

St Matthew Academy Recruitment pack

*An ambitious all-through academy where
learners thrive, careers progress and
staff are valued*



Welcome to St Matthew Academy



A career at St Matthew Academy is your opportunity to join a distinctive, unique and appreciated team, working to instil a belief in what is possible, in every learner.

St Matthew Academy is a collaborative, vibrant and diverse Catholic all-through school, where every pupil's and every staff member's potential and ambitions are realised and rewarded.

Our commitment to academic excellence and personal well-being is of paramount importance, as we strive to offer our pupils an outstanding level of education, complemented by an enriching offer that allows them to flourish, explore their passions and celebrate the world around them in a stimulating environment.

Parents choose St Matthew Academy as a result of the high expectations we demand, that develop students into successful and confident learners and where staff are willing to go above and beyond to help learners realise their ambitions. We place great emphasis on providing a broad curriculum, which inspires learning and growth at every level.

Our motto SHINE is at the heart of all we do: providing opportunities for pupils to become **S**uccessful, confident learners; demanding **H**igh expectations for outstanding achievements; supporting an **I**nclusive, caring Catholic community; **N**urturing talent to cultivate ambition and promoting **E**xcellence for all, in every aspect of academy life. It is our expectation that staff adopt SHINE in all that they do, providing our pupils with the unique, St Matthew Academy offer.

By joining our team, you join a supportive, dynamic and passionate community of staff who are dedicated to providing our learners with an exceptional education, underpinned by high standards of teaching and enriching experiences. As part of this commitment, we seek to appoint the best staff with a desire for making a difference to our pupils' lives and invite you to realise your potential, in our truly unique academy.

Miranda Baldwin, Headteacher

“The Executive Headteacher has ensured that the many new leaders and teachers receive high quality training and support.” Ofsted



Our unique environment

We pride ourselves on our all-through, Catholic nature, which inspires and influences the practice of teaching and learning at every level at St Matthew Academy.

An all-through education, an all-through experience

Embarking on a career at an all-through academy offers the benefit of an extended pool of staff expertise – to both learn from and contribute to. All teachers reap the advantages in their teaching, through shared facilities that allow primary staff and pupils access to secondary specialisms, greater opportunities for professional development and cross-phase collaboration.

Let Your Light Shine

Our school motto, 'Let Your Light Shine', is taken from St Matthew's Gospel, and encapsulates our belief in the unique qualities and capabilities of every learner that joins us. As staff members, it is our aim to incorporate our motto in everyday teaching; to nurture, encourage, develop and celebrate the talents and strengths of our young people.

Staff community

Relationships between staff are based on mutual respect and developmental feedback. Senior leaders empower staff through clear leadership and a meaningful vision for the school, recognising and rewarding the potential and commitment of staff.

“Working at an all-through enables staff to learn from and support one another, developing our skills as teachers and sharing best practice – providing a unique, integrated and seamless learning experience for every student.”

Class teacher



A valued career

A career at St Matthew Academy offers a rewarding future, working with ambitious and inspiring young learners and like-minded, passionate staff in a close-knit, supportive team. If you believe you can add to our collaborative team, then we want to hear from you.

Investing in you

Professional development is at the heart of all that we do.

We ensure that each career development plan is bespoke to every member of staff, based on expertise and experience, to allow us to tailor our training and development.

Our attractive package is designed to ensure staff members' ongoing developmental needs are continuously supported, and encourage every individual to progress in their career with us.

With opportunities to teach across the primary and secondary phases and in partner schools; a dedicated weekly mentor hour; the Middle Leadership Programme; generous PPA time; Beacon Teacher Status scheme; early paid starts in July, and a residential trip and guest speakers for new starters/NQT staff, staff feel truly valued at St Matthew Academy.

What can you expect from us?

- Passion and commitment to providing the outstanding opportunities and learning for all
- Strong, supportive and successful leadership
- A highly skilled, supportive and approachable network of colleagues
- Inner London salary weighting and generous pension scheme
- Commitment to staff wellbeing
- State-of-the-art facilities and a large bank of resources
- Each teacher provided with their own classroom with adaptive learning spaces.

Going that extra mile

We understand the pivotal role our staff undertake and the impact that high-quality teaching can have on the outcomes for our learners.

As such, we recognise the importance of developing and sustaining not only staff but a working environment in which they can flourish.

To enhance and support your day-to-day working life, we offer some unique benefits that include, but are not limited to:

- Staff enrichment sessions: workshops and specialist sessions aimed at enhancing wellbeing, including rowing, cooking, yoga and mindfulness, circus skills, poetry, Nike Training club, photography and more
- Tech scheme: spread the cost of payments on the latest products available from the Apple Store, Currys and PC World
- Free use of the Academy gym
- Weekly staff fitness classes and social sports
- Commitment is valued: every term, each member of staff who achieves 100% attendance will be rewarded
- Incentive days off
- We endorse the Cycle-to-Work scheme, childcare vouchers and annual season ticket loans
- Regular staff social events are organised during the academic year
- Free onsite parking.

“Leaders provide much support and training to help teachers by arranging bespoke training to help teachers improve their practice.” Ofsted

What our staff say

Co-HoD English

"I started my career at SMA 11 years ago as a Teaching Assistant. Watching outstanding practitioners day in, day out and imparting knowledge further cemented my desire to teach. I was offered the opportunity to complete the Graduate Teacher Programme and career progression in my role followed. Senior leaders place great emphasis on CPD prospects, encouraging staff to grow within their role and further their career."



Inclusion Manager

"From the strong vision for the future to high standards implemented and expected by all, and opportunities for career development, to the structure offered for pupils, St Matthew Academy is truly unique. It is very rewarding for the pupils' voices to be at the centre of all that we do and as staff, we love to support pupils with a sense of structure and community, but continuously challenge them to succeed and let their light shine, every day."

Deputy Headteacher

"At St Matthew Academy, we champion high standards and expectations. I always had an interest in a teaching career and was inspired to work at SMA after witnessing the learning environment for myself. Staff strive to provide learners with an education that ensures they have the freedom of choice when considering their future pathways, and so parents feel the legacy of an outstanding education."



NQT Teacher

"I joined the academy through the Teach First Programme and almost immediately knew that this was the academy I wanted to teach in for the rest of my career. From the close-knit atmosphere enabling every member of staff to know pupils' names and diverse school body, to the charitable ethos and supportive staff network, it is truly a unique and rewarding place to work. I look forward to completing my Masters next year, with the support from SLT and the academy."

Media Scholarship Coordinator

"I was inspired to work at St Matthew Academy after attending the academy as a student myself and witnessing the high standards of teaching and dedication from staff. Through leading on the Media and Communication scholarship programme, I have fulfilled my ambitions of making a difference to young learners' lives and supporting their achievement and development."



Case Study: Assistant Headteacher

Charlotte has worked at St Matthew Academy for two years, joining us as an Assistant Headteacher from one of our partner schools. Attracted to a career at the academy as a result of its vision for the future and encouragement of continuous improvement for staff, Charlotte credits the leadership and staff body for their ambitions for students and strives for excellence in all they offer.

For Charlotte, the most unique aspect of her role is working in both primary and secondary stages, with school days frequently including lessons across the phases. She also comments that the all-through nature of the academy allows staff to work collaboratively, offering invaluable experience and skills.

"St Matthew Academy is exceptional in the sense of its clear ethos and culture, of learning beyond the students. All staff members are encouraged to continuously develop themselves and ultimately this has a positive impact on students' outcomes. My favourite aspect of working at SMA is the students: they are aspirational, have great focus and enjoy a challenge. They take great pride in coming to this academy, they know they are attending the top school in the borough for progress and this inspires them."

An enviable setting

Situated in the London borough of Lewisham and the conservation area of Blackheath, St Matthew Academy commands a desirable location in an independent and thriving hub.



Working in Lewisham offers a competitive employment package, attractive working environment and strong prospects to support and enhance your professional and personal life.

Here are some of the reasons Lewisham is an ideal place to work:

- Straddling two boroughs, Lewisham and Greenwich, we benefit from a true village vibe with vast green spaces including Greenwich Park and the Heath
- A vibrant borough just 11 minutes from the centre of London, we are well connected through excellent transport links with the international rail terminal in Stratford and London Overground within easy reach, and you can even fly away to Europe for a long weekend away via London City Airport
- A successful and cosmopolitan part of London, Blackheath high street is filled with independent cafés and shops, diverse restaurants, with specialist foodie treats and bars dotted throughout
- A popular venue for year-round events: from weekend football, weekly farmers' markets and summer picnics, to the best free fireworks display in London – and the annual summer festival OnBlackheath, celebrating some of the best musicians and chefs in a weekend of outdoor entertainment
- A wealth of unique sights, attractions and activities on your doorstep to benefit you in your free time and provide exciting learning opportunities beyond the classroom
- Excellent entertainment: closely situated to Lewisham town centre for a bustling shopping centre; Blackheath Halls serves the community a range of classical music, opera and comedy, and nearby are the O2 Arena, Cutty Sark, the Royal Observatory, museums, art galleries, and much more.

“St Matthew Academy is like no other – we provide stability, structure and continuity to every learner’s education, along with the experiences and support designed to develop and celebrate them in every aspect, allowing them to realise and achieve their ambitions.” Key Stage 2 teacher

