



Teacher of English (TLR for experienced candidates)





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Welcome from our Headteacher

Dear Applicant,

Thank you for your interest in working at the Saint John Henry Newman School. I hope you find this information pack a useful introduction to our school. We are delighted that you see our school as a place where you can make an impact.

The Saint John Henry Newman Catholic School is a very distinctive community which unequivocally works to be a living Christian community in which each child and young adult is known and loved for who they are. We want our pupils and students to enjoy their education – to be happy, safe and secure and to grow in God's love so that when they leave the school, they are equipped to change the world and make it a better place.

We firmly believe that our parents are the 'prime' educators and that our success is a result of the collaboration between parents, school and child working together for the good of the child. Our parents are encouraged to be fully engaged in their children's education and there are many opportunities for parents to visit the school and contribute to their children's adult formation and academic success.

This academic success has been acknowledged by the Department for Education, who have written to the school and acknowledged its excellent performance. Nick Gibbs, Minister of State for School Reform, commented that The John Henry Newman School is one of the top 90 schools in the country on one measure and in the top 100 schools in the country on another measure.

We are however very clear that our 'Mission' is to create an environment in which children can discover who they are and what their role in this life is. In the words of our patron, the Blessed John Henry Newman, we believe that "God has created us to do Him some definite service".

Thank you for your interest in Saint John Henry Newman School. My colleagues and I look forward to reviewing your application.

Yours faithfully,

Clive Mathew – Headteacher



Key Facts & Statistics

Location:	11-18 yrs	1618	400+
Stevenage	Age Range	Enrolment	Sixth Form

THE  TIMES
THE SUNDAY TIMES

National ranked **TOP 100** comprehensive and partially selective schools.

248th TOP State Secondary including private schools.

11.25%
SEN

5.81%
Pupil Premium

6.24%
FSM

25.09%
EAL

1.85%
Young carer

51.67%
Male

48.33%
Female

7.24%
Disadvantaged



We joined DoWAT in 2012 forming one of its 11 original schools. DoWAT is one of the **top performing** multi-academy trusts in the country.



In 2019 during our section 48 inspection we were rated as an **Outstanding Catholic School**.



Rated **Good** in February 2018 with **Outstanding** behaviour and safety of pupils.



Introduction of Our School

The Saint John Henry Newman school serves the North Hertfordshire Catholic community but our catchment area extends to Bedfordshire, East Hertfordshire and parts of Cambridgeshire. Originally, a 6-form entry School, the intake was increased to 210 in 1999 and increased to 8 form entry in September 2015. There is a high retention rate into the Sixth Form and many students apply to join our Sixth Form from other establishments. Consequently, the School has grown in size from 830 in 1993 to approximately 1600 in September 2022, with 400 students in the Sixth Form. The School became an academy as part of the Diocese of Westminster Academy Trust in 2012 and has benefitted from considerable investment in its buildings as a result, including a new £3.5 million Sports and Performing block (The Pavilion).

A major refurbishment of the school estate is currently being undertaken with the provision of two new blocks. This will include new teaching accommodation, a dedicated sixth form suite, a greater number of computer rooms and improvements to the Library, Dining and Hall facilities. Two existing blocks and some temporary accommodation are being demolished and the final phase of the works includes relandscaping the school site. The first of the new facilities was opened by former Headteacher Mr Kelly in October 2022. The second phase of the works is scheduled to be completed in October 2023.



Michael Kelly at the grand opening of the Kelly Block in Oct 2022

Our Mission Statement emphasises the practical nature of our religious character. We seek to offer a living Christian experience as a community in which each pupil is valued as an individual and is encouraged to achieve success in school life. Our Chapel is a central part of school life but it is in the day-to-day operation of school life that the School sees its aims being fulfilled. We want pupils and students to enjoy the experience of being part of the Saint John Henry Newman Catholic School community, to gain in self-confidence and to become young adults instilled with a sense of personal responsibility, social commitment and, hopefully, an awareness of their own distinctive spirituality. We want them to be equipped to change their world.



The pupil population is almost 100% Catholic and the School is heavily oversubscribed for places. Although not all staff are Catholic (teaching staff 45.9% are Catholics), all maintain and support the distinctive Catholic nature of the School and support the Headteacher in implementing the School Mission Statement. There is presently the equivalent of 91 full time



members of teaching staff and there is a generous complement of support, technical, clerical and maintenance staff. Governors have for many years invested much of their revenue income to allow for relatively small teaching groups and relatively low contact ratios for teaching staff.

