



Recruitment Pack

TEACHER OF JBACC
St James School

Ted
Wragg
TRUST



Job Title: Teacher of JBACC (PSHE and RS)
Location: St James School
Salary Grade: MPS/UPS
Closing Date: 9am 2nd December 2022
Required From: 1st January 2023

Join our team of exceptional colleagues who believe in an ambitious learning culture

Join 1,000+ Trust colleagues across Devon

Committed and passionate staff

CPD provision and progression opportunities

Kindness and wellbeing is valued and promoted

Outward facing



Welcome from Lindsay Skinner, Headteacher

I would like to thank you for your interest in the role of Teacher of JBACC at St James School.

As Teacher of JBACC you will be passionate about your subject and an excellent classroom practitioner who delivers innovative, engaging and challenging lessons that ensure all students achieve their best. We have a lovely staff body here at St James who are committed and passionate about all that they do.

We work closely with other schools in the Ted Wragg Trust and are currently developing a common curriculum that will allow for shared resources and expertise. We offer our staff weekly coaching sessions, bespoke CPD, in-house career progression opportunities and regular staff-wellbeing events.

At St James, our work is underpinned by the following four pillars:

- Having uncompromising high standards for all
- Keeping the arts at the heart of the school
- Valuing being outward facing
- Practising kindness

If you share these values, are driven and are prepared to go that extra mile to support our students, then we would welcome your application.

We would welcome applications from ECTs as well as more experienced teachers. We provide a personalised and comprehensive programme of support to our all of our teachers, regardless of their career stage, so that they can thrive at St James.

We look forward to receiving your application.



St James School

We value kindness and work to be kind in all our interactions and engender the same in our students.

St James is a thriving, diverse and ambitious community with 980 pupils. We are an 11-16 mixed comprehensive school that is consistently one of the highest performing in the area. We perform so well because from the moment they join us, we ask our pupils to work hard and be kind. These two behaviours epitomise what we think is important for both pupils and staff alike.

Our school is situated in the East of Exeter on a new, purpose-built site which means we benefit from excellent facilities, including an art and photography suite with gallery, an amphitheