Direct and supervise support staff assigned to lessons and when required participate in related recruitment and selection activities.

- Implement and adhere to the school's behaviour management policy, ensuring the health and well-being of pupils is maintained at all times.
- Participate in preparing pupils for external examinations.
- Identify the intervention needs of pupils in your classes and liaise with relevant members of staff to ensure needs are met.
- To play a full and active role in all quality assurance processes, reviewing and improving rates of progress for all classes and implementing and reviewing in-class interventions for targeted pupils with concerning rates of progress.

Wider school responsibilities

- Support the school's aims and objectives, take a full part in the liturgy and prayer life of the school and play a major role in the development of the school's Catholic ethos and fulfilment of the School Mission Statement.
- Monitor and support the overall progress and pastoral development of pupils as a teacher/ Form Tutor
- Fulfil any other reasonable duties requested by the Headteacher

Person Specification.

The person appointed will:

- Be committed to the Catholic ethos of the school;
- Hold a suitable degree and UK recognised teaching qualification;
- Have a passion for learning and teaching;
- Demonstrate understanding of current teaching and learning issues;
- Demonstrate understanding of the wider role that their subject has within the curriculum;
- Have a proven track record of student achievement.
- Demonstrate understanding of the role their subject plays in the delivery of the Mission of a Catholic School
- Demonstrate a commitment to the wellbeing and safeguarding of young people
- Demonstrate the ability to enthuse, enable and negotiate with others;

Have experience of:

- Successful teaching in their subject across the full age, gender and ability range in a secondary school;
- MTP/LTP creation experience
- Awareness of the necessity for QA.
- Possess good skills in:
    - Clear communication both one to one and with large groups;
    - Effective time management and organisation;
    - Excellent interpersonal relationships