In years 7 to 9 pupils follow a broad and balanced curriculum based on the National Curriculum. Pupils in Year 10 and 11 follow a core curriculum of English, Maths, Science and RE with three subject choices. At Key Stage

4 we encourage students to follow the EBAC where this is appropriate, but we offer a wide range of GCSEs and the creative subjects (Art, Drama, Dance and Music) are very popular option. We offer a range of vocational courses for pupils for whom this is appropriate. Our current provision offers vocational courses in iMedia, Child Development, Catering and Sport. We have a large sixth form of approximately 400 students and there is a very wide range



of A-level provision. Advanced Vocational courses are also offered in Art and Design, Production Arts, Digital Music Production, Music Performance. Applied Science, Sport and Health and Social Care. There are currently 306 pupils on the SEN register, of whom 27 have an Educational Healthcare Plan.

The School has an excellent academic reputation. In 2021/22 the students achieved: 89% GCSE English and Maths at 9-4, 38% of all GCSE grades achieved were 9-7, 68% A Level at A*, A and B. At A-level the pass rate for the last three years has been over 99%.

The pass rate for Vocational courses has consistently been 100%. We are, however, conscious that we have the capacity to improve further and we are determined to do this on behalf of our pupils and students. Exam results, important though they are for opening doors for pupils in the future, do not determine success and happiness. Therefore, we have a strong enrichment and wellbeing program that encompasses every pupils and student and a comprehensive career curriculum. We have been awarded with the Kitemark for emotional health and wellbeing for our work supporting students, their families and staff.



The number of pupils entitled to free school meals is relatively low (3.5%) with 10% of pupils receiving Pupil Premium. The ethnic composition of the School's population reflects the community which it serves. It is predominately white British (57%) but with significant proportions of ethnic minorities reflecting the Church's world wide mission and the growing number of new migrantemployed primarily in health care and scientific research. Attendance is above the national average with very low unauthorised absence figures.



A Diocesan Section 48 inspection in November 2019 concluded that we are an “Outstanding Catholic School”.

The 2018 Short OFSTED inspection concluded; ‘We were immediately struck by the many smiling faces of pupils, who enjoy coming to school. When speaking to them, pupils universally highlighted how their teachers ‘go above and beyond’ to help them achieve well. Pupils display a real pride in their school. They talk enthusiastically about their strong relationships with staff and the sense of community where ‘everyone goes out of their way to be friendly and make you feel welcome’. Consistent with its aim of encouraging everyone to reach their full potential, the School places great emphasis on its pastoral care.

We operate at a very human level and recognise that it is our good and caring staff who sustain and develop our school. Our challenge is to maintain high quality provision, hopefully to continue to make changes to improve this, but above all, to honour the promise we make to every parent who chooses to send their child to our School - that each child will be recognised and loved for who they are and that they will be offered excellent learning opportunities in a safe, caring and inspirational environment. We are looking to appoint individuals who will enjoy being part of this distinctive community and who will contribute to it by sharing their individual talents, character and commitment and, hopefully, sense of humour!

The Saint John Henry Newman School is committed to safeguarding and promoting the welfare of children and young people.

All appointments are subject to a satisfactory enhanced DBS check.





Our History

The Saint John Henry Newman Catholic School was created in 1987 from the amalgamation of St Angela's and St Michael's schools.

St Michael's had begun its existence in 1903 having been founded by The Edmundian Fathers and later the Assumptionist Fathers as an Independent Catholic Boys School in Hitchin as St Michael's College. In 1968 the School became a State School and moved to new premises in Sandown Road, Stevenage.

St Angela's was founded in 1968 by the Sisters of Charity of Jesus and Mary as a Catholic Girls School. As with St Michael's (and in line with County Policy) the School was a five form entry school resulting in a school population of approximately 650 pupils and students.

As a result of demographic trends, the Governing Bodies of both schools (with the support of the Diocese of Westminster and the Local Authority) amalgamated both schools to form The John Henry Newman School in 1987.

The site of St Angela's was chosen largely because of its excellent accessibility; the St Michael's site was sold for housing development and the proceeds returned to the Diocese. In turn, a new science and technology block was constructed on the St Angela's site and a new chapel donated to the school by the Diocese.

In 1999, further new buildings (the Nash Building named after Barry Nash, first Headteacher of The John Henry Newman School) were constructed to enable The Saint John Henry Newman Catholic School to expand its intake.

The School has continued to grow and currently has approximately 1600 pupils and students (with approximately 400 in the Sixth Form)

The School is popular and highly over subscribed, achieving outstanding exam results and is acknowledged by the Department for Education as being one of the most successful in the country.



St Michael's School Main Entrance 1970



The current Main Block which will be demolished in 2024



Our Vision & Values

OUR MISSION IS TO BE A LIVING, CHRISTIAN EXPERIENCE

Inspired by

- Love of the creator
- Faith in Jesus Christ
- Hope from the holy spirit

In service to

- The needs of our pupils and students
- The parents and guardians of our pupils and students
- The educational mission of the catholic church



We believe

- In the goodness and beauty of god's creation
- In the goodness, dignity and worth of each person
- That everyone has a unique spiritual identity which they are called to fulfil
- In loving one another and yourself for the person that you are
- That all have rights, roles and responsibilities for which they are accountable
- In discovering and nurturing our god -given gifts
- In celebrating the personal development of each individual
- That the quality of teaching and learning is of fundamental importance
- In developing informed minds capable of making informed and considerate decisions
- That everyone thrives in a secure, safe and structured environment
- In forgiveness and being forgiven
- In celebrating and living our faith, and reaching out to others
- And that learning is a life-long journey through which each person should aspire to make the world a better place

Our Community Values Statement

- We belong to a community where everyone is valued, as **we do not prejudge or discriminate.**
- We belong to a community where everyone feels safe, as **we do not threaten, intimidate or harm others.**
- We belong to a community where diversity is respected, as **we celebrate difference and treat everyone equitably.**
- We belong to a community where success is celebrated, as **we encourage and support others to succeed.**
- We belong to a community where we can communicate our thoughts, feelings and ideas, and **we do this with integrity and sensitivity to the feelings of others.**
- We belong to a community where we can make mistakes, and **we seek dialogue and reconciliation to restore relationships.**
- We belong to a community which respects the environment around us, and **we take pride in and look after the school buildings and outdoor spaces.**
- We belong to a community which extends beyond the school walls, as **we live by these values out of school.**



Our Catholic Life

O Lord and Saviour, in your arms I am safe.
Keep me and I have nothing to fear.
I know nothing about the future, but I rely upon you.
I leave it all to you, because you know and I do not.
Help me to know you,
to believe in you,
to love you,
to serve you,
to always aim at bringing you glory,
to live to you and for you,
and to set a good example to all around me.
Amen.

Source: [John Henry Newman, 1801-1890](#) (Adapted)

The Catholic life of our school community continues to be at the core of everything that we do and to be the reason why our school exists. Our pupils shine in every aspect of their lives; they are spiritual, powerful, creative and individual, each one of them inspired by God and talented beyond our comprehension and their own expectations. This is their time to discover who they are and what they could become, and our belief is that they could become anything that they wish to be - the page is blank. That is not to say that we have unrealistic expectations or aspirations for them, but it is to say that we believe that God's plans for them far exceed anything that they can imagine for themselves at this young age.

We believe that each child has his or her unique set of talents – these talents have been entrusted to him or her to be nurtured, developed and multiplied – not to be buried and forgotten. Each child must be given the time and support to become the person that God intended him or her to be. We believe in the need for developing self-respect – valuing our own identity and uniqueness and taking pride in ourselves and our achievements – learning to love ourselves as the person God created us to be.

A great challenge to which we aspire every day...



The School Chapel built in 1987



Whole School Curriculum Vision

The Saint John Henry Newman Catholic School is a loving school at the heart of the Catholic community where all commit to and enjoy supporting each other in the successful pursuit of excellence. We work to develop the discernment, integrity, knowledge and self-efficacy necessary to realise our God-given mission and potential, and so live life to the full.

As a school we aim, through the guidance of our faith, to:

- Show love; seek truth; express ourselves positively;
- Develop a curriculum which enables each student to attain the powerful knowledge, advanced skills and constructive dispositions required to engage with the challenges of the world confidently and creatively;
- Share our own passion for learning, for subjects and life;
- Celebrate success: learn from failure;
- Provide our school community with a secure, inspiring and stimulating environment in which they will enjoy being challenged to think and engage reflectively in their own learning;
- Enable all students to progress towards becoming the person God intended them to be through: enjoying memorable, character-enhancing experiences; opportunities for leadership and meaningful self-direction; and the chance to make a difference to the world around them;
- Foster conducive relationships between staff and students, and with families and the community so that all students can fulfil their potential.

In order to achieve this, we will inspire our students to be Catholic, confident, cultured young adults who:

- Are motivated by truth and have an increasingly sophisticated understanding of the different ways this can be revealed spiritually, academically and personally;
- Are loving, caring and principled individuals who have the knowledge, skills and dispositions that can be used for the benefit of all;
- Are willing to take risks, keen to learn from their mistakes and confident in their abilities to effect change;
- Love learning and appreciate the benefits of being challenged to be able to access the highest order of understanding possible. These include:
 - The increased influence on and control of their own lives;
 - The increased ability to influence the world around them, challenging injustice and standing up for what is right in their stewardship of the earth;
 - The increased ability to wrestle with complex issues;
 - And the increased ability to take pleasure from the finest experiences the world has to offer.
- Have the command of languages, understanding of behaviours and interpersonal skills required to be responsive and so access the richest of understanding and experiences;
- Understand and welcome the fact that learning is hard work, and see learning about the skills and dispositions required to address this as a vital part of their education.



- Have a clear and aspirational sense of the possible career paths ahead of them, and an understanding of how the knowledge, understanding and skills learned in school link to their potential futures.

Our lessons will be characterised by teachers and support staff who:

- Clearly have high expectations for all, based on a well-informed balance of challenge and support;
- Work hard to create high quality relationships, based on good humour and the manifest interest in each pupil or student;
- Create a welcoming, purposeful and stimulating atmosphere where love of subject is communicated, and inspirational ideas and examples are employed;
- Lead carefully sequenced and adapted work, informed by timely assessment and feedback, which effectively adds to pupils' knowledge and understanding;
- Enable students to increasingly being able to lead their own learning through:
 - Utilising a deliberate and planned focus on how learning works;
 - Maintaining an approach to oracy where everyone's voice is heard via the skilled use of questioning, discussion and collaboration;
 - Facilitating the creative formulation of students' own questions, the development of their own solutions, and critiquing of their own performance; developing a skilled control of subject specific literacy and numeracy;
- Show an awareness of the significance of gospel values in the presentation of content and in the interactions with the pupils.

The lessons will be characterised by students who:

- Have high expectations and aspirations for themselves, arriving at lessons promptly and ready to learn.
- Look to form positive and respectful relationships with all their teachers, support staff and classmates.
- Fully engage in the learning process in class, in home learning and beyond, demonstrating a creative, resourceful and resilient mindset.
- Ask questions, seek clarification, share their views and respond to feedback effectively.
- Have a thirst for knowledge and an enthusiasm to understand how it can be applied in the real world.





Benefits of working at The Saint John Henry Newman School

Superb working conditions

- Excellent transport links – close to the A1 and 30 miles to central London. Stevenage to London is just over 20 minutes on the train.
- Stevenage is an area with more affordable housing, than other areas of Hertfordshire. Staff also choose to live in the beautiful villages and market towns of North Hertfordshire.
- Secure free car parking for all members of staff
- Excellent staff facilities including free tea and coffee and microwaves and fridges in the staffrooms
- Staff association which provides gifts, flowers and cards for leavers and staff with significant life events
- Social activities e.g. Friday after school football, staff choir, staff book group, running club, Christmas party, informal nights out, staff pantomime
- Child care voucher scheme
- Flu vaccinations for all staff
- Excellent teaching facilities with the new and refurbished buildings
- Supportive of flexible working
- Ensuring equality and diversity is a priority
- Governors focused on Staff wellbeing

A thriving community where you can enjoy teaching

- Oversubscribed school with close link with the community and supportive parents
- Exemplary student behavior which is always commented on by visitors
- Extensive range of extracurricular activities and enrichment – much of which takes place within the school day so there is no expectation to give up free time
- All teachers are issued with a laptop



- Workload is constantly being reviewed e.g. email protocols to reduce number of emails, assessment policy to reduce time spent marking
- Generous non-contact time
- Very large sixth form so many opportunities to teach this age group
- Lessons are taught by subject specialists
- Many opportunities to work with students and participate and support in local, national and international fundraising and awareness opportunities

A serious commitment to professional development

- New staff induction program – September-November
- Performance Management that is focused on developing teacher's careers in the areas that they wish
- Bespoke professional development opportunities – Masters, NPQs, Educator Led Development Program, exam board training, in school opportunities to develop teaching and leadership, ECT and ECT + 1 program
- Whole school CPD focuses on teaching and learning and there are many opportunities for staff to become involved in the design and facilitating of INSET



Application Process

How to apply:

This recruitment is managed by The Saint John Henry Newman School, in line with the latest guidance on safer recruitment. Please apply online at www.teachinherts.com or send your completed application form to: hr@jhn.herts.sch.uk. You can also contact us on 01438 314 643.

