



Appointment of Residential Graduate Assistants

St John's College
Grove Road South, Southsea, PO5 3QW

An independent, co-educational, day and boarding school for ages 2-18

Background Information

The School

St John's College, Southsea is a busy independent day and boarding school for boys and girls. We take children into our Nursery from age 2, into our Junior School from age 4, and into our Senior School from age 11. The College also has its own thriving Sixth Form. At present there are c 620 pupils in the school as a whole, of whom 90 are boarders – the youngest of whom are in Year 5.

Academically, the College is a wide ability school, welcoming all children who will be able to benefit from the broad and balanced curriculum on offer. Our aim is to realise the full potential of each child, no matter what that may be. Our results are consistently excellent and we have recently topped the local value-added table for non-selective schools.

Of course, we do not believe that education should be limited to the academic curriculum. We also focus on identifying and nurturing other interests and talents, for instance in sports, the performing arts, technology and so on. The wide range of activities on offer is designed to enable and encourage children to experiment, to challenge themselves and sometimes even to surprise themselves.

The College is an inclusive school. True to the spirit and vision of our Founder, St John Baptist de la Salle, we welcome children from across a broad and diverse social range. We believe that this truly enriches the communal experience of all. Also many of our pupils come from overseas – and of course they bring to our community all the richness of their various cultural backgrounds.

Pastoral care is given very high priority at the College. Every child, day or boarding, is a highly valued individual member of a truly supportive community. Through our personal tutorial system, we aim to know our pupils very well and so are able to direct and assist them effectively in all aspects of their learning and personal development. Relationships throughout the school are mutually respectful and sustaining.

Though we are a closely knit community, we are also an outward-looking school, always aware of the need to equip our pupils to meet the challenges, present and future, of life beyond school. We are likewise always sensitive to our place within and duty towards the wider community. The College has a long tradition of service to its neighbours – local and further afield. We work hard to instil such a sense of duty in all our young people. We wish them to leave us prepared to be true citizens of the world.

The College is a Christian school in the Lasallian tradition. We seek, individually and in community, to live the truths of Christian faith in every aspect of school life. Gospel values are at the heart of everything we do, and we are always seeking to consolidate and develop this ethos. This does not mean, however, that we are narrow or exclusive in our attitudes. Quite the opposite, in fact. We welcome pupils and staff of any Christian denomination, those who adhere to other faiths, and those who have no formal religious affiliation. All are equally valued. All that we expect is that those who join us will share our core values and will actively support and help develop our ethos.

Academic Results in 2017

At A Level the College achieved an overall pass rate of 93% (A* - E). 40% of Year 13 secured places at the country's top ten and Russell Group universities, with 90% gaining entry to their preferred choice university.

Of the GCSE cohort of 75, 82% achieved five A* - C grades including English and Maths, which was the College's best ever result in this category and a significant improvement on recent years. In addition, the A* - A result improved to 33% (compared with 28% in 2016) and the A* - B result increased by 9% to 62%.

Senior School

Academic standards at the school have been rising steadily and applications have been steady in the last few years. Pupils enter the school either from St John's Junior School, other local Primary or Preparatory Schools or overseas.

Entry for Years 7–9 is by the school's own entrance assessment. The school has four form entry, accepting a wide range of academic ability.

Pupils accepted for entry at 16+ are required to have at least 5 GCSE passes at grade A to C with B preferred in their chosen subjects.

Junior School

St John's Junior School occupies its own area within the school grounds and benefits from access to the Senior School amenities and some teaching from Senior School specialists.

Entry is non-selective. It is not obligatory for pupils to transfer to the Senior School, but the majority of pupils do so.

Pastoral Care and Chaplaincy

Pastoral care in the school is very strong. All staff are involved in tutoring and contribute to the general pastoral care offered to the pupils. There is currently a chaplaincy team coordinated by the Head of Religious Studies.

Boarding

Boarding is a central part of St John's College's ethos and foundation. There are six boarding houses, two for girls, three for boys and one mixed junior which accommodates pupils in years 5-8. Each house has its own house parent and an assistant.

