

Loreto Grammar School

A National Teaching School
and National Support School

Deputy Head Teacher

APRIL 2019

Information for candidates



Loreto Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



OUR MISSION STATEMENT

I am the Way
the Truth
and
The Life

(John 14:6)

At Loreto Grammar School Altrincham, students, staff, parents and Governors form a Catholic community. We aspire to create a caring, structured environment in which teaching and learning and the experience of school

- are characterised by joyful and loving service to others
- challenge each of us to realise our full potential in a spirit of joy and creativity
- encourage the pursuit of excellence
- uphold honesty, justice and mutual respect
- enable us to be questioning, independent learners and "seekers of truth"
- prepare each of us to meet with confidence the challenges of a changing world
- improve and enrich the life of the wider community and enable us to be an example of Christian values in the world as witnesses to God's Living Kingdom

Our values are centred in God, rooted in gospel values and derive from the vision of Mary Ward.

"Love and speak the truth - at all times"

(Mary Ward)



SCHOOL AIMS

We aim to be a place of learning in which students can:

- 1 achieve their full potential, spiritually, intellectually, morally, physically and emotionally
- 2 experience and enjoy success
- 3 gain a positive view of themselves and a courteous appreciation of others
- 4 develop skills, knowledge and understanding to make a constructive contribution to society
- 5 appreciate the benefits of education and its relevance to their place in the outside world
- 6 develop a sense of community
- 7 develop lively and enquiring minds and the ability to think rationally
- 8 appreciate human achievements and aspirations
- 9 understand issues of right and wrong.

To achieve these ends the school will:

- 1 recruit, support and develop teams of effective and committed staff
- 2 take into account and develop individual abilities and talents and acknowledge difficulties
- 3 encourage regular attendance and high personal achievement
- 4 ensure a broad, balanced and coherent curriculum
- 5 provide a supportive pastoral framework which values good behaviour, encourages good relationships and recognises a wide range of experiences both inside and outside the classroom
- 6 work in partnership with parents
- 7 regularly monitor, evaluate and aim to improve.



Loreto is a Roman Catholic Grammar School for girls, with Academy status, situated within the Borough of Trafford. The school is heavily oversubscribed, and there are currently 1046 girls on roll. The majority of the girls come from Trafford, with others from the neighbouring Authorities of Manchester, Stockport, Cheshire and Warrington.

It is a wonderful school in which to learn and work, a school which is rooted in a rich tradition, whilst at the same time, very forward looking and keen to keep apace of appropriate educational development. We provide an outstanding curriculum, a curriculum which is carefully planned and consistently reviewed to meet the needs of the girls at every Key Stage.

We have a dedicated and passionate group of staff who are experts in their individual specialist areas. The hallmark of colleagues at Loreto Grammar School is their willingness to go the extra mile for the girls and their commitment to this community. The extra-curricular life here is extensive. The girls rise to the academic challenge and appreciate the positive relationships with their teachers. They are reflective learners and engage wholeheartedly with the broader aspects of school life in relation to for example, social justice issues and service to others. We aspire to fulfil the girls in our care in developing them spiritually, academically and physically in a happy, supportive and enthusiastic environment where each is recognised for her intrinsic worth.

The Governing body comprises Loreto Sisters, parents, former parents and staff. They are passionate about this community, committed to it and rigorous in holding us to account. They are fully engaged in School life.

As a National Teaching School and National Support School, the CPD opportunities for staff are many and exciting, including Research and Development projects and accredited Leadership programmes. We deliver the School Direct programme through the Teacher Development Agency and in conjunction with Manchester University. We are a member of the Specialist Schools Trust Leading Edge partnership, a Gifted and Talented network. Through our Teaching School Alliance, we support other Schools across our network and provide development training and mentoring in other contexts.

Loreto Grammar School is proud to be part of the Loreto Education Trust (LET) and members of a strong International Loreto network. We acknowledge the far reaching work of the Sisters who are active in their support of the school as Trustees and support education in England through the Loreto English Education network (LEEN). Our work is rooted in the Vision, Values and Philosophy of Education of Loreto schools and the values of sincerity, excellence, truth, freedom, internationality, justice and joy underpin all that we do. We support the work of Loreto International in India and Albania, in particular.



Parental engagement is extremely high and our parents are very active in their support of the work of staff and school and our Parents' Association, the LPA, regularly raise in excess of £12,000 per annum for the school

Our academic results are excellent and our students achieve consistently at the highest levels. In 2018 for example, the cohort achieved 42% grades A*-A and 75% grades A*- B at Advanced Level, and 31 students achieving 3 or more subjects at grades A*/A. We feature consistently in the Times Top 100 schools, this year ranking 66th in the country for state schools. We are in the top 10% for progress nationally with a Progress 8 score of 0.81.

Our last Ofsted Section 5 inspection was in 2008 and stated at the time:

'This is an outstandingly effective school. The school provides an excellent atmosphere in which the girls are challenged to think and learn. It is rooted in the school's deeply embedded Catholic ethos within which the students' spiritual and moral development is profoundly nurtured.'

Since the Inspection of 2008 we have not sat still – we have become an academy, a Teaching School a National support School and we have had two HMI visits; the latest in 2017. During that visit HMI noted that:

“The Curriculum, informal curriculum and extra - curricular offer enrich and broaden the experience of the girls, to make them ready for world that awaits them”

Our Section 48 report in of November 2013 notes that:

"Outcomes for pupils, the provision for Catholic Education, leadership and management in the development of the Catholic life of the school are all confirmed by this Inspection as outstanding. The core values of the school are strongly evidenced throughout in terms of practice, aspiration and relationships all in the context of high academic achievement."