Application Form:

Applicants must use the standard application form provided (CVs are not accepted). Please complete all aspects of the form fully. Include your full work history with no unexplained gaps since leaving education. Include all the training you have completed.

Person Specification and Personal Statement:

When writing your personal statement, it is important you address each of the requirements in the person specification. Be sure to evidence additional aspects such as training and qualifications together with your background and experience.

References:

Please make sure your referees are aware of your application and that they are able to provide a swift turn around. Preferred referees are your last two employers, and you should provide their official organisation email address for us to contact. If you have worked in a school previously one referee should be your last Headteacher.

School Visits:

School tours are a standard part of the interview process. However, School visits are welcomed by prior arrangement. To arrange this, please contact Mason Emoli, Office Manager emolim@jhn.herts.sch.uk or by phone 01438 314643.



Department Contextual Information

We are a collaborative, motivated and creative team who have a passion for teaching and learning; we are committed to enabling our students achieve their potential. We share a belief that a focus on excellence, the use of modelling, regular and varied use of retrieval practice, and an emphasis on the quality of feedback will achieve the highest of standards. Our aim is to inspire a love of our language and of literature, whilst at the same time making the study of English an enjoyable, enriching experience. Our work makes a significant contribution to the high academic standards of the whole school.

There are thirteen teachers of English, most of whom teach across the age and ability range. Some members of the department also hold senior roles outside of the department and many are, or have been, involved in developing the teaching and learning practice of the whole school through either their involvement in Hertfordshire's 'Educator Led Development Work' their M.Ed work, or by being one of the school's Teaching and Learning Advocates.

We have an excellent library and everyone in the department works closely with the librarian. We share our love of reading and encourage our students to read widely. All KS3 pupils have a fortnightly library lesson where the focus is on engagement and reading for pleasure. We use the Renaissance 'Accelerated Reader' and 'myON' online reading platforms to develop and support progression in reading.

KS3

Pupils in Year 7 are taught in mixed groups for the year and set at the end of the year for Year 8, then adjusted as necessary for Year 9. We offer a varied and stimulating curriculum, which aims to allow students to develop into creative and critical thinkers at the same time as covering the National Curriculum. We have a focus on engendering excellence in terms of reading for meaning, writing for effect and speaking and listening actively and appropriately. Lessons and resources are adapted to meet students' needs. There is close liaison with the Learning Support department where additional support is required.

KS4

Year 10 and 11 classes are taught in ability groups. All pupils in our Year 11 cohort will take AQA GCSE English Language (8700) and the majority of students will also take AQA GCSE English Literature (8702). Additional support is offered for targeted students who need reinforcement in essential skills in the form of delivery of the Functional Skills in English qualification in Year 10. This provides greater opportunities for those students who find GCSE content challenging. We also offer a successful Film Studies course at KS4 as an option choice, which is led by the English department.

KS5

'English Literature' and 'English Language & Literature' are both popular choices for A-Level. The courses follow the AQA English Literature Syllabus A (7712) and Edexcel English Language & Literature (2015+). From September 2020, we have also offered A-Level Film Studies, a popular addition to our sixth form provision. The KS5 curriculum is enhanced by



trips and visits, and teachers are always available for advice. A large number of students continue their studies at University in this subject area or in a media/drama-related combination.

Enrichment

We are committed to offering our students an engaging and enriching curriculum both inside and outside the classroom. Students have the opportunity to go on trips to the theatre and other relevant places of interest. We also have a successful tradition of public speaking and debating, creative writing competitions, and staff/sixth form book club!



Job Description for Teacher English

Postholder:

Start Date: September 2023

Closing Date: 10th April 2023

Interview Date: TBC

Salary Range: MPS1-UPS3

TLR Allowance: TLR for experienced candidates

Responsible to: Head of English Department (Subject Leader)

Date: March 2023

1. INTRODUCTION

You are accountable to the Governing Body through the line management structure shown in the Staff Handbook.

2. CATHOLIC CHARACTER

You are required to maintain and develop the Catholic character of the School in accordance with the direction given by the Governors and expressed in the Mission Statement. You are required to support the Headteacher in implementing the Mission Statement and in maintaining the distinctive Catholic nature of the School.

