# January 2021

Dear Applicant

# Post as Learning Support Interventions Teacher

Thank you for your interest in this key post as a permanent, full time (FTE), Learning Support Interventions Teacher, which is available from 19 April 2021. We are advertising because the current post holder has retired from her post, after more than 10 years at our school. Candidates who are interested in a part time post may also be considered if they make their preference known in their application.

St Mary Redcliffe and Temple is a successful and heavily oversubscribed 11-18 co-educational, Church of England, comprehensive school of over 1700 students, serving families from the whole of greater Bristol and beyond. We are located at the heart of the city and have a diverse student community with considerable parental support. 52% of students in the main school are from black and minority ethnic backgrounds and 21% of students have been recorded as being entitled to Pupil Premium funding. We educate relatively high numbers of Children in Care. Our diversity is a strength and something we celebrate. **The** Redcliffe Sixth Form Centre currently houses over **600** students taken from our own school and from many other schools across the City.

The School is proud of its academic record and **87%** of GCSE grades were at grade 4 or above. 88% of students achieved 5 or more grade 4s or above. 44% of students achieved 3 or more grade 7s or above. **Sixth** form results are high with a 99.7% pass rate and 89% at grade C or above. 34.5% of A Level grades were at A/A\*. Most sixth form students continue on to Higher Education, including 10 gaining Oxbridge places, and 1 going to a university in America.

The School was judged in January 2012 and again in April 2015 to be outstanding by Ofsted in each and every category. Ofsted judged Leadership and Management, Behaviour and Safety of Pupils, Quality of Teaching, Achievement of Pupils, and Sixth Form Provision, all as Outstanding. We were judged outstanding in three church school (SIAMS) inspections (2007, 2012 and March 2017).

Ofsted remarked that “Church school status makes an important and distinctive contribution to the school’s exceptionally positive values and beliefs. Leaders and the highly effective governing body ensure that students’ spiritual, moral, social and cultural development are given the highest possible priority.” “The promotion of students’ spiritual, moral, social and cultural education is extremely impressive and contributes enormously to the welcoming ethos of the school. Equality of opportunity is vigorously promoted; discrimination in any form is not tolerated. Students are highly reflective about matters of faith and personal responsibility; their social awareness is remarkably perceptive.”

We are a National Support School (since July 2013) and a National Teaching School (since March 2014). I am a National Leader in Education. The 2015 Ofsted comments capture our passionate commitment to providing opportunity for all staff to develop. “Staff are encouraged to develop leadership roles, including working with, and helping to improve, other local schools. All leaders contribute extremely well to improving teaching and learning.” “The school invests heavily and

productively in ensuring that staff and leaders have every opportunity to develop their expertise for the benefit of students. Professional development for staff is extremely well planned and implemented; it is linked closely to teachers’ targets for improvement.”

Our Christian ethos is at the centre of our distinctiveness and success. We believe that daily worship helps us get our priorities right. The School has a clearly identified set of values that are reflected in our pastoral and curriculum practice. The School is committed to developing students as whole people and lifelong learners. To facilitate this St Mary Redcliffe and Temple School has developed the Alive model, which seeks to develop competencies, values and skills in our students to support their development as ‘fully alive’ learners. The role of the tutor is key and teachers are expected to be tutors in one of our Houses in the main school. Students in Years 8-11 are in mixed age tutor groups, which contribute to the ‘family’ atmosphere of the School.

The School was fortunate to be part of ‘Building Schools for the Future’ Wave 4 and we moved into a significant new block in early November 2010. This houses Music, ICT, Technology, Science, Art, English, Maths, Learning Resource Centre, PE and staff facilities. In addition we have a sports hall, as well as a gym and a swimming pool. Humanities and Languages are housed in a refurbished 1980s building which is also the base for Year 7 students. We also have a large Sixth Form block.

The Learning Support/Special Needs Team will be led by our new SENCO, who takes up her post in April, and an experienced part time Deputy SENCo. They are both line managed by our Assistant Headteacher responsible for Inclusion. We have a large team of experienced Learning Support Assistants (currently 13), a number of whom are qualified teachers.

Students with special educational needs are integrated at our school, but there is some provision for the less able ones to receive extra help. Mixed ability teaching takes place in some subject areas, allowing more able students to work alongside less able ones; benefiting each other, socially and academically. We are supporting an increasing number of students with additional needs and are constantly on the lookout for expertise and resources to strengthen our team and benefit the young people we work with.

As our number of special needs students has grown, teachers have expressed their desire to have more access to expertise and support in adapting resources for students with complex needs and low levels of prior attainment. The governors have been pleased to support this developmental need to help support teachers and learning support assistants in ensuring that all students make good progress.

We would be happy to consider candidates who can also teach as part of the standard curriculum, and so the ability to teach a subject for which we have a need at KS3, KS4 and/or KS5 may be an advantage. Please add details of your teaching experience to our Teaching Experience Sheet.

The closing date for receipt of application forms by my PA is 25 January 2021 (by 10am). When providing details of your referees you must include their e-mail address. Please return your application (and a Teaching Experience Sheet) **by email direct to jobs@smrt.bristol.sch.uk**.

Interviews will be scheduled during week commencing 1 February (likely to be on Monday 1 February), and are likely to be held via Zoom. We do not acknowledge postal applications. If you have not heard from us by the end of February, please assume that your application has been unsuccessful on this occasion. Due to the large number of applications we receive for most of our posts we are unable to provide feedback on unsuccessful applications. We may call for references as part of our shortlisting process.

Yours sincerely



Elisabeth Gilpin

Headteacher