



Teacher of English

Information to Candidates

January 2023



St Mary's Catholic Academy

St Walburga's Road
Blackpool. FY3 7EQ

Tel: 01253 396286

Email: admin@st-mary.blackpool.sch.uk

Web: www.st-mary.blackpool.sch.uk



Head Teacher: Mr. S. Eccles B.Sc. (Hons) MEd

Dear Colleague,

Thank you for considering St. Mary's Catholic Academy for the next stage in your career. We are seeking to appoint a talented teacher of English. This is a full time, permanent role from September 2023. The post would suit an ECT or an experienced teacher. The successful candidate will be able to teach English at Key Stage 3 and Key Stage 4. With the potential for teaching some Key Stage 5 in time.

Applications must be sent electronically to admin@st-mary.blackpool.sch.uk by 9 am on Friday 3rd February 2023.

St Mary's is a highly regarded oversubscribed Catholic Academy in Blackpool in the Diocese of Lancaster. The school is very much a Catholic family where everyone works together to support and challenge one another to be the best they can be.

Our Catholic Ethos, founded on the hallmarks of:

Catholic

Caring

Community

Challenge

is key to our success. Students and staff are all encouraged, as our mission statement states, to grow in wisdom, understanding, self-esteem and closeness to God. Many of our staff and students are Catholic or Christian, we are joined by a number of staff and students who aren't, anyone is welcome to come and be part of our family as long as they are willing to support and contribute to the ethos and success of the Academy.

As Head Teacher, I believe that a happy, highly trained and well supported staff is the key to our success. Staff at St Mary's receive a full induction programme and access our outstanding weekly professional development. All teaching staff also have 90 minutes of additional non-contact time per fortnight to focus on their own area of interest in enhanced professional development. New staff are also supported by regular, weekly coaching meetings and support from their subject areas; a range of leadership development programmes is also available.

St Mary's is designated as Blackpool's research school and provides staff with the opportunity to benefit from the latest research and evidence in education. Everything we do, whether that be our innovative key stage 3 reading programme; our approach to revision and practice homework; or the design of our professional development curriculum for teachers; is research evidence based.

Staff wellbeing is also a key part of our success as a school. A hard-working staff should be well supported and cared for to allow them to meet the demands made of teachers in a modern context. All staff are provided with their own personal laptop and extensive training and the support of colleagues. A well-resourced support team of IT technicians, admin staff, chaplaincy staff and site staff work hard to make sure the Academy runs smoothly and that teaching staff are well supported to focus on our core business of teaching. Workload issues are regularly discussed with our staff committee and policies around marking, assessment, reporting and homework are carefully designed to try and manage the workload for staff. An email protocol ensures staff are not disturbed by emails in an evening and small gestures like free tea, coffee and biscuits served by our amazing housekeepers; free access to the school fitness suite; free annual flu jabs; a car valet service and regular staff social events including a free Christmas "do" and a Trust summer ball all help to make our Academy and Trust a rewarding place to work. All of this work takes place in state of the art facilities. St. Mary's was lucky enough to benefit from a 22.5 million pound partial rebuild and refurbishment, we are so lucky to work in one of the best school buildings in the region.

Staff retention is high at St Mary's because staff are valued and in return work hard to ensure our students achieve the best possible outcomes. If what you have read so far is exciting and you feel that St Mary's is a community in which you will thrive and make a positive contribution to our ethos and journey, then we would love to receive your application. You will find more information about St Mary's and information specific to this role and the application process in the rest of this document. You can also find further information out about the Academy on our website.

Yours sincerely

Headteacher



CEO: Mrs. Helen O'Neill BSc (Hons), MEd

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What others say about St Mary's

OFSTED

A full Ofsted Inspection of St Mary's in May 2022 was extremely positive and confirmed that St Mary's Catholic Academy continues to be good in all areas. Inspectors noted in relation to curriculum that: *"Leaders have ensured that pupils follow a suitably ambitious curriculum. Pupils achieve well overall. This includes pupils with special educational needs and/or disabilities (SEND) and disadvantaged pupils. Students in the sixth form receive an especially strong quality of education."* They were also pleased to see in relation to behaviour that: *"Pupils behave well in lessons and around the school. They are polite and well mannered. They enjoy positive relationships with one another."* We were pleased that inspectors noted the strength of personal development: *"Pupils benefit from a strong programme of personal development. This includes age appropriate relationships and sex education and health education. Pupils learn about other cultures and beliefs. Teachers prepare pupils well for life in modern Britain."* and our focus on the well-being and development of staff: *"Leaders are passionate about supporting the well-being of staff. They put a strong emphasis on professional development, including research. They care for their staff. Teachers appreciate the efforts made by leaders to reduce their workload. Staff enjoy working at the school."*