3. DUTIES

You are required to carry out the duties of a school teacher as set out in the current School Teacher Pay and Conditions of Service Document. This requires you to carry out such duties as the Headteacher may reasonably direct from time to time.

4. JOB PURPOSE

- To contribute to the teaching of English under the direction of the Subject Leader
- To deliver the National Curriculum as outlined in KS3 and KS4 activity timetables provided by the Subject Leader
- To participate fully in the extra-curricular life of the school
- To be responsible for assisting in the development of schemes of work
- To carry out both Formative and Summative assessment procedures as outlined in the Department Handbook
- To effectively record assessments undertaken using the Department's central record systems
- To complete whole school data collection tasks as directed
- To contribute to monitoring and learning ideas during department inset and participate in practical training days focused on sharing good practice where appropriate



5. ACCOUNTABILITIES

- You are responsible to the Headteacher, the Leadership Team Member with responsibility for English and the Subject Leader.

You are required to:

- Undertake all reasonable precautions to safeguard the health and safety of students and staff at all times within the departmental area.
- Ensure that all students are treated fairly, consistently and with respect, that opportunities for reinforcing positive self-images are sought, that gender and race discrimination are actively discouraged.
- Encourage an environment and ethos which underpins and enhances students; learning and rewards students; achievements.
- Take active responsibility for formulating fair and consistent standards of discipline and follow up concerns according to the school's procedures.

6. KEY RESPONSIBILITIES AND DUTIES

- To help in the organisation and supervision of departmental trips, visits and extra-curricular activities where appropriate
- In line with Department policy regularly liaise with parents on matters such as behaviour, participation levels and pupil achievement and anything relevant to the Department. Where necessary provide feedback through department concern and/or praise letters, telephone calls and/or messages through the pupil diary.
- Implement the Department's Rewards and Sanctions policy (as outlined in the Department handbook).
- Attend Parent Consultation Evenings

7. EQUALITIES

- Be aware of and support school policies that promote equality within and beyond the school community.

8. HEALTH AND SAFETY

- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection; and report all concerns to an appropriate person.

9. DISCLOSURE & BARRING SERVICE

- This post is classed as having a high degree of contact with children or vulnerable adults and is exempt from the Rehabilitation of Offenders Act 1974. An enhanced disclosure will be sought through the Disclosure and Barring Service as part of the pre-employment checks.

10. MONITORING

- To keep an accurate and up to date register for all classes taught
- Regularly mark pupils work in line with the School's marking policy. Monitor pupil progress and address underachievement using Departmental policies.



- To contribute to the development of self-evaluation procedures within the department.

11. ADDITIONAL INFORMATION

- A flexible approach, along with good communication and organisation skills are essential for this role.
- The jobholder is required to contribute to and support the overall aims and Catholic ethos of the school.
- The staff are required to participate in training and other learning activities, and in performance management and development, as required by the school's policies and practice.

The Saint John Henry Newman Catholic School is committed to safeguarding and promoting the welfare of children and young people.

The school is an Equal Opportunities Employer and complies with the Equalities Act 2010.

The duties and responsibilities listed above describe the post as it is at present.

The post holder is expected to accept any reasonable alterations that may from time to time be necessary.

Signature of Postholder:

Date:



Person Specification

Essential	Desirable
Qualifications	
▪ Qualified Teacher Status ▪ Good specialist subject knowledge of English through degree ▪ High standard of written and oral communication	▪ Evidence of recent relevant professional development
Teaching and Learning	
▪ Ability to teach English to all Key Stages including key stage 5 ▪ Excellent classroom teacher, or potential to be one, with the ability to reflect on lessons and continually improve their own practice ▪ Willingness to lead extracurricular learning activities after school. ▪ Ability to contribute to a culture of high expectations amongst students and staff within their curriculum area, both academic and in terms of behaviour and attitudes	▪ Experience as a Form Tutor ▪ Experience of contributing to curriculum planning and development, and the organisation of resources ▪ Good understanding of the recent and upcoming changes to the curriculum
Personal	
▪ Genuine passion and a belief in the potential of every pupil ▪ Resilience and determination ▪ Motivation to continually improve standards and achieve excellence ▪ Ability to communicate effectively and relate well to others ▪ Good team player who contributes positively to teams ▪ Effective time management and organisational skills ▪ Commitment to equality of opportunity and the safeguarding and welfare of all pupils ▪ Fully support for the School's aims, values and Catholic ethos ▪ Demonstrate excellent attendance, punctuality and professional appearance	▪



Headteacher: Mr C Mathew

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