A white board with colorful text

Description automatically generatedA person in a blue suit writing on a book

Description automatically generatedA group of kids reading in a library

Description automatically generatedA group of people in a classroom

Description automatically generatedA blue and white logo

Description automatically generated

**Recruitment Pack for the Position of:**

**FRENCH TEACHER**

Welcome to St Thomas More Catholic High School

Thank for taking time to consider the post of French Teacher here at St Thomas More Catholic High School. The role is a vitally important one in our school and will impact directly on our continued success and future development.

Our OFSTED inspections of September 2007, April 2012, January 2016, March 2020 and November 2024, together with our pupils’ examination results at Key Stage 4 establish our wider reputation as a school with excellent results and pupil progress. The Diocese of Shrewsbury graded the school outstanding in December 2023

I hope that in finding out more about the school and its secure basis on Gospel Values you will feel motivated to apply for the post of French Teacher. I would encourage you to visit the school and meet our exceptional pupils. Please do not hesitate to contact the school if you have specific questions. However do look at our website if you would like more information about our school.

**Your application form and covering letter, including referees should be returned by the advertised closing date.**

The application form and covering letter can be emailed to:

recruitment@st-thomasmore.cheshire.sch.uk

A black and white text

Description automatically generatedKind regards

Mrs Katherine Packham

**Headteacher**

**St Thomas More Catholic High School**

**Keeping Faith in Education**

St Thomas More Catholic High School is a high performing, oversubscribed, 11-16 school in the South Cheshire Catholic Multi Academy Trust in the Diocese of Shrewsbury which was once again rated Good by Ofsted in 2016. Our most recent inspection by Shrewsbury Diocese rated us as an Outstanding Catholic school.

We have a well-deserved reputation for academic excellence balanced by outstanding pastoral care and support which allows our pupils to flourish and develop as rounded individuals.

During 2024-25 we continue with our focus on the quality of teaching to support excellent results for pupils, very high expectations of behaviour to create a calm and happy school, a strong good pastoral system to care for pupils and their needs, and a range of enrichment activities to engage and motivate pupils to contribute to their wider education to ensure that St Thomas More Catholic High School provides an outstanding education for all pupils.

Every school in the country with high ambitions for its young people would probably say the same, but we have a distinctive foundation or inspiration for our pursuit of excellence: our Catholic Christian values, based on the Gospel of Jesus Christ, which regards every person as a unique creation of God with an ‘original gift’ to offer the world. Our aim is to help pupils to discover the person they are called to be.

In the day to day life of the school, Gospel and British values are evident in the culture of respect and the strong ‘family’ atmosphere which all our visitors comment on and our staff and pupils value highly. Our values and common purpose has enabled us to create a thriving community who experience a full and balanced education which prepares them to live a fulfilling life and able to grasp all job, career, high education and leisure opportunities which the world offers.

**What is special about a Catholic School?**

|  |  |
| --- | --- |
|  Form prayers each day |  Links with Global Schools |
|  Assemblies |  Caring ethos |
|  Retreats |  Inclusion for all |
|  Liturgical events |  Wellbeing Days |
|  Faith in Action |  Curriculum Core RE |
|  Equality and Respect of all |  Supporting the Church Catechetical Programmes |
|  Relationship and Sex Education |  Chaplaincy Team |