You can read full copy of the report here: <https://files.ofsted.gov.uk/v1/file/50187176>

Diocesan Section 48 inspection

Our Diocesan Inspection Report in March 2017 graded us as "outstanding". A copy of the full report is available on the Academy website. Some of the inspector's findings were:

- *This is an outstanding Catholic Academy. Christ is at the centre of all it does and Gospel values permeate throughout.*
- *The leadership of the academy is outstanding as Directors and leaders are totally committed to the Church's mission of high quality Catholic education for all.*
- *Staff are authentic witnesses to Gospel values and endeavour to live these out in their work with pupils, especially the most vulnerable. The quality of the pastoral care is outstanding with all pupils and staff expressing the caring community that exists in all aspects of the life of the academy. Pupils care deeply about their school with one Year 11 pupil saying, "I feel lucky to come here."*
- *The prayer and liturgical life of the academy is outstanding. There is a very strong Chaplaincy team whose work permeates the whole of the academy and supports and encourages the work of all staff. Pupils are actively engaged in the prayer life of the academy and take part and lead prayer and liturgy on a regular basis.*
- *Pupils are attentive and want to achieve. They show confidence in their teachers and enjoy positive relationships with them.*

Public examination results:

GCSE attainment data was up in comparison to 2019 in English and Maths, with 62.6% of students achieving a grade 4+ in both subjects compared to 60% in 2019 (the last year results were based on examinations) and 37.4% achieving a grade 5 or above compared to 35.5% in 2019. Progress across subjects however was not as strong as in 2019 where our progress 8 measure was -0.25. This year's figure is -0.6. Our students, in the context of Blackpool, faced many challenges from the pandemic and we have a clear plan in place to ensure that our current cohort of students make much better progress.

At A level attainment and progress were down slightly with 96% (100% in 2019) of students achieving an A*-E, 17.4% A*/A (23.1) and 36.3% A*-B (50%). Performance in level 3 vocational and technical qualifications was much stronger with 76.5% D*/D, 98.5% D*-M and 100% D*-P. Some of our more vulnerable students really struggled with the after effects of COVID19 on our community. We are delighted that with hard work the vast majority secured the destinations they wanted through hard work and support from our staff and their families. Our Sixth Form provision remains a strength of our school.

COMPLETING YOUR APPLICATION

INFORMATION FOR CANDIDATES

Application process:

Candidates should complete a CES application form (attached to the advert on the Academy website) and a letter of application, the details of which can be found below. Please **do not** include a CV as this will not be considered as part of the process. Evidence will be drawn from:

- Letter in support of application.
- Application Form.
- Lesson observation & task.
- Response to questions during interview.
- References.

Letter of application should:

- Be clear, concise and well presented.
- Demonstrate how you meet the person specification.
- Describe your vision for teaching and learning in the English Department at St. Mary's Catholic Academy in the 21st Century.
- Be no more than two sides of A4 in length.

Applications can only be accepted in electronic format via email to admin@st-mary.blackpool.sch.uk the closing date is 9am on Friday 3rd February 2023.

English Department Information

INFORMATION FOR CANDIDATES

PERSONNEL

The staffing from January 2023 is:

Mr Simon Eccles – Headteacher and Senior Line Manager.

Mrs Jenna Lavis – Head of English Department

Mrs Maria Seed – Teacher of English and Second in English

Mrs Michelle Glass – Teacher of English and Second in English

Miss Monica Fitzpatrick – Teacher of English and Head of Year 11

Mrs Laura Lovatt – Teacher of English (part time)

Mrs Sally Morgan – Teacher of English

Miss Chloe Ozkan – Teacher of English (Teach First)

Mrs Laura Parry – Teacher of English and Head of Year 9

Mrs Lyndsey Pickworth – Teacher of English & Head of Student Leadership

Miss Elena Tallentire – Teacher of English

Miss Elissa Thackwray – Teacher of English

Mrs Tina Williamson – Teacher of English (part time)

CURRICULUM

The post will involve teaching English at various key stages.

At Key Stage 3, St Mary's English Department offers a rich and varied curriculum. Thematic modules provide inspiring and exciting challenges for all learners.

At Key Stage 4, we currently follow the AQA English Language and English Literature specifications.

We offer two AS / A2 subjects: English Literature and English Language. Both subjects are popular and engaging, leading to successful outcomes for our students.

2018's GCSE results were incredibly pleasing, with 70% of students achieving a Grade 4+ in English Language, and 74% achieving Grade 4+ in Literature. We look forward to building on this success further.

ACCOMMODATION

The accommodation consists of an eight classroom learning house, along with a covered outside area that is shared with Modern Foreign Languages. The rooms are bright and well-resourced with fixed projectors in each learning space. There is some variety in the learning spaces available which would allow for different approaches to the teaching of English to be explored.

PLANNED DEVELOPMENTS

In line with the Academy Raising Achievement Plan, the English Department will work towards the following Key Goals:

Transforming Learning

The department is keen to develop further extra-curricular provisions, specifically around the area of creative writing and English within the world of the Media. We work closely with the Academy Learning Resource Centre and would like to further strengthen connections between the Department and the Library. Regular theatre trips complement our Department ethos and we are always looking for opportunities to bring Literature to life!

Due to national changes within English, the Department has created new KS3 schemes of work to ensure that students are prepared for the new GCSE curriculum, whilst simultaneously offering them the opportunity to be

creative and enjoy the subject. By working closely with the Blackpool Research School, we are continually reflecting on practice and pedagogy, revising schemes of work as necessary and we look forward to a fresh input.

Further Raise Achievement & Attainment at GCSE & A-Level

Further work will be completed with our high achieving students and with those who are capable of reaching top grades at GCSE and A-Level. We look forward to developing new strategies to stretch and challenge these students during their completion of the new GCSE and A-Level qualifications.

To Further Strengthen Our Catholic Ethos

The English Department is vibrant and thriving with a broad range of teaching experience. We are a supportive network of committed staff, working as a team to encourage progression, success and enjoyment at work. We have an excellent history with supporting ITT students. We will continue to offer places for trainee teachers, observation placements for University students and will maintain our excellent partnerships with training providers. We currently have 3 trained subject mentors within the department and offer at least two placements per year. Our staff are constantly developing quality formative feedback and coaching skills and this allows us to offer excellent support to trainee or new staff.

ST. MARY'S CATHOLIC ACADEMY

Teacher of English **Person Specification**

The successful candidate will be someone with enthusiasm, initiative and very good subject knowledge. S/he will demonstrate a clear commitment to promoting the highest possible standards of achievement and developing excellent relationships with staff and students across the full age and ability range at St. Mary's. The person appointed will have a professional and personal profile that most closely matches the specification given below:

1. QUALIFICATIONS

- Qualified teacher status at graduate level.
- ENGLISH Degree/Degree containing substantial ENGLISH element.
- Recent professional development/teaching placement relevant to the post.

2. EXPERIENCE, SKILLS, KNOWLEDGE and APTITUDE

- A clear philosophy for the teaching of ENGLISH.
- Knowledge of some strategies that will enhance learning and raise the attainment of all students in ENGLISH.
- Ability to use ICT to transform learning.
- Effective communicator – verbally and in writing.

3. PERSONAL QUALITIES

- Ability to form good relationships with both colleagues and students.
- Commitment to actively supporting the distinctive ethos of the school.
- Commitment to assisting with the development of extra-curricular activities.
- Resilience, commitment, ability to work under pressure and a sense of humour.
- An excellent attendance and punctuality record. (Please note that excellent attendance is considered to be 95% attendance over the past two academic years. Directors will take note of one off illnesses/absences and individual circumstances).
- High expectations of all students.
- Enthusiasm for career development.

The standard contact time for teachers is 25 out of 30 periods per fortnight (23 for NQTs), including a period of PSHE with your form and an additional 90 minutes of enhanced CPD time.

JOB DESCRIPTION
TEACHER OF ENGLISH

All teachers have a responsibility to contribute to the realising of high standards of attainment and discipline in their classes and subject area. They are also responsible for the pastoral care of a form group. The duties should be discharged in such a manner as to actively enhance the Catholic ethos of the Academy.

Responsible to: Head of ENGLISH

Key Outcomes

1. A caring, Catholic ethos built on high quality relationships.
2. Increased proportions of outstanding and very good teaching.
3. Consistently high standards of attainment across all key stages.
4. A well-disciplined and stimulating learning environment.
5. Promotion and safeguarding of the welfare of all students.

The key outcomes will be achieved by:

Contributing to a Common Mission and Shared Vision through:

- Helping preserve the existing strengths of St. Mary's Catholic Academy and further developing its distinctive mission with the Catholic Church.
- Being the significant adult and main role model for a form group.
- Assisting with the implementation and evaluation of the ENGLISH Department Development Plan and the Academy's Development Plan.
- Implementing the Academy's Child Protection Policies and procedures.

Developing a commitment to learning by:

- Having high expectations of all students and promoting transformational learning and teaching that leads to consistently high levels of achievement for all.
- Working as a member of the ENGLISH Department to establish and maintain a highly effective team.
- Contributing to the development of Schemes of Work and lesson plans that fulfil and enrich examination syllabi requirements.
- Implementing high quality assessment and student tracking procedures that assist learning.
- Ensuring high standards of discipline through recognising and rewarding positive student behaviour and dealing appropriately with unacceptable behaviour.
- Assisting with extra-curricular activities.
- Assisting in the maintenance of a safe and stimulating learning environment within the ENGLISH Department.

In addition, to the specific duties outlines above you will be expected to carry out the duties of a Teacher as stated in the current School Teachers' Pay and Conditions Document.

This post is subject to:

- The CES (Catholic Education Service) form of contract,
- To DBS (Disclosure and Barring Service) formerly the CRB,
- Medical clearance
- Verification of your qualifications and National Insurance number.

Please note as part of the Academy's commitment to the protection and safety of its students:

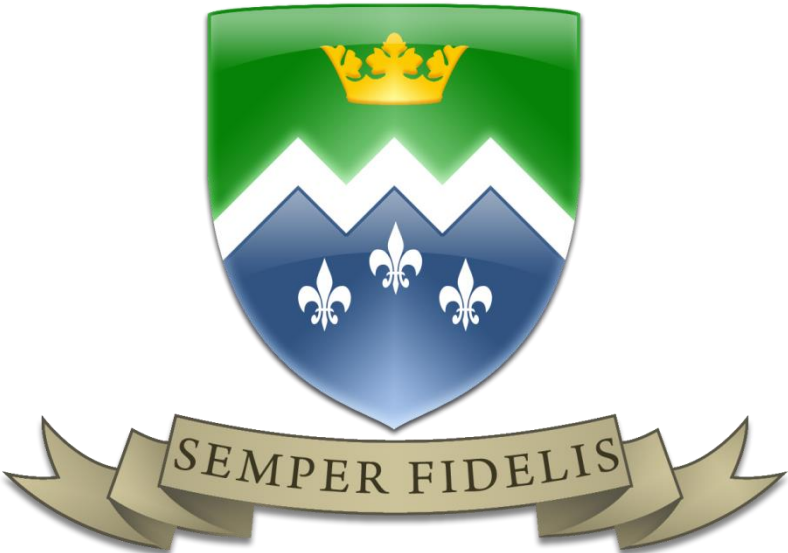
- **References will be required including a judgement about your suitability to work with children. Referees will be asked whether you have any disciplinary offences relating to children (even if spent) and whether you have been the subject of any child protection concerns.**
- **Open references supplied by candidates will not be accepted.**
- **A member of the interview panel will be trained in implementing Child Protection procedures.**

These responsibilities will be reviewed in the light of the Academy’s development plan and changing needs.

