



WORKING AT ST PAUL'S



ST PAUL'S CATHOLIC COLLEGE

Providing Education for the Diocese of Westminster



In partnership with the Ascension Catholic Academy Trust

Welcome

I am very proud to serve St Paul's Catholic College as Headteacher.

St Paul's is a Catholic secondary school based in the heart of Sunbury educating children from 11-18 years old. Our College provides education on behalf of the Westminster Diocese and is part of the Ascension Catholic Academy Trust (ACAT). The Trust was launched in December 2022 and its schools currently span the local areas of Sunbury, Ashford, Staines and Twickenham; we currently comprise six schools, four primary and two secondary schools.

We are a happy and thriving community of staff and students, where children are well-cared for, happy and valued, in a place that has an established reputation for excellence. Our GCSE and A Level results consistently place us in the top 10% of schools nationally; a true reflection of our pupils' high level of ambition and dedication to their studies.

As a school, we go from strength to strength with each year that passes. We are an Ofsted accredited 'Outstanding Provider of Education' and have also been awarded an 'Outstanding' judgement in the Section 48 Ofsted Inspection of Religious Education and Catholic Life. In recent years, we have also received awards for student progress and attainment at GCSE from the Schools, Students and Teachers Network (SSAT).

At the cornerstone of these high achievements is a dedicated and hard-working staff community who are proud to work here at St Paul's, and want the best for all our children, striving for excellence in everything they do. We have a strong and supportive team and an excellent reputation for training and career



progression; taking pride in making sure our teaching staff have the opportunity to reach their fullest potential.

We also deliver an excellent teacher training programme in partnership with Teach SouthEast and Thamesmead, regularly recruiting aspiring teachers to train alongside our experienced staff.

The College is on a continuous journey of improvement and we place our children at the centre of all our decisions. Our aim is simply to provide the best education in the country whilst ensuring that our whole community of staff and children feel safe, secure and happy.

Thank you for your interest in the positions advertised at our school. We are extremely proud of St Paul's and invite you to visit us at any time.

Vision and Values

St Paul's is a community where children are valued and encouraged to develop their unique, God-given gifts whatever they may be. Our aims for all students is 'Achieving Excellence, Learning to Serve' so that each student develops the knowledge and skills needed to do well, not just academically but in the wider world. Our ethos is underpinned by the key elements of St Paul's letter to Timothy where he stresses love, service and doing the best that is possible.

Service to each other: learning to become a self-disciplined leader.

Teaching that inspires me, that challenges me, that gives me a lifelong love of learning.

Partnership is at the heart of our school: a partnership between school, home and community.

Achievement: learn and achieve beyond my expectations within an internationally-enriched curriculum, using world-class technology, with people who care.

Understanding of me as an individual: staff who know me by name and help make my experience of school rich and happy.

Love and respect experienced through our vibrant Catholic Christian community.

Success: academically, spiritually, morally, socially and beyond the classroom.



Benefits of Working at St Paul's

The school takes pride in providing a caring and supportive environment to students and staff alike and offers a number of benefits to its staff.

- Flexible working opportunities.
- Personalised Career Path Development (CPD/ECT) options.
- Full ECT support.
- A comprehensive mentoring system for teacher trainees.
- Local government pension scheme.
- Subsidised on-site nursery.
- Possibility of accommodation.
- Subsidised gym subscription.
- Cycle to work scheme.
- Free onsite car parking.
- An annual wellbeing day in the Autumn Term.
- Priority admission for children of Catholic staff (starting 2024/2025).
- Canteen facilities.
- Paid Lunch Duty.
- Hot refreshments provided free of charge.
- Cake Day on Fridays
- Free meals provided on Inset Days, Parent Evenings and Open Evenings.
- Regular staff social events.



Staff Wellbeing



The wellbeing of all our staff is of the utmost importance to the school and due care and consideration is given to ensuring our staff have a good work life balance.

At St Paul's we offer access to a free counselling service as well as access to Occupational Health resources. Staff are encouraged to achieve a harmonious blend between work commitments and home life, and careful consideration is given to the timing of marking, assessments and meeting schedules when planning the school calendar to ensure teaching staff are not overburdened. There is also a 'Wellbeing Day' in December to break up the long Autumn Term.

We are so lucky as a school to be situated in a beautiful leafy setting where the Manor House opens on to an expansive garden - a wonderful working environment for both staff and students.

The school boasts a large well-equipped Staff Room where employees can unwind in between classes in a relaxed and pleasant environment. The staff area is equipped with all the amenities you will need such as microwaves, coffee machines, a chilled water dispenser and a dishwasher. Free tea and coffee is also provided.

The school regularly celebrates the successes of employees at Staff Briefings. Cakes are provided to all the staff at the end of week and there are often break and lunchtime treats too. As a thank you to everyone for all their hard work, gifts and chocolates are often given at the end of term. There are also opportunities to participate in school community initiatives such as the Lenten Angel where you offer gifts/messages/gestures of goodwill for a chosen member of staff anonymously over the Lenten Period.

Workload Management and Wellbeing

The school recognises that one of the biggest impacts on staff wellbeing is workload and the establishment of a good balance between work and home life. Here at St Paul's we listen to our staff and implement changes that allow a more effective and streamlined approach to work.

- Remote working access.
- Additional time for management responsibilities.
- Flexible working and part-time working supported.
- Free access to a counselling service.
- Annual wellbeing long weekend in the Autumn Term.
- Occupational health resources for a number of health issues.
- A considerate and compassionate approach to requests for time off work.
- Support for NPQs, Masters and other professional qualifications.
- Dedicated paid hours allocated to mentoring.
- Data analysis completed centrally for Middle Leaders.
- Well planned assessment calendar.
- A well thought out and supportive observation schedule which is focussed on development and learning, with no grading.
- Exceptional student behaviour.
- Strong behaviour system in place.
- On call is covered by SLT.
- Minimal cover supervisions.
- Senior Leadership Team (SLT) all operate an open-door policy.
- Regular Staff Briefings.
- IT facilities and support.



Teaching and Learning

Teaching and learning is central to all that we do at St Paul's Catholic College. We only employ people with the potential to become outstanding teachers and are blessed to have such a committed, enthusiastic and caring staff working at our school.

Students will excel in lessons if they are highly challenged and well supported. We do not believe that there is one perfect way to structure a lesson but as long as the strategies and structures utilised are achieving the highest outcomes our students deserve, teachers should feel confident to adopt their own researched and practised methods.

Learning is a lifelong activity and we are on a continuous cycle of self development continually striving to improve our knowledge and the methodologies we use to teach. We understand that the most effective learning for teachers occurs when they are given opportunities to reflect on, share and improve their practices. We provide a fully comprehensive programme of professional development, focusing on staff's individual pedagogical practice and career aspirations. We believe in promoting leadership at all levels; as well as developing teaching skills to ensure that teachers are ready for leadership opportunities when they occur.

ECTs and new staff are allocated mentors who are responsible for their development over the course of the programme. Our teaching

programme is extensive with regular opportunities incorporated for trainees to get the support and developmental chances they require.

High challenge does not relate just to the students, it relates to us as their educators. We continue to push the boundaries, explore new avenues, share best practice, take risks and learn from our past experiences.

At St Paul's we share all that we have learned. Teaching is a human activity based on relationships, investing in our relationships with our colleagues serves to benefit our students better. Teaching and learning is part and parcel of our daily conversations and we challenge ourselves and our students to aspire to be the best we can be.



Teaching is a privilege and is an enjoyable experience

Beyond the Classroom

Enrichment

St Paul's offers a wide range of opportunities, challenges and experiences to its students and staff beyond the classroom to support the school's extensive extra curricular programme. Many of our staff lead or contribute to organising lunchtime and after school clubs in sports, art, cryptology, music and more. There are also subject focused trips to enhance students' learning to botanical gardens, art galleries, theatre shows, field study excursions, ski trips and other key places of interest.

The Duke of Edinburgh scheme is a very popular programme amongst our pupils at the college which could not be operated without the support of its staff.



Staff Social Activities

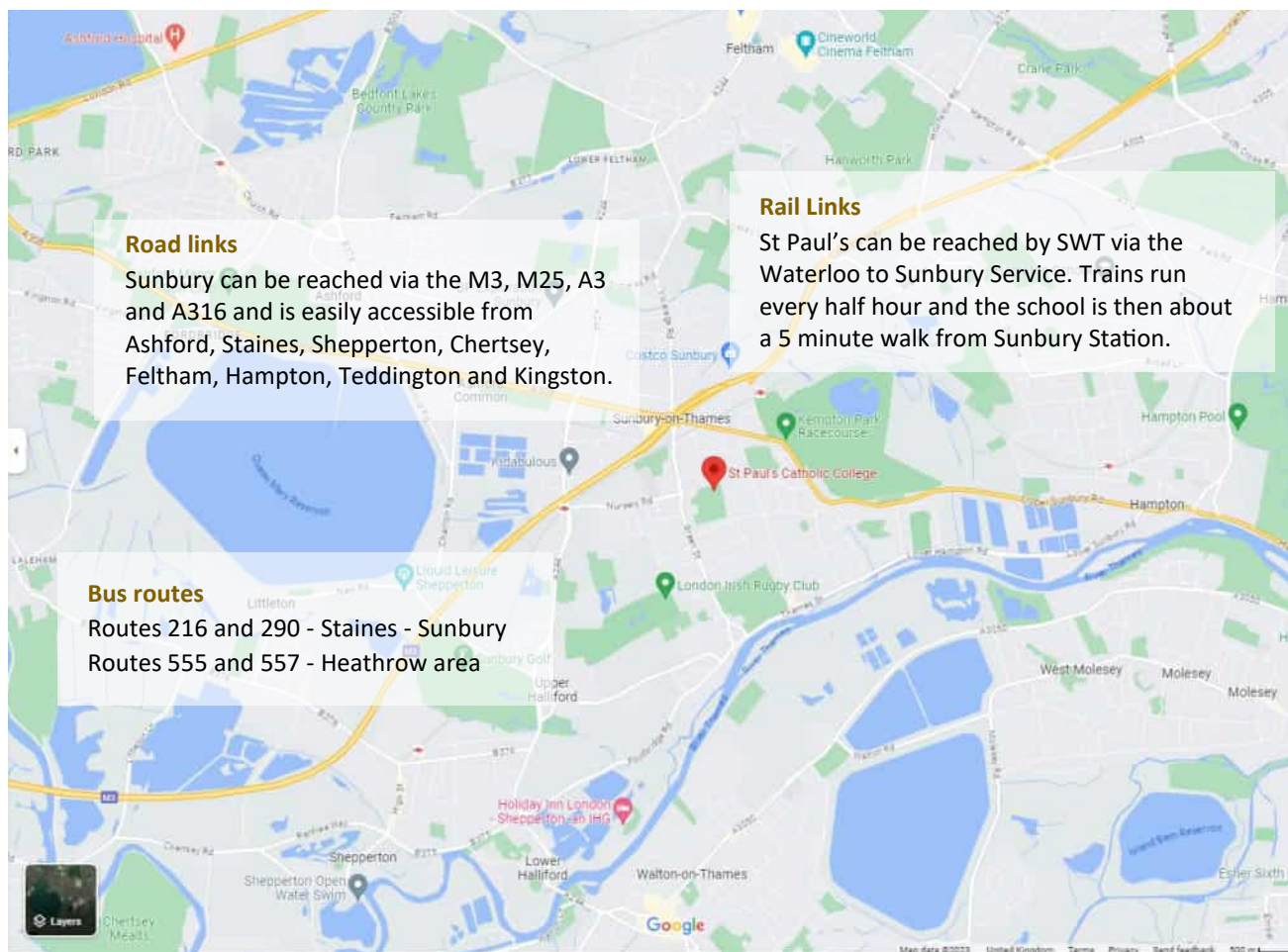
The school is situated in a lovely location, not far from the River Thames, where there are many pubs, coffees shops and eateries which staff sometimes visit in the evenings for social gatherings, particularly in summer months.

As a school, we also organise whole-school staff events which include BBQs, Christmas and Summer Parties.



Useful Information

St Paul's Catholic College is situated in the heart of Sunbury on Thames in Surrey; a small village-like community near the River Thames. The town has excellent transport links for bus, rail, road and Overground train services with easy access to Central London, the M3 and M25.



Car parking (including motorbikes)

We have two staff car parking areas at St Paul's. The first is located off Manor Lane on the South Site (near Reception) and the second can be accessed via The Ridings on the North Site.

Cycling

Cycle Racks are located on each of the car parking areas.



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