



JOHN HENRY NEWMAN CATHOLIC COLLEGE

Heart Speaks To Heart

Recruitment Pack

Librarian

**Grade D Points 15-26 £23,541-£30,451 pa pro rata
(Actual starting salary for Point 15 approx £20,000pa)**



Leading Parent
Partnership Award

2017-2020



**Artsmark
Platinum Award**
Awarded by Arts
Council England

heart speaks to heart



Welcome

to John Henry Newman Catholic College

John Henry Newman Catholic College is an oversubscribed and high performing 11-19 College.

The College serves an area of high economic deprivation and the learning community of governors, staff and students thrives on the opportunity to truly make a positive difference to the young people we serve.

John Henry Newman laid down a compelling vision for Catholic education where each child is created for a 'definite service' and a 'mission not committed to another'. John Henry Newman Catholic College embraces this vision and unashamedly sets the highest expectations for all. Through high quality teaching and learning and exceptional wide ranging enrichment opportunities, the College seeks to cultivate students' motivation, confidence, intelligence and ability. The College's mission is to nurture a determination in each student to never accept second best in their life and a true sense of God's love and self-worth which will enable them to stand up for themselves and for a purpose greater than themselves.

John Henry Newman Catholic College strives to be at the forefront of school improvement and innovation and invests heavily in the creation of a learning community where we all have the responsibility to learn from others and to contribute to the professional development of our colleagues. It is through this collaborative culture that together we can break down barriers to learning and support our students to gain

the competitive edge over other applicants to leading Universities, prestigious apprenticeships and the subsequent world of work.

The Governors seek to appoint a committed and well qualified and enthusiastic Librarian. You will have the opportunity to work with an outstanding team and open the door to a future some students may never have imagined.

The successful candidate will support students to set the highest expectations and to make outstanding progress. This post offers the prospect to make a significant impact and help shape and develop the learning and teaching for the future. He/she will have the motivation and energy to inspire young people and a determination to never settle for second best.

The College Governors are proud of what John Henry Newman Catholic College has achieved to date and are keen to appoint someone who wholeheartedly shares their ambition and commitment to the mission of the College.

Mr Brendan McGurran

Acting Principal



Our mission

For every child to know they are loved
and to develop a relationship with Jesus
through **“Heart Speaks to Heart”**.

St John Henry Newman chose “Heart speaks unto Heart”
as the motto to go on his coat of arms when he became a
Cardinal in 1879.

Inspired by these words spoken by St. Francis de Sales, Newman calls us to
hear God speaking to our hearts and to listen for our mission from God. In the
college we have embraced and adopted virtues that help us to fulfil our mission
and guide us on the right path towards our ‘definite purpose’ and true God given
vocation.

Holyness - Trying to live the life God wants us to live.

Empathy - Trying to always see how our actions affect others rather than ourselves.

Altruism - Trying to put the interests of all others before our own.

Reconciliation - Trying to rebuild relationships by being and saying sorry when we are wrong.

Truthfulness - Staying true to ourselves and to God by being honest.

Hard Work and Reliance - Always try as hard as I can in all that I do.

Excellence - Always try to make all that I do the best it can be.

Articulation - Always try to present my thoughts clearly, accurately and politely and practise doing this.

Reading - Always treat reading with the respect it deserves by committing to it regularly.

Teamwork - Always respect the team and put its needs before my own.





Heart
Speaks
to
Heart

Teaching and Learning

Learning and teaching at John Henry Newman Catholic College is a major strength and has rapidly improved since the opening of the College in January 2011. In May 2013, the College's self evaluation was endorsed by Ofsted who observed 93% good to outstanding and NO inadequate lessons. However, we are not complacent and to realise our vision for each individual student we strive to take learning and teaching to beyond outstanding. Our learning community meets regularly to share best practice through creative INSET, teacher led workshops and Action Research Groups.

Each member of staff is supported through personalised professional development with a focus on high quality coaching. We are currently focusing on further enhancement of learning and teaching through digital technology. In fact, we are recognised externally as leaders in this field. Our structure of learning coaches in every year group enables students to experience the highest level of personalisation in their lessons.

Every member of the Senior Leadership Team has a significant role to play in the further development of learning and teaching.



Curriculum



The curriculum at John Henry Newman Catholic College is strategically designed to enable all students to achieve the qualifications and attributes required to gain the competitive edge when applying to leading Universities or for prestigious apprenticeships and in the subsequent world of work.