S. Eccles
January 2023

Academy Raising Achievement Plan Long Term Objectives

Long term vision				
New Objectives		Year		
		2022/23	2023/24	2024/25
1	Develop and implement a broad and ambitious curriculum at St Mary's	Implement	Embed	Embed and review
2	Improve outcomes and opportunities for disadvantaged students	Embed and review	Embed and review	
3	To improve outcomes for all students at GCSE	Implement	Embed	Embed and review
4	Develop connections between the Sixth Form Provision, lower school and other schools in the trust.	Implement	Embed	Embed and review
5	Further develop the CPD curriculum for staff to include stage appropriate training, improved training for support staff and better use of enhanced CPD time.	Embed		
6	To further develop and implement wellbeing strategies for all staff and pupils at St Mary's	Implement	Embed	
7	To further develop an understanding of ethos for all stakeholders at St Mary's.	Embed and review		
8	Implement and embed a clear quality assurance framework to ensure clear leadership of the Academy.	Embed and review		





The Saint Mary's Way



The distinctive ethos or “*St Mary’s Way*” is based on the four dimensions of the pastoral mission of the church:

- a. Kerygma (Announcing – distinctiveness of witness, religious contribution to every aspect of our education. The Proclaiming School).
- b. Leitourgia (Liturgy – Grace builds on nature but must acknowledge the sphere beyond the natural world. The work of the Christian assembly to adore God in prayer, thanksgiving and penitence. The Worshipping School).
- c. Diakonia (Ministry - Culture has to be changed and transformed by the Christian Gospel. This emphasises social activism and the service of the poor. The Serving School).
- d. Koinonia (Community – Christian community existing in reasonable harmony with the surrounding society. Christian school plays a part in the country’s general education provision. One mission of all Christians is the creation of community which inevitably involves at times compromise and creating common ground with the surrounding culture. The Civic School).

All of these elements are part of the Mission of the Church and all these elements will be found in an authentically Catholic school. Kerygma and Leitourgia give the essential “roots” to the community and help define our distinctiveness. They provide the opportunities to gather and centre ourselves around a core of beliefs. The Trust will be respectful of parents as the first and foremost educators of their children and seek to engage them in their child’s education.

Both Diakonia and Koinonia give the opportunity for our faith to take “wings” and reach out beyond our own community in order to have a positive impact on other communities, particularly those suffering from poverty, and society in general. The service and civic nature of our schools helps give witness and richness to our distinctive way of living. This will include an education rich in the spiritual, moral, social and cultural and supportive of British Values.

Proclaiming, worshipping, service and civic duty are essential elements of the Catholic school. We need both roots and wings to ensure we deliver an education in faith and wisdom which is the hallmark of a Catholic school.

These four dimensions of the mission of the church are reflected in our Academy mission statement:

St. Mary’s Catholic Academy is a caring faith community. Our mission is to provide an outstanding whole-person education through which all are challenged to grow in wisdom, understanding, self-esteem and closeness to God.

The hallmarks of St. Mary’s are:



Catholic

Caring

Community

Challenging

St. Mary's is a *Catholic* academy where prayer and reflection are woven into the fabric of the academy's life. The universal message of the Church and its call to new life encourages us to value every individual as precious in God's sight. The distinctive education offered at the academy includes the continuing development of morals and Christian values.

Respecting the uniqueness of each person is central to the *caring* nature of the academy and a reflection of the Gospel message of love. A strong and supportive pastoral system continues to care for all and helps build people's self-esteem.

The academy strives to be a *community* where high quality and enriching relationships are built. Tolerance and the valuing of others are key points of daily life. We seek to manage every aspect of academy life, with justice, for the common good of all.

We *challenge* all people to use their God-given gifts to achieve excellence and make significant progress in their learning. Opportunities exist for aesthetic, performing and creative talents to be nurtured.

The St Mary's Way:

The St Mary's Way is based on the mission of the church and academy and is built around a way of living and working together as a community centred on Pope Francis modern day beatitudes:

IMAGO DEI – RESPECTING GOD IS IN EVERYTHING WE SEE

- We see the value of every member of our community
- How we speak to others is a reflection of our care for them
- We will leave no member of our community feeling alone or that they don't belong
- As people made in the image of God, we act with honesty and integrity
- Each day represents a chance to grow in wisdom

A SERVING COMMUNITY

- We look out for the needs of others
- Our behaviour should not harm the learning of others
- We try to empathise and understand those who may be struggling
- We see our role in the community as being there to help and encourage each other