**KEY FACTS**

**LOCATION:** Crewe, Cheshire

**DENOMINATION:** Roman Catholic

**DIOCESE:** Shrewsbury

**AGE RANGE:** 11 - 16

**NO OF PUPILS:** 647

**NUMBER OF STAFF:** 97

**% OF PUPILS ON FREE SCHOOL MEALS:** 9.5%

**ACADEMIC ACHIEVEMENTS:**

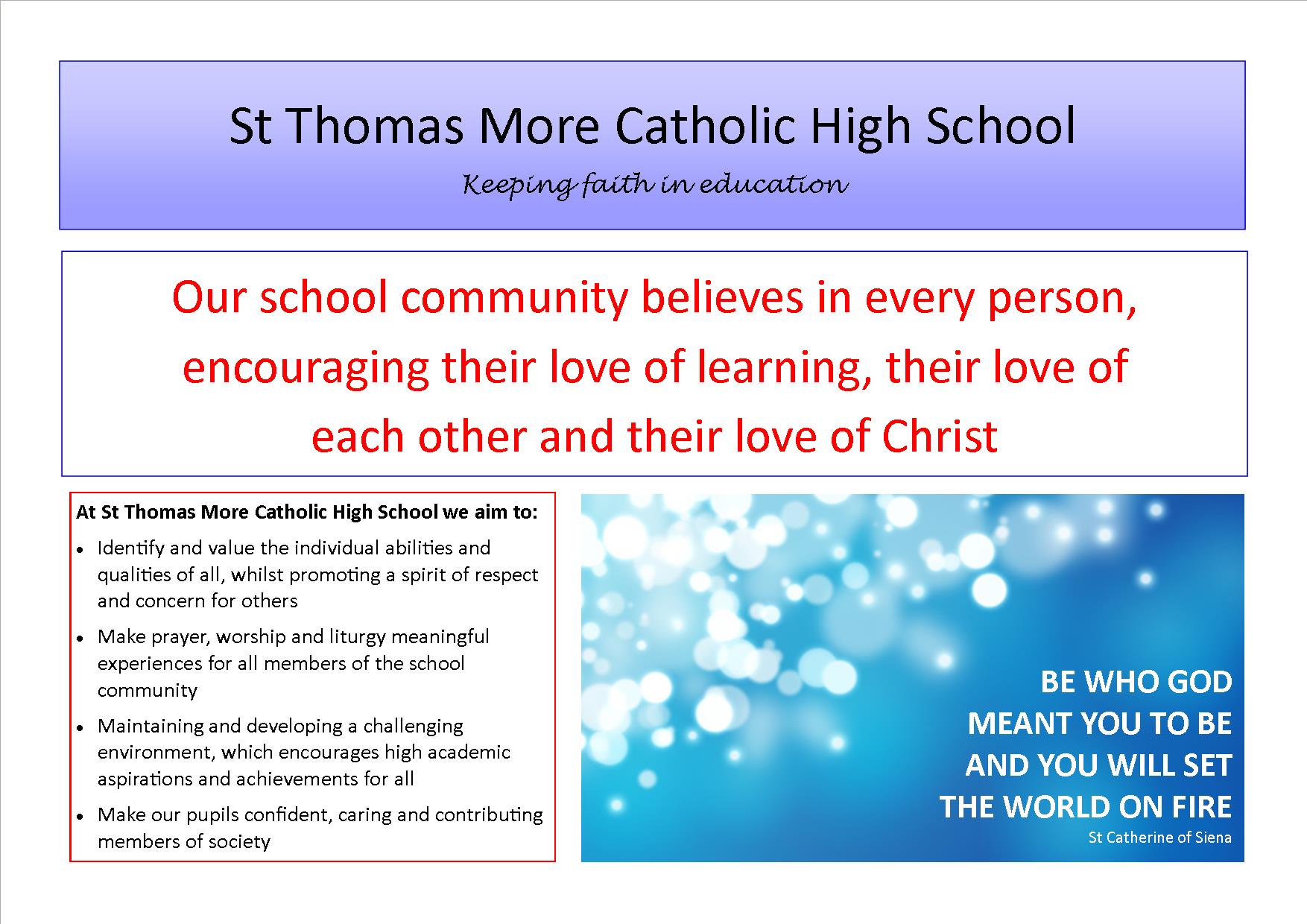
**2024 GCSE Exam Results:**

**Progress 8:** + 0.26

**Attainment 8:** 47.9

**Achieving Grade 5 and above inc English & Maths:** 42%

**EBACC (Average Point Score)** 4.35



A logo with a gold and red cross

Description automatically generatedCrewe is an established town in Cheshire with a population of approximately 84,000. Crewe is known for its large railway junction and its history of manufacturing and overhauling locomotives. Crewe was also the home of Rolls-Royce Motors from 1946 until 2002. The Pyms Lane factory now produces Bentley Motor Cars exclusively.

St Thomas More Catholic High School is located within the parish of St Mary’s the Immaculate, Crewe, under the Diocese of Shrewsbury. We work closely with our partner feeder primary schools, St Mary’s Catholic Primary School, Crewe; St Anne’s Catholic Primary School, Nantwich and St Gabriel’s Catholic High School, Alsager. With a PAN of 128 and approximately 650 pupils on roll the school is increasingly oversubscribed.

St Thomas More Catholic High School has an excellent reputation within the Catholic and local community. We are a successful and popular school. Examination results and Levels of Progress are above local and national averages across Key Stage 3 and 4.

St Thomas More was inspected by Ofsted in November 2024 and was judged as a “Good” school. Here are some of the main findings from our recent inspection:

 ‘St Thomas More is a friendly, caring and inclusive school’

 ‘The school is ambitious for all pupils including those with special educational needs and/or disabilities’

 ‘Pupils achieve well’

 ‘Pupils and the community are proud of their school’

 ‘Pupils feel safe and happy in school’

 ‘The school is calm and orderly’

 ‘Relationships between pupils, staff and visitors are courteous and respectful’

 ‘The school has implemented a broad curriculum that makes clear what pupils need to learn and remember’

 ‘Where teachers are new to the school or the subject they teach, they are well supported’

A group of girls in school uniforms

Description automatically generated

**Welcome from the Languages Department**

The Languages Department aims to provide pupils with a love for learning languages with a view to having as many students as possible choosing to study two Languages to GCSE Level. All pupils study at least one language to GCSE and we have increasing numbers of pupils studying both French and German. The whole cohort study French in Year 7 and the top two sets also study German. In Year 8, when pupils make their options, pupils either continue with French and the top two sets decide between French, German or both.

The Department is situated in a series of specialist classrooms all with interactive whiteboards and good sound / speakers for listening work. We are well resourced and follow a Conti based curriculum which is newly resourced. Ofsted were really delighted with our curriculum.

Our GCSE begins in Year 10 and we follow the Edexcel specification.