The curriculum offered is based on providing students with a broad range of facilitating subjects. In addition to academic achievement, every opportunity is taken to support students' spiritual development and the development of the 'soft skills' required to succeed in business, industry and commerce.

Student Welfare and Pastoral Support

John Bosco, the Patron Saint of young people said that “children not only need to be loved, they need to know they are loved”. Our approach to pastoral care is underpinned by this philosophy in tandem with our Christian ethos and values. We offer a holistic and enabling nurturing environment to all students where standards are high and participation is encouraged. Student opinion is actively sought and represented by Student Councils across year groups. We offer incentive programmes and initiatives to reward positive behaviours and attendance.

An inclusive community and great relationships are central to our work. As a consequence both students and staff are happy, positive and enjoy their time at the College. The behaviour of our students is outstanding and we have made rapid progress in improving attendance.



Enrichment and Extra Curricular

We have an extensive variety of lunchtime and after school clubs to cater for every taste from chess to cooking. Our students enjoy supporting charitable causes and regularly raise money through cake sales and sponsored events for numerous organisations including CAFOD, Macmillan Cancer Research and Marie Curie to name just a few. Recent field trips have included visits to Valencia, Lourdes, Auschwitz and Kenya. The Duke of Edinburgh Award scheme continues to go from strength to strength at John Henry Newman Catholic College. The programme offers a huge personal challenge to individual students but the benefits that they receive in terms of personal and social development are immeasurable.

We place a high value on performance and the celebration of students' creativity. A thriving Performing Arts faculty encourages all students to experience life enhancing opportunities for expression, communication and diverse cultural enrichment. Recent productions have included Alice in Wonderland, A Midsummer Night's Dream

and Hairspray.

The art work produced by the students and displayed all around the College is truly stunning and reflects the major talent that exists within our community.



External Links and Initiatives



John Henry Newman maintains outstanding links with the community through a whole host of programmes and initiatives. In recent years there has been a particularly effective programme of partnership working between the College and its key primary feeder schools. As a cluster of schools we have been able to address the needs of children, young people and parents from Foundation stage to KS5 and to identify effective areas for joint curriculum planning.

We are proud to be part of the Bishop Challoner Teaching School Alliance along with over 30 secondary and primary schools. We work in partnership to deliver the highest quality Initial Teacher Training, school to school support and leadership development including middle leader development and NPQH. Already, CPD and Action Research have had a real impact on pedagogical practice and on outcomes for students. John Henry Newman Catholic College is also involved in numerous national Action Research projects working in partnerships to develop the highest quality pedagogy across all curriculum areas, raise standards and widen opportunities.

We are regular hosts of TeachMeet, where teachers from all over the country congregate to share ideas, engaging and inspiring each other in an informal networking environment.



Facilities

Our staff and students benefit from a new state of the art, well equipped College with a theatre, music practice rooms, drama and dance studios, sports block, extensive playing fields, multi use games area, learning resource centre, science labs, Sixth Form area, conference facilities, media suites and our innovative Rainbow Specialist Centre for Autism. We have invested heavily in iPad technology; all teaching staff are equipped with an iPad to promote the use of digital technology in their classroom.



Conclusion

John Henry Newman Catholic College is a vibrant school with a welcoming Christian community. The staff and students have created a wonderful, supportive and nurturing environment in which to work. Visitors to the College remark upon the warmth of the atmosphere and the positivity displayed by everyone. The best way to find out what John Henry Newman Catholic College is about is to see us in action. You are very welcome to come and look around before you submit your application.



Application Procedures

Further information and an application pack for this post can be downloaded from the College website. Applications must be submitted on the Catholic Education Service (CES) application form, also available to download at www.johnhenrynewmancatholiccollege.org. If you have any questions about the application process or if you would like to arrange a visit to the College before submitting your application please contact Mrs L Maddison, PA to the Principal, by email at lmaddison@jhncc.org or telephone on 0121 770 5331. Completed applications should be returned to Mrs Maddison.

Safer Recruitment Procedures

John Henry Newman Catholic College is committed to safeguarding and promoting the welfare of children and young people. In order to meet this responsibility, we follow a rigorous selection process to discourage and screen out unsuitable

Disclosure

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding-over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

Long Listing

Only those candidates meeting the right criteria will be taken forward from application.

Interview

1. Those shortlisted will take part in an in-depth selection process.
2. Candidates will be asked to address any discrepancies, anomalies or gaps in their application form.

Reference Checking

References from the previous and current employer will be taken up for shortlisted candidates prior to interview, and where necessary employers may be contacted to gather further information.

Contact Details

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