



**INFORMATION FOR CANDIDATES APPLYING
FOR THE ROLE OF ASSISTANT HEADTEACHER
TEACHING AND LEARNING AT ST IGNATIUS COLLEGE**



Dear Candidate

I am delighted that you are interested in joining our community. This role is critical to our further development of teaching and learning to ensure that it is creative, engaging and stimulating, and supports students to think for themselves. What happens in the classroom is the most important thing that happens in schools and is our key focus. I hope this application pack will encourage you to visit our very special, distinctive community and help you to decide whether this post and our College are right for you at this stage of your career.

We are at an exciting time in our development especially in curriculum, teaching and learning, and reshaping students' experience in classrooms is fundamental to this work. Whilst undoubtedly there have been challenges associated with the pandemic, there have also been significant opportunities, especially in the use of digital platforms, and our Teaching and Learning Team have led the way. We have a core team of Senior leaders focused on developing curriculum, teaching and learning, and staff, and the successful candidate will be a key member of that team.

I am in my fifth year of headship and having addressed a number of issues to ensure that we are firmly good in all respects, our focus is curriculum, teaching and learning. The Senior Leadership Team is an extremely committed, highly skilled team who lead by example. We are united and supportive of one another in our shared goal of achieving the best possible life chances for our students and supporting our staff to develop and grow.

If you wish to join the team and help shape this distinctive community, then I encourage you to pursue your application and visit the school and to meet with me and the Senior Leadership Team. I very much look forward to meeting with you in the near future. Details of visits are on our advertisement.

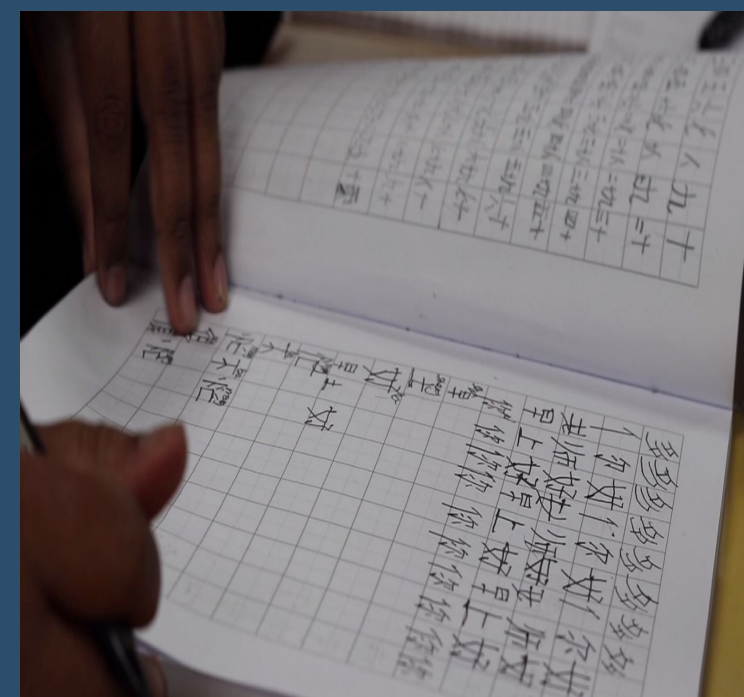
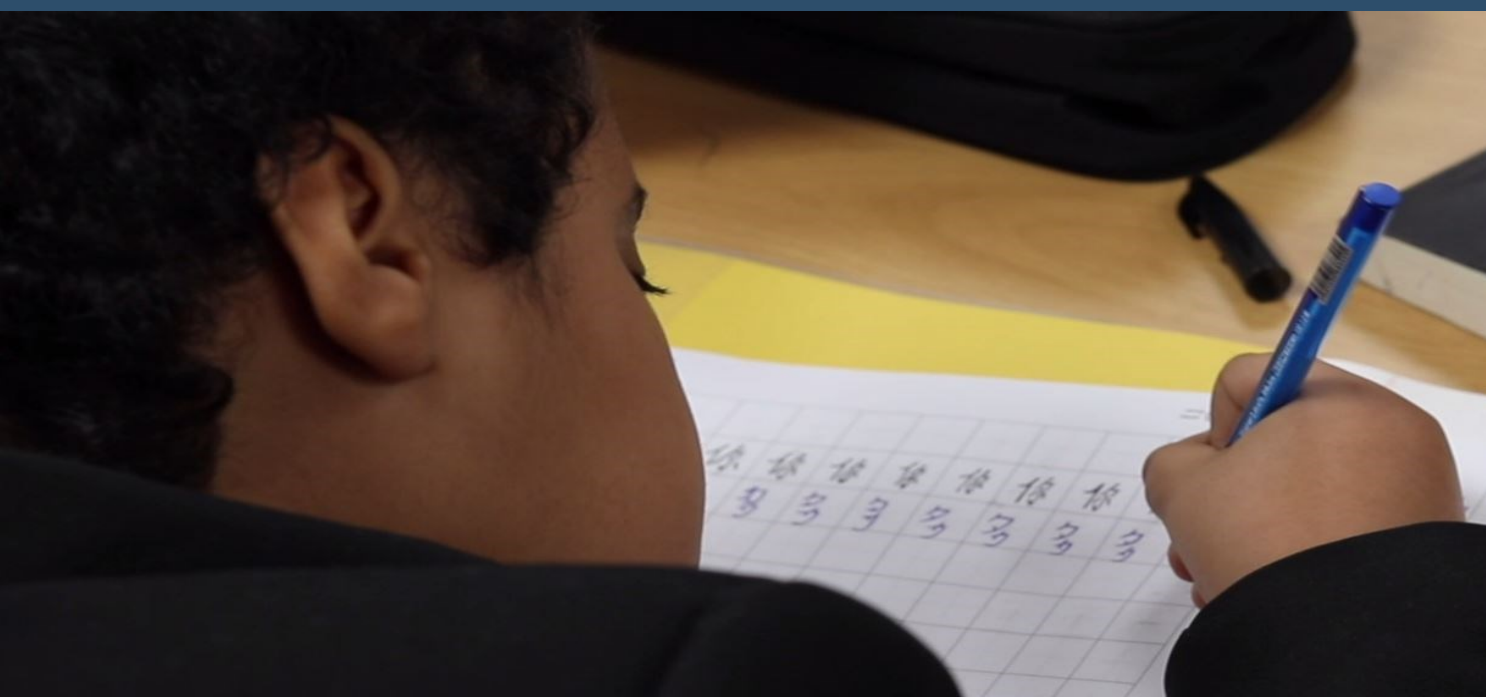
With every best wish
Mary O'Keeffe