Attainment, progress, behaviour and levels of enjoyment in the department are good. We are a friendly, welcoming team who work well together to provide the best outcomes for all pupils. Quality Assurance within the faculty includes learning walks, book reviews, homework checks, behaviour reviews and formal observations all with an aim to share best practice and continually raise standards. Student voice also forms part of our systems.

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**Job Description: French Teacher**

Reports to: Curriculum Leader for Languages Department

**Key purpose of the job**

To teach pupils in allocated classes in order to ensure that their learning is of the highest quality.

**Responsibilities of a classroom teacher**

► Teach pupils within allocated classes, enhancing their learning and providing the opportunity for achievement for all pupils;

► Planning and preparing tasks which challenge pupils and ensure high levels of interest during lessons;

► Monitor the academic progress of pupils within allocated classes and implement appropriate strategies to address underachievement;

► To assess, record and report on the progress and attainment of all pupils within allocated classes;

► To register the attendance of pupils in class;

► To set appropriate homework;

► To mark pupil’s work and give appropriate and constructive feedback;

► To research new topic areas, maintain up-to-date subject knowledge, and devise and write new curriculum materials;

► Manage pupil behaviour in the classroom and on school premises, and apply appropriate and effective measures in cases of misbehaviour;

► Communicate with parents and carers over pupils' progress and participate in departmental meetings, parents' evenings and whole school training events;

► Undergoing regular observations and participating in regular in-service training (INSET) as part of continuing professional development (CPD); and

► Undertake critical self-evaluation and then participate in continuous professional development designed to enhance the quality of teaching or other working practices.

**Responsibilities of a form tutor**

► To address any issues concerned with the wellbeing, personal development and academic progress of pupils within the tutor group;

► To check uniform and general appearance on a daily basis; and

► To monitor the behaviour of pupils in the tutor group.

**Performance Management responsibilities**

► All members of staff are required to participate fully in the school’s performance management system.

**Other professional requirements**

► Have a working knowledge of teachers’ professional duties and legal liabilities;

► Operate at all times within the stated policies and practices of the school;

► Establish effective working relationships and set a good example through their presentation and personal and professional conduct; and

► Contribute to the corporate life of the school through effective participation in meetings and management systems necessary to coordinate the management of the school.

**Person Specification : French Teacher**

***Qualifications:***

► A suitably qualified graduate.

► Evidence of relevant and ongoing CPD.

► Any further relevant qualifications.

► This role would be suitable for an NQT or an experienced teacher.

***Experience:***

► An excellent Teacher with the ability to secure consistently high levels of student achievement.

► Experience of teaching KS3 and KS4 including an up-to-date knowledge of the KS3 and KS4 curriculum.

► Knowledge of recent national developments in Secondary Education.

► Experience of teaching the full range of abilities.

DESIRABLE:

► Experience of a pastoral / form tutor role.

***Skills and Knowledge:***

► Excellent teaching skills, including effective communication skills, ability to motivate students and the capacity to create good learning environments.

► A clear understanding of the characteristics of high quality teaching and learning and achievement for all pupils.

► Knowledge of current issues and recent developments in the curriculum area.

► Capacity to use ICT as an integral part of teaching.

► Knowledge and understanding of the value added agenda, including levels of progress.

► Ability to lead initiatives, support the process of change and work effectively in a team.

► Secure commitment to a clear aim and direction for the subject.

► Understanding of equal opportunities issues and their application to work.

DESIRABLE:

► Understanding of particular needs of pupils with SEN.

► Awareness of factors affecting language and learning across the curriculum.

► Knowledge/involvement in other cross curricular initiatives/projects or whole school developments.

***Personal Qualities:***

► Willingness to support the ethos of a Catholic school.

► Enthusiasm for the subject.

► Ability to use own initiative.

► A commitment to the vision of the school.

► Ability to form good working relationships with pupils and staff.

► High standards and expectations.

► Ability to use pupil assessment data to raise achievement.

► Outstanding communication skills.

► Reliability and integrity.

► A commitment to safeguarding and promoting of welfare of children issues.

► A commitment to personal and professional development.

► A willingness to contribute to extra-curricular activities.

**ENHANCED DISCLOSURE**

Thank you for interest in St Thomas More Catholic High School. The post you are applying for involves working with young people. It is therefore exempt from the Rehabilitation of Offenders Act and any offer of employment will be subject to an Enhanced Disclosure.

As this post is exempt from the Rehabilitation of Offenders Act, you must declare any convictions, including pending convictions, cautions, reprimands and warning which would otherwise be regarded as “spent” under this Act. Further details will be sought prior to appointment.

An Enhanced Disclosure is carried out by the Disclosure and Barring Service and will check criminal records for information on any convictions, cautions, reprimands and warnings held on Police National Computer and on local Police records.

All information on criminal records provided both by you and within the Enhanced Disclosure will be used, stored and disposed of in confidence and in line with the Disclosure and Barring Service Code of Practice of Disclosure Information.

If your application is successful, you will receive further information on how to complete the Enhanced Disclosure.





