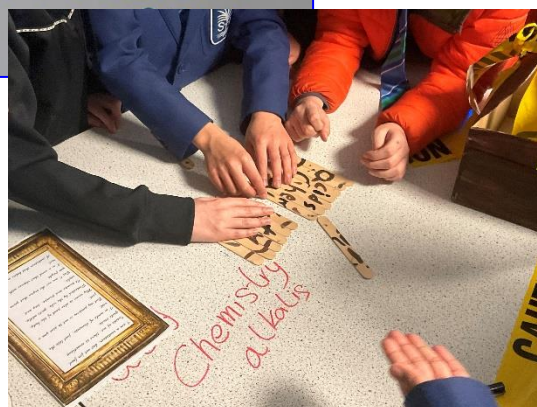




ST THOMAS MORE
CATHOLIC HIGH SCHOOL



**Recruitment Pack for the Position of:
Teacher of Geography**

Welcome to St. Thomas More Catholic High School

Thank you for considering the vacant role here at St Thomas More Catholic High School. The successful candidate will have a direct impact on our continued success as a high performing academic school and a family school where our faith is nurtured.

Our school is currently the highest performing school in Cheshire East for Progress data with a P8 of 0.63. We are a Good school judged by Ofsted in March 2020, and the report displays a school which really cares. Our Diocesan inspection in 2017 judged the school as Outstanding.

Please look at our website and our school video to give you more of a flavour of our happy school. Our Catholic Social Teachings weave through all areas of school life, through our curriculum, personal development, policies and practices. I hope that the information you receive allows you to be motivated to apply for the vacant position. I do encourage you to come and visit the school and meet some of our staff and our wonderful pupils. Alternatively, contact the school if you have any direct questions.

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:

mrs.mcglone@st-thomasmore.cheshire.sch.uk

Kind regards



Mrs Katherine Packham
Acting 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 March 2020. 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.

We continue to focus relentlessly on the quality of teaching leading to 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, Catholic Social Teachings 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:	669
NUMBER OF STAFF:	79
% OF PUPILS ON FREE SCHOOL MEALS:	18.26%

Crewe 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 Pym's 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. Please read our latest Ofsted Report to find out more:

<https://files.ofsted.gov.uk/v1/file/50151054>

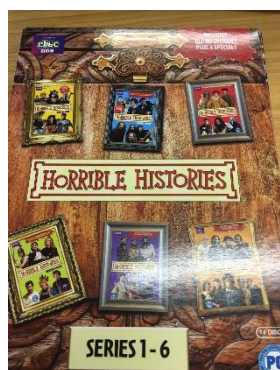


Welcome from the Humanities Department

The Humanities Department aims to provide pupils with a well rounded Humanities education with a view of having as many students as possible choosing the Humanities subjects in Key Stage 4. For those not wishing to follow Humanities further we aim for them to leave Key Stage 3 as critical thinkers with an appreciation of the role of the Humanities subjects in everyday life. The Humanities department is situated in a series of dedicated rooms with projectors; speakers, electronic whiteboards and access to our own suite of tablet computers. Subjects are taught as separate entities though most teachers are expected to be able to teach more than one subject at Key Stage 3.



The department follows its own schemes of work through Years 7 to 9, based on the KS3 Programme of Study. These are fully resourced and differentiated lessons already available but we aim to continually improve on our current delivery. We embed key subject skills straight away from Year 7 and assess these criteria against an individual student progress target.



The current Key Stage 4 are following the Edexcel GCSE History course (American West, Medicine, Tudors and Germany); AQA Geography course; EDUQAS Business course or BTEC Health & Social Care course. We are so successful as to have 20 different GCSE classes across the faculty.

Attainment and progress in Humanities is very good, generally we have over 80% of the cohort achieving 9-4 grades with a good percentage achieving grades 8 & 9. However, we are not content with this and work together to maintain and raise these levels of progress and achievement. Pupil progress is always more important than raw grades and ALL pupils deserve the opportunity to succeed at their own levels. Behaviour is exemplary and pupils are enthusiastic about their learning and

demand high standards of themselves. This only happens when high standards are expected and delivered by our teaching colleagues. 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. Pupil voice also forms part of our systems.



If you have any questions we urge you to contact the Head of Department Mr Stephen Hallam on mr.hallam@st-thomasmore.cheshire.sch.uk

Job Description: Geography Teacher

Reports to: Curriculum Leader for Humanities

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 : Geography Teacher

Qualifications:

- ▶ A suitably qualified graduate.
- ▶ Evidence of relevant and ongoing CPD.
- ▶ Any further relevant qualifications.
- ▶ Commitment to providing fieldwork as required with the possibility of overnight residential visits.
- ▶ 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 pupil 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.

