



SAINT MARTIN'S
Catholic Academy

Teacher of Divinity



Candidate Information Brief

Dear Candidate

Thank you for taking the time to find out more about Saint Martin's and the possibility of working in our Academy. Saint Martin's School was founded by the Dominican Order 70 years ago and the values of compassion and service, allied to uncompromising standards still underpin the work we do. Saint Martin's is an exceptional academy set in beautiful grounds in the historic village of Stoke Golding. We are hugely ambitious for all our pupils to achieve both academically as well as morally, socially and spiritually.

We believe that, with application and effort on the part of students, allied to high quality teaching from staff, all pupils can achieve academically. We place great emphasis on pupil behaviour, from an exemplary work ethic in the classroom through to politeness, charm and good manners throughout the school. This means teachers can focus on their primary role of teaching.

At Saint Martin's we have a knowledge-rich curriculum where teachers are the experts and their role is to share that expertise and love of a subject with pupils. We don't believe in gimmicks or entertainment in the classroom, just solid teaching, writing practice, memorisation and excellent questioning. Pupils become engaged in learning at Saint Martin's through becoming highly knowledgeable and skilled in a subject. We believe strongly that the role of the leadership team is to support teachers in that endeavour whether it is helping to ensure excellent behaviour in your classroom or providing time to develop the quality of teaching.

I am particularly interested to know why you think that you would be suitable for this post and your beliefs about the purpose of education. Please, therefore, make sure that this information is included as part of Section 8 of the application form.

If you decide to apply for the position, please complete and return a Teaching Staff CES application form, disclosure and a covering letter before the closing date to the Mrs Trotman (rtrotman@saint-martins.net). Please mark the envelope FAO Mrs R Trotman, PA to the Principal.

Please note, no further communication will be made until shortlisted candidates are invited for interview.

In the meantime, we wish you well.

Yours sincerely



Mr C Wright
Principal

Job Specification



Job Title: Teacher of Divinity

Responsible to: Head of Divinity

Salary: Teacher Main Scale/UPS

In everything set them an example by doing what is good. Titus 2:7

Our Mission is for pupils to ‘learn the best that has been thought and said’ and know that they are loved by God.

Job Description

Role Purpose

Teaching

- To support and take responsibility for the faith formation of all pupils.
- To share your expertise and passion in Divinity through excellent and effective teaching.
- To embrace Saint Martin’s approach to education which focuses on traditional teaching and knowledge acquisition, informed by cognitive science research in memorisation and cognitive load theory.
- Teach consistently high quality lessons, in line with department and school-wide policies of high academic challenge and high support for comprehension and retention of core knowledge.
- To undertake a designated programme of teaching across all key stages.
- Plan and deliver schemes of work and lessons laid down by the Humanities department.
- Be a role model for students inspiring them to be actively interested in Divinity.
- To complete the relevant documentation to assist in the tracking of students
- Set expectations for students in relation to standards of achievement and the quality of teaching and learning.

All staff will:

- Play a full part in the life of the school community, support its Christian mission, ethos and policies and encourage staff and students to follow this example.
- Fulfil responsibilities with regards to safeguarding (including reporting concerns to the designated child protection officer)
- Model Saint Martin’s values to parents and students

- Be positive, dynamic and challenging in all aspects of work
- Foster the school's inclusive ethos providing a common life based on the Christian family and nurturing everyone regardless of race, gender, sexual orientation, religion or ability
- Share direct accountability for the establishment of Saint Martin's as an extraordinary school.
- Take responsibility for their own learning and development
- Develop the skills and talents of other members of the community
- Ensure their own well-being and that of others by establishing an appropriate balance between life and work
- Play an active part in the life of the school and its community
- Adhere to the school community's standards, policies, systems and procedures in relation to students, health and safety, personnel and financial management.
- Undertake any other duties that may reasonably be required by the Principal.
- To uphold the [Department of Education Teacher Standards](#)

The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An Enhanced DBS check will be carried out for the successful candidate.



Person Specification



	Essential	Desirable
General/ Personal Qualities	<ul style="list-style-type: none"> • Smart, business-like, professional appearance • Capacity for hard work under pressure • A team player, collaborative worker • Self-motivated • Ability to contribute greatly to the wider life of the School • Resilience • Strives for excellence in every aspect of school life • Determination and perseverance • Enthusiasm • Passion • Patience 	
Skills	<ul style="list-style-type: none"> • Excellent classroom teacher • Ability to plan, assess and record accurately • Ability to meet targets and deadlines • Ability to motivate others • Excellent interpersonal and verbal communication skills • ICT competent 	<ul style="list-style-type: none"> • Experience and willingness to organise and run trips • An ability to show innovation and flexibility
Knowledge	<ul style="list-style-type: none"> • A high level of expertise in Divinity • Aware of National Curriculum requirements at all key stages • Awareness of current issues relating to subject area • Effective traditional teaching • Monitoring, assessment, recording and reporting of pupil progress • Statutory requirements concerning Equal Opportunities, Health & Safety, SEND and Safeguarding Children 	
Experience	<ul style="list-style-type: none"> • Teaching at all key stages of secondary education • Teaching at all ability ranges • Experience of teaching A Level 	<ul style="list-style-type: none"> • Experience of being a form tutor
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status and Degree 	

Signed..... Date.....
Employee

Qualification Criteria

- Qualified to degree level and above.
- Qualified to teach in the UK.
- Right to work in the UK.

Experience

- Experience of raising attainment.
- Evidence of continually improving the teaching and learning of their subject through critical reflection, reading, research or professional social networking.

Skills and Attributes

Someone who takes their subject and wishes to share their knowledge with pupils. We are looking for the skills and attributes, or at least the potential, for a member of staff who will demonstrate a huge commitment to help deliver an exceptionally high-quality education to our students, founded on traditional Christian Values.

Leadership

- To display leadership and initiative.
- To work well with others.
- High expectations for accountability and consistency.
- Vision aligned with Saint Martin's high aspirations, high expectations of self and others.
- Genuine passion and a belief in the potential of every student.
- Drive to continually improve standards and achieve excellence.
- Commitment to the safeguarding and welfare of all pupils.

Teaching and Learning

- An excellent classroom practitioner.
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards.
- Excellent planning, organisational and communication skills.
- Resilience, motivation and commitment to driving up standards of achievement.
- Commitment to regular and on-going professional development and training to establish excellent classroom practice.

Alignment with Saint Martin's Vision

- The determination to make a difference to pupils' lives through providing all students with the highest expectations, accompanied by a relentless drive to do whatever it takes to ensure that every student succeeds.
- A commitment to outstanding pastoral care and the provision of an education founded on traditional Christian values.

Communication Skills

- The ability to listen and communicate effectively.
- The ability to influence and motivate others.

Problem Solving

- Identify, analyse and resolve problems and issues.
- Develop plans with clear outcomes and effective solutions.
- Evaluate results and identify necessary actions.
- Make fact-based decisions.

Personal Attributes

- Be an energetic, optimistic, motivating expert in your field.
- Have an unwavering passion for your subject.
- Have a deep personal commitment to exceptional teaching and young people's learning.

Other

This post is subject to an enhanced Disclosure and Barring Service check.

Saint Martin's has a robust Child Protection Policy and verification of applicants' suitability to work with young people will always be sought.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post-holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the Academy in relation to the post holder's professional responsibilities and duties.