Ethos and values

Our College has a rich and proud tradition of offering distinctive Jesuit education to boys in North London for over 125 years and to girls in the Sixth Form since 2014. We are genuinely proud of our history and tradition, but we are also forward thinking and outward looking. We are on a journey of continuous improvement and our results are testament to our commitment to ensuring the best possible outcomes for our students. Whilst we are proud of our academic standards, we are about much more than academic results. Our aim is for our students to be happy, safe, respected as individuals and to thrive in every way. It is our ambition that our students develop into men and women with the skills, qualifications and confidence to make a positive difference to the world and to live happy, successful, fulfilling lives. All who work here are committed to ensuring a climate of high expectations, high quality teaching and learning, and excellent pastoral care: we want the best for every child and expect the best of them. We believe that with the right support, all can achieve regardless of their starting points or background.

Our aim is to be men and women for others and for our students to go out into the world and make it a better place. We are committed to developing a caring masculinity and we actively challenge sexist stereotypes of masculinity to support our boys to develop in to men who can express their feelings and form loving relationships. We provide our students with the opportunity to develop emotional literacy and express themselves.

Relationships define us. We are an open, welcoming and warm community. We are reflective, evaluative and work hard to further improve all aspects of school life. We are confident of our future as we work to become an outstanding College in all respects meeting the needs of the twenty-first century yet maintaining our distinctive Jesuit identity. The candidate appointed to this post will have a wonderful opportunity to play a key leadership role in making this vision a reality and to grow in professional confidence and to experience great personal fulfilment.



Curriculum

We aim to equip our students for the modern world: we are experiencing rapid economic, political and social change and our students need to be ready to take their place in that world. For example, we introduced Mandarin and joined the Mandarin Excellence Programme last year in order to provide our students with additional challenge. We are carefully reviewing our curriculum, paying close attention to what we want students to know, understand and do, especially at KS3. We are working on developing a truly academically rigorous, knowledge rich curriculum that is challenging, engaging and stimulating, and supports students to think for themselves. We cannot work on pedagogy in isolation of curriculum. Curriculum intent and implementation ie teaching and learning are integrally related and the successful candidate will work closely with the core Senior Team and with Middle Leaders to further develop these areas.

We have worked closely with an Independent Education Consultant and Trainer to develop curriculum and pedagogy. Our curriculum teams are focusing on the key knowledge, skills and concepts that students need to gain mastery in their disciplines and are working carefully on sequencing of core knowledge and skills. We aim to be leaders in innovative curriculum design and pedagogy over the coming years.

In addition to our core academic curriculum and in keeping with our ethos, we have designed a Magis curriculum at KS3 to teach explicitly a range of skills such as emotional literacy and intelligence, keeping good mental health, teamwork, positive relationships, dealing with conflict and compromise, self belief, self management and interpersonal skills in order to develop a positive, caring masculinity. We draw upon the Upenn Resilience programme to guide us, a programme designed to develop emotional resilience and wellbeing.





Teaching and learning, and staff development

We are striving to be a community where there is a genuine passion and excitement about how students learn and how teachers teach, where teachers' practice is research and evidence based, and risk taking is the norm, where teachers are learners, collaborating with and developing one another. We believe that we can only change practice by ensuring that teachers have the opportunity to reflect, challenge and support one another. We are moving away from traditional lesson observations where a lesson is observed and judged as we do not believe that this is developmental or changes practice. We undertake regular learning walks to capture good practice, promote peer observation and film lessons so that colleagues can analyse their own practice and take responsibility for their own practice before meeting to have a professional dialogue.

Staff are our most valuable resource and we invest in them, making time for staff development. Every Wednesday, we have our teaching and learning briefing and most of our training takes place in weekly Professional Thursdays from 3.20 – 4.40pm. Staff work collaboratively in groups on areas of practice grounded in research and development such as digital transformation, checking understanding, scaffolding etc. In the next few months, we will gain the status of being a speech, language and communication friendly school as a significant proportion of our staff are now ELKLAN trained. We work closely with colleagues in our Teaching Alliance and our staff have access to a range of middle and senior leadership programmes as well as the Olevi Outstanding Teacher Programme but we find that some of our best CPD is delivered in school.

The successful candidate will work with our core team of Senior Leaders focused on developing curriculum, teaching and learning, and staff, and will lead our Teaching and Learning Team and Lead Practitioners, planning and delivering our training. We are evaluative and self-reflective and work with other schools to undertake peer to peer review led by our Independent Education Consultant. We aim to be known for our dynamic teaching and learning.