A COMMUNITY OF GRATITUDE



- Staff and students thank each other at the end of each lesson
- We show appreciation for all that is done for us in the Academy, whoever has done it
- We recognise the expertise of those who work in the academy
- We recognise that education is a privilege not enjoyed by everyone around the world
- We appreciate the people we share this place with and from whom we can learn

A COMMUNITY OF STEWARDSHIP

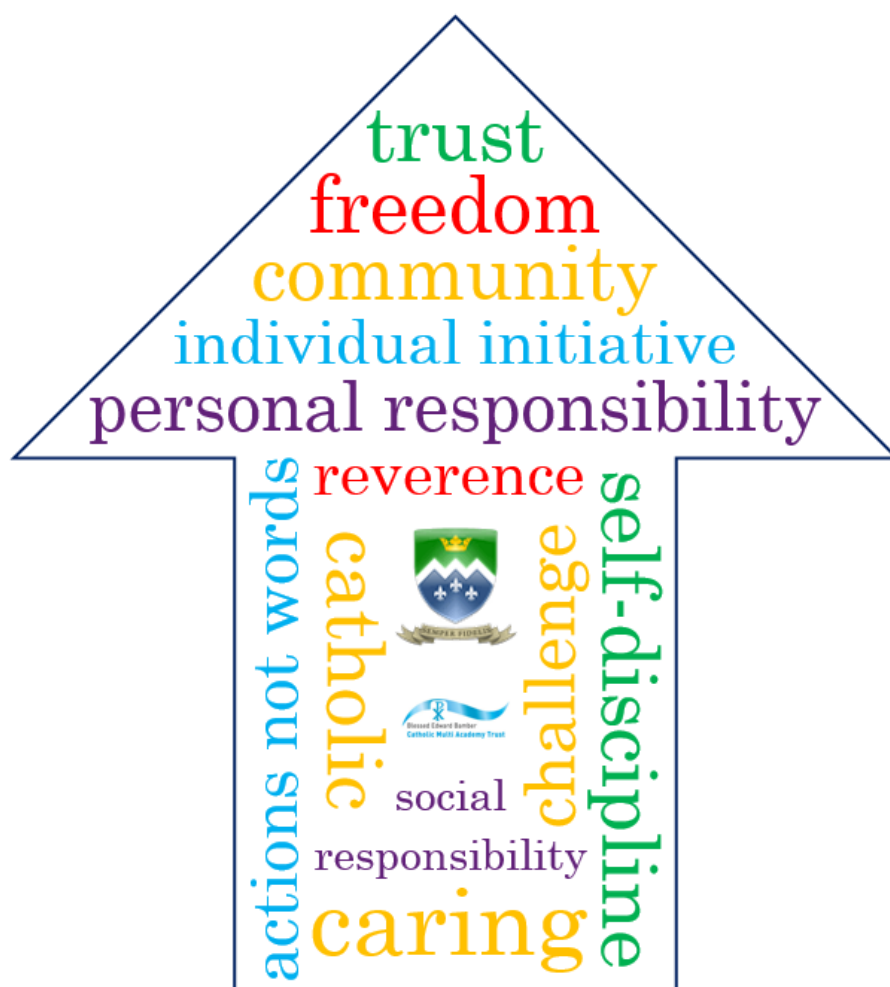
- We look after the things we need to help us learn
- We regard all of the academy as ours to look after
- We cultivate our talents and use them for the good of ourselves and others
- We play all of our roles with our best efforts
- We respect the academy environment and enable it to be enjoyed by everyone

A FORGIVING COMMUNITY

- We avoid unnecessary conflict, often by talking it through
- We are not quick to take offence or to 'hit back'
- We know the power of words to heal arguments and rebuild relationships
- We work hard to forgive each other and ourselves

A PROPHETIC COMMUNITY

- We recognise the power of our words
- We speak the truth with compassion
- We ensure that everyone is treated fairly
- We keep a special eye out for those who may feel vulnerable



"I have come that you may have life and have it to the full."

The St. Mary's Way

John 10¹⁰

OUR HANDBOOK



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A message from our Headteacher

Welcome to our family and to our handbook for "The St. Mary's Way." You are very welcome to our community. As our mission statement says: "St. Mary's Catholic Academy is a caring faith community. Our mission is to provide an outstanding whole-person education through which all are challenged to grow in wisdom, understanding, self-esteem and closeness to God."

St. Mary's is not just about exam results and academic success; it is also about walking with you and your family on your faith journey through our school, helping you to develop your whole character and "Live life to the full".

As you will read in this handbook, our school is built on 150 years of tradition. This started with Blessed Cornelia Connelly and the Society for the Holy Child Jesus. They set up the first Catholic School for Girls in Blackpool in 1870. The Society believed in a caring and Christian approach to school which challenged their students to be the best they could possibly be. We still follow the key principles of this in our own St. Mary's Way, which you will read about in this handbook. This "Way" helps us to understand who we are as a community and how we live and work together as a family. Please read it carefully it is the most important information you will read as you start St. Mary's.

I will see many of you in assemblies and around the Academy but I want to take this opportunity to wish you every success at our Academy. This is a new start in your education journey and a fantastic opportunity to live life to the full by following our St. Mary's Way.

Kind Regards

Mr Eccles

Head teacher



1. Our history

1860 St Mary's school for girls founded

The original school was founded for girls by Cornelia Connelly's Society of the Holy Child Jesus. The site chosen was Raikes Hall, which is now a public house called The Raikes Hotel.

1870 Move to Layton Hill

After a period of rapid growth, a new site was required. The school moved onto the site where our current school still stands today. You can still see the original building at the front of our academy.

1880 A change to the intake

For the first time, boys were admitted to the school.

1900 The boys are moved

The boys were moved off the Layton Hill site and a new school, St Joseph's, was set up. This was located on Park Road.

1918 St Joseph's on the move

A new site was needed for St Joseph's. A move to Layton Mount, on Newton Drive, took place in 1918.

1924 The Diocese of Lancaster

The formation of the Diocese of Lancaster saw them take over the running of our schools.

1975 Catholic Church opts for co-ed

The Catholic Church implemented a requirement for co-education, so the boys from St Joseph's were on the move again. It was time to move back to the original site at Layton Hill and form St Mary's Catholic College.

1982 Further expansion

Further expansion occurred in 1982, when St Mary's was merged with All Saints RC High School, a school formed by an earlier merger of two Catholic former secondary modern schools, St Thomas of Canterbury's and St Catherine's. Originally still over two sites, the All Saints' site closed in 1992, with the school at Layton Hill finally accommodating all pupils.

2010 Building Schools for the Future funding

A successful application to BSF enabled one of the biggest changes in the school's long history. The multi-million pound build would blend the old buildings on Layton Hill with new, modern



2014 Building work finally completed

2014 saw the building work finally completed and Christ the King Primary and Church moved onto the Layton Hill site.

Sept 2014 A new trust is formed

The formation of the Blessed Edward Bamber Catholic Multi Academy Trust brought St Mary's Catholic Academy, Christ the King Catholic Primary and St Cuthbert's Catholic Primary together.

Important Where did the new name come from?

Edward Bamber was a Catholic martyr from our local area of Blackpool. The board decided to recognise his life achievements and name the trust after him.



The St. Mary's Way

"I have come that you may have life and have it to the full."

2. Cornelia Connelly

Cornelia Connelly, an American-born wife and mother and a zealous convert, founded the Society of the Holy Child Jesus in England in 1846.



Her sisters were primarily trained as educators, and her educational system was praised for its innovative and effective methods.

Cornelia imbued her community with the value of respect for the dignity of every human being, and this spirit of trust and reverence for all God's people has been handed down through the generations.

In 1862, six sisters from England took the Society to the United States. Various initiatives by European and North American sisters followed over the next century. In 1930, three sisters brought the Society to Nigeria, and in 1967, four sisters established the Society in Chile.

Today the Society has a presence in North America, Africa, Europe and South America, and the Sisters of the Holy Child Jesus live according to the Society's motto, "Actions Not Words", in a variety of ministries living out religious life in the third millennium.

3. What has formed our values?

Holy Child schools around the world are rooted in the educational tradition of the Society of the Holy Child Jesus, sharing in its mission to help others believe that God lives and acts in them and in our world.

Cornelia Connelly developed an educational system based on **trust and reverence for the dignity of every human being**. She wanted Holy Child educators to carry this spirit to students of diverse backgrounds as they sought to respond to the wants and needs of the age in which they lived.