Information Communication Technology

In recent times investment in IT provision has been an ongoing school priority. As a result the school benefits from a range of modern IT facilities including interactive whiteboards, four well equipped computer suites; all classrooms have their own computers with internet access. The school is developing the use of iPads as a teaching and learning resource.

There is a large staff workroom with excellent additional computer facilities.

Co-Curricular Activities

We place a strong emphasis on co-curricular activities in both parts of the school. There is an expectation that our teachers support this in a proactive and positive way; non-teaching staff are also encouraged to participate wherever they can.

Our Music and Drama (both with good facilities) have developed well in recent years and the boys and girls choirs sing regularly in Cathedrals across the UK; the Chapel Choir has also enjoyed a number of trips to Europe. Our sports provision is splendid - we have a Sports hall and forty acres of playing fields at Farlington

on the outskirts of Portsmouth and a small all-weather surface with lights on the College campus. We are very competitive in our major games (rugby, hockey, netball and cricket).

Staffing

In managing the school's staff the Head of College is supported by the Deputy Head of Senior School and Head of Junior School and their Senior Management Teams. Heads of Year and Heads of Department also play key management roles. There are 65 academic staff in the whole College.

There are also over 70 Support staff in the school, some of them part-time, who report to the Bursar.

Staff are highly committed to their continuing professional development and attend INSET courses regularly. All staff take part in an annual staff review.

Professional Associations

The Head of College is a member of the following:

- Boarding Schools Association (BSA);
- The Society of Heads; and
- ASCL.

The Head of the Junior School is a member of the following:

- Incorporated Association of Preparatory Schools (IAPS);
- Boarding Schools Association (BSA); and
- The Society of Heads.

The Bursar is a member of the following:

- Independent Schools' Bursar's Association (ISBA).

The College was inspected by the Independent Schools Inspectorate in 2014 and recently in January 2017. The Inspection Report is available on the ISI website: www.isi.net



Residential Graduate Assistant

Job Profile

Title: Residential Graduate Assistant

Responsible to: Head of Boarding, House Parent, Senior Master and the Relevant Head of Department.

Person Specification:

St John's College seeks to deliver an outstanding educational experience in all fields to its students. To allow us to deliver this aim, we employ 6 graduates each year to assist both in the school day, as well as in the boarding community. The posts are residential ones and single person accommodation is provided in one of our 6 boarding houses for successful candidates. These posts would be of particular interest to graduates who are thinking of embarking on a career in teaching or coaching. Most post graduate teaching courses, now require a minimum of a year's experience in a school before applying and of our current group of graduates, three have secured teacher training courses in September and one is going back into further education.

We have graduate posts in our Sports, Music, Drama and MFL departments for September 2018 and are encouraging applications.

All of our Graduate positions require the following:

- Educated to degree level (any subject)
- Commitment to busy boarding school life.
- A professional, yet caring and compassionate approach to dealing with young people.
- Willingness to be involved in a range of co-curricular activities.
- Suitability to work with children. An enhanced DBS check will be completed on the successful applicant.

Desirable personal qualities for a graduate position are:

- Conscientiousness, enthusiasm, and the ability to sustain long hours during term time, including evenings and weekends.
- Ability to work independently and also in a team.
- Ability to develop a rapport with pupils throughout the school.
- Strong organisational skills, and the ability to meet deadlines.
- A positive attitude towards professional development and their own learning.
- St John's College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

What does the role involve:

Working in a boarding environment is one of the most rewarding roles in education, as you are able to help mould, mentor and nurture young people on a daily basis whilst living with them in a large community. You will work hard during term time, but for this hard work, you will gain priceless experience and responsibility across a wide range of situations and scenarios. You will be responsible for the house that you live in for 2 midweek nights a week and one full weekend in every 3. You will also have some additional evening activity duties both in the sports hall and boarders' social area, as well as every Saturday morning, either taking sports fixtures (Sports Graduates) or covering a duty in a boarding house because of a sports fixture. There will also be occasional on-call commitments. You will always have a midweek day off every week, when you are not expected to teach or have any duties, in addition to the weekends when you aren't on duty. In addition to the midweek activities, we have a busy schedule of weekend trips, both in the local area and

further afield, which you would be expected to attend if you are on duty. Some of our trips this year have included: Paint-balling, Go-Karting, Royal Ascot Races, Flip Out Trampolining, It's a knockout event, watching Brighton and Portsmouth football matches, Thorpe Park and Chessington World of Adventures, London Irish Rugby, Rock Climbing, Britain's Got Talent Auditions, cinema trips, Laser Quest, Fort Nelson and Ice Skating and Christmas shopping in Winchester.

You will always have someone on the end of the phone and / or on site who can advise you when you are unsure in certain situations and this support will be vital to you in the early days in the role. You will be responsible for between 15-20 boarders in your house, right from waking them up in the morning, until the lights go out in the evening. Every day is a completely different one in a boarding community and this will help make your time as a graduate a challenging, but hugely fulfilling one.

Sport

- A high level of playing and / or coaching experience in at least two (and preferably three) sports.
- Coaching qualifications would be a considerable advantage.
- Involvement in Games sessions and weekend sports fixtures.
- Coaching and contributing towards the co-curricular sports programme.
- Supporting the PE department with administration, notice boards, kit repairs and store organisation etc.
- All of these essential duties may take place outside of school hours and it is up to the Graduate to organise the balance of their time in Boarding.

Music & Drama

Music

- An enthusiasm for a wide range of performing arts in school – music, drama, public speaking etc.
- A desire to develop teaching skills from direct involvement with music or drama class activities.
- A degree level qualification or equivalent would be an advantage.
- Knowledge and experience of a range of presentation and performance based technology. The role will include setting up projections for presentations and assemblies, mixing desks, PA systems and stage lighting.
- A desire to assist with or lead extra-curricular activities, which may include: choir rehearsals; stage productions; music performance clubs; music recording and technology classes or public speaking/politics society meetings.
- Practical experience in one or more subjects is preferred.

Drama

- Involvement in Whole School Production, aiding the Drama teacher in producing the final performance.
- Organising and running the Key Stage Three Drama club, leading to a small production, which the Graduate will direct under the supervision of the Drama teacher.
- Aiding with GCSE Drama controlled assessments in class and final performance.
- All of these essential duties may take place outside of school hours and it is up to the Graduate to organise the balance of their time in Boarding.

MFL

- First-hand experience of being an MFL learner or working with MFL learners
- An understanding of the challenges faced by MFL learners
- An enthusiasm for encouraging the integration and development of MFL learners
- Strong language skills in French, Spanish or other relevant subjects.
- An understanding of the professional environment that teaching requires and knowledge of the importance of teacher / pupil relationships.

Details of the appointment:

1. This is a full-time residential position for 12 months, with the potential for a second year if it is mutually agreed by both parties.
2. The offer of the post is subject to statutory clearance by the Disclosure and Barring Service as well as a prohibition check.
3. The appointment will be subject to two satisfactory references, one of which must be from the candidate's most recent employer.
4. Salary to be discussed at interview.
5. You are expected to read and understand the College's Safeguarding Policy, seek clarification of any areas of uncertainty and attend Safeguarding training when requested. You must at all times to follow the requirements of the Safeguarding Policy.

Applications should be by letter and application form (this can be found on the school's website - <http://www.stjohnscollege.co.uk/Vacancies>) to the Head of College, Mr T J Bayley, St John's College, Grove Road South, Southsea. PO5 3QW or by email to the Bursar's PA (Mrs H Williams): recruitment@stjohnscollege.co.uk. The letter should outline why you seek the position and what you can bring specifically to the College.

Closing date for Applications – Thursday 15th February 2018, 4pm

Interviews are expected to take place on Thursday 1st March 2018.