# January 2022

Dear Applicant

# Post as Head of House (TLR 2c, currently £7,017)

Thank you for your interest in this key post as a permanent full time Head of House, which is available from 1 September 2022. We are advertising because the current post holder is retiring after leading the House successfully for many years, and leaves a great foundation for the successful candidate to build on.

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. 53% 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 **700** students taken from our own school and from many other schools across the City.

Over the last four years more than 80% of our students have achieved five or more GCSEs at grade 4 or above (the old C grade) and over 40% of students have achieved three or more GCSEs at grade 7 or above (the old A grade). We are in the top 20% of schools nationally for outcomes in English and Maths at GCSE and over the last three years prior to the pandemic our Attainment 8 score for all GCSE subjects is 55, putting us in the top 12% of schools nationally, while our Progress 8 score over these years of 0.29 is consistently significantly above the national average. Our success is recognised in inspection judgements. Our two most recent Ofsted judgements were outstanding in all categories, and our three most recent church school (SIAMS) inspections were outstanding.

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 have always had a passionate commitment to teacher development and outreach. We are currently a partner school within the Five Counties Teaching School Alliance and are the Lead Science Learning Partnership for Bristol, South Gloucestershire, Bath, North Somerset and Somerset. We are a delivery partner for the Church of England National Professional Qualifications. We share our outstanding practice, especially in Values and in learning and teaching, with a range of schools in Bristol and beyond.

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 or sixth form. 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, Computing, 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 House system creates smaller ‘units of belonging’ in our large school. The system is highly regarded by parents/carers, students and staff. Each Head of House has the freedom to create their own House identity through assemblies, guidance on tutor worship and House Council activities.

The Head of House will have a key role to play in maintaining and developing our outstanding pastoral system and monitoring students’ academic progress and student mentoring. We are looking for someone with the capacity to promote and develop the school’s distinctive Christian ethos, and to lead a team of tutors and create a sense of ‘belonging’ to the House. Franklin House is one of our mixed age Y8 - Y11 Houses. Our House names reflect the diversity in our school. They are named after influential individuals, all of whom lived out our school ALIVE values. They overcame adversity and had an impact on the world. Rosalind Franklin was a British chemist, who played a crucial role in the discovery of the nature of DNA. At the time, Franklin received no recognition for her work in this field. She went on to do some excellent research on viruses and polio.

The post is well supported with administrative help, a Deputy Head of House and an excellent team of tutors. The member of the leadership team who is linked to the House is based on the same floor as the House office. The Deputy Headteacher (Behaviour for Learning) regularly meets with Heads of House and with wider pastoral staff to share ideas, support, and practical organisation.

We seek to appoint a talented teacher and dynamic pastoral leader. We would expect candidates to be able to teach across all the key stages. We are currently not able to accommodate teachers of PE, Art or Music, but can accommodate a wide range of other teaching subjects. We would appreciate some flexibility initially. Please complete our Teaching Experience form to indicate which subjects you are able to teach, and at what key stages.

The closing date for receipt of application forms by my PA is Monday 17 January 2022 (by 9am). 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**.

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