We look forward to publishing our Denominational Inspection report of March 2019 and that should shortly be available on the School website.

In short, Loreto is an exciting and stimulating professional environment in which to work. We are a welcoming and happy community.



The overwhelming majority of students stay on into the Sixth Form, and every year places are offered to a number of applicants from other schools. We currently have 260 students in the Sixth Form. We offer a very broad range of A Level subjects and the majority of girls go on to Higher Education, with nearly two-thirds of our cohort pursuing their studies at Russell Group institutions. We have regular success with applications to Oxford and Cambridge and, more recently with prestigious colleges in the United States, including Princeton and Harvard. Students aim high and we support them in a range of competitive applications for vocational, academic and creative undergraduate courses at the top higher education establishments in the UK. Of late, there has been an increasing interest in Graduate Calibre apprenticeships and school leavers' programmes in the Big Four accountancy firms.

The world in which we live measures success predominantly in terms of examination results. In a Grammar School it is important that we challenge the girls to succeed in this domain; nonetheless, central to our core aspirations is the conviction that, in the words of Pope John Paul II "the promotion of the human person is the goal of the Catholic School". We have actively committed a generous proportion of curriculum time to such development through tutor time and our Aletheia programme, encompassing reflection and discussion of the greater questions of life. We believe this to be vital in the increasingly complex and challenging world in which the girls live.

Work experience, volunteering and community service are key elements in the development of students' responsibility and resilience. 153 students currently benefit from work experience placements on a weekly basis as part of the Sixth Form Enrichment programme. Alternatively, students can increase their study skills and independence by working towards the Extended Project Qualification, typically a group of 20 Year 12 students. In 2018, 15 students achieved 93% A*-B in this valuable qualification. Many students take part in the National Citizenship Scheme,

In recent feedback to School, a parent described Loreto as: "that indefinable element which wraps up duty, care, faith, purpose, example"



56 students in 2018, and that we are able to foster links with our community and partner primary schools through volunteering and mentoring.. The Duke of Edinburgh programme is also a popular extra-curricular activity. Every year, Sixth Formers establish teams for the Young Enterprise initiative and they create, produce and market their ideas in partnership with local businesses. This gives them the opportunity to operate in a real business environment, most recently the Manchester Christmas Markets.

Through our links with local parishes, Sixth Formers mentor Year 8 students on the catechism programme in preparation for the sacrament of confirmation. Our 'IMPACT' Chaplaincy group is active leading whole-school projects of social justice and awareness. It is led by 8 Sixth Form students who plan and organise events and represent the school at national events such as the FLAME conference. Every year, a group of our Sixth Formers travel to Lourdes with the HALO pilgrimage group and 24 have trained as Eucharistic Ministers in School in order to serve both our community and their local parishes. Inspired by their studies and the spirit of justice and freedom, four Sixth Form students worked to become official Holocaust Memorial Ambassadors. They independently organised and lead events and an annual campaign around Holocaust Memorial Day in January.

Internationality is one of our seven school values and we have a responsibility to instil a global outlook in our young people. We have worked with both the SSAT and with Educatius UK to organise both short cultural visits and extended placements for European students in the Sixth Form. Links with our sister schools in Kolkata are particularly important to our community. Every two years, 30 Sixth Form students and 5 staff spend two weeks there in the summer to learn, teach and see the remarkable work of the Loreto sisters and sister schools with the 'rainbow' street children of the city.



Loreto Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). Successful applicants will be asked to complete and return a 'DBS Application Form' for which ID should be provided at interview stage.

Candidates should be aware that all posts in school involve some degree of responsibility for safeguarding children, although the extent of that responsibility will vary according to the nature of the post.

If you are currently working with children, on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including disciplinary offences related to children or young persons (whether the disciplinary sanction is current or time expired) and whether you have been the subject of any child protection allegations or concerns and if so the outcome of any enquiry or disciplinary procedure. If you are not currently working with children but have done so in the past, that previous employer will be asked about those issues. Where neither your current nor previous employment has involved working with children, your current employer will still be asked about your suitability to work with children, although he/she may, where appropriate, answer 'not applicable' if your duties have not brought you into contact with children or young persons.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as 'spent', must be declared.



APPLICATION PROCESS

This is a full-time, permanent position from September 2019.

The following relevant documents are on our website www.loretogrammar.co.uk

- Application form – CES document
- Information for Candidates
- Person specification
- Job description
- Letter from Headteacher
- Ofsted Inspection Report 2008
- Shrewsbury Diocese Section 48 Report 2013
- Advert
- Recruitment Monitoring Form
- Recruitment and Selection Procedure – Guidance Notes for Teaching Staff Applicants
- Vision and values document

Please refer firstly to the 'Recruitment and Selection Procedure - Guidance Notes for Teaching Staff Applicants' on the website. Should you decide to apply for the post, please complete the application form and Recruitment Monitoring Form, accompanied by a supporting letter.

If you have not heard from us by 30 April 2019, please assume that your application has been unsuccessful on this occasion. Due to the large number of applications we receive for our posts, we are unable to provide feedback on unsuccessful applications. Candidates invited to selection interviews will be offered feedback.



CONTACT US

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‘Serve God with great love and liberty of mind’ – Mary Ward

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