Since 1846, those educating in the tradition of Cornelia Connelly's spirituality and philosophy of education have helped students to grow strong in faith and lead full lives, educating their students according to the following core values:

- Freedom
- Creativity
- Self-discipline
- Individual initiative
- Personal and social responsibility.

4. Our MISSION

At St Mary's we are a caring faith community. Our mission is to provide an outstanding whole-person education through which all are challenged to grow in wisdom, understanding, self-esteem and closeness to God. As a result, we have developed four hallmarks, which look to build upon the spirituality and philosophy set out by Cornelia Connelly.

Our hallmarks are often referred to as the 4Cs:

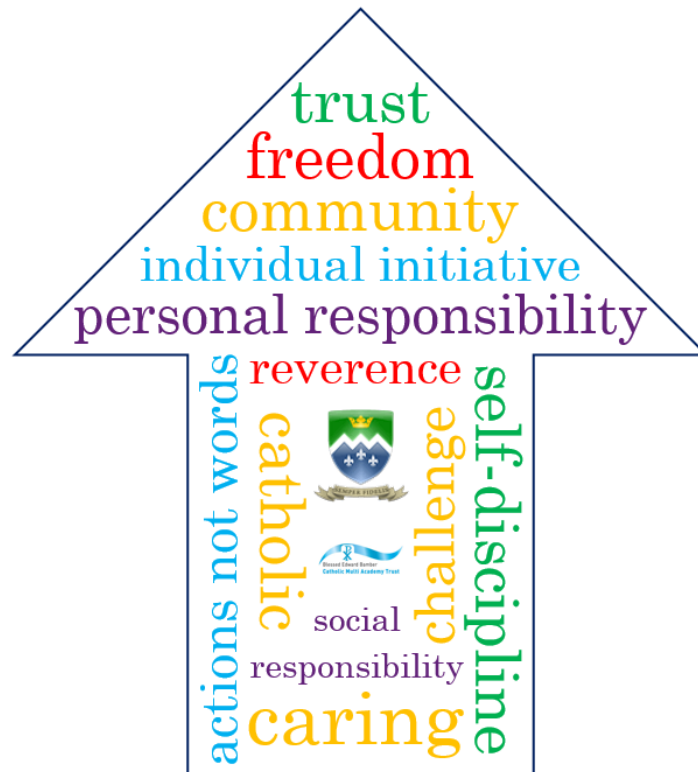
- Catholic
- Caring
- Community
- Challenge

5. The St Mary's way

The St Mary's Way is the term we use to bring everything together. It provides a structure, gives clarity, and points our young people and our staff in the right direction. St Mary's Catholic Academy not only provides our young people with the opportunity to achieve academic success, but also the chance to grow and develop as an individual.

We believe that if a young person can live their life according to the values of the St Mary's Way, they will go on to be a happy, successful and positive member of their community.

The values of the St Mary's Way are the same core values that laid the foundation for the early work that Cornelia Connelly began. In modern society, they seem to have even more relevance than they did 1846, and that is why they form an integral part of our St Mary's Way today.



"I have come that you may have life and have it to the full."

The St. Mary's Way

John 10¹⁰



6. Our expectations of you

St. Mary's Catholic Academy
The SMCA Way - Our Expectations

"I have come that you may have life and have it to the full"

-  **TRUST** - To have the faith and strength to support each other. To help others through challenging times and celebrate successes. CATHOLIC
-  **REVERENCE** - To show a deep respect for everyone in our community. To show an understanding of each other's cultures and beliefs. CATHOLIC
-  **PERSONAL RESPONSIBILITY** - To take responsibility for your words & actions. To understand your impact on those around you. CARING
-  **SELF DISCIPLINE** - To control your own feelings & overcome your own personal challenges. To ensure you are prepared to learn each day. CARING
-  **SOCIAL RESPONSIBILITY** - To understand that you have a duty to act in the best interests of the environment & society. COMMUNITY
-  **FREEDOM** - To learn to express your thoughts positively through speech or actions that benefit yourself and others. COMMUNITY
-  **CREATIVITY** - To use your imagination or original ideas to create something valuable & real for the benefit of others. CHALLENGE
-  **INDIVIDUAL INITIATIVE** - To take the lead in your own learning so that you can have a positive impact on yourself and others. CHALLENGE



The St. Mary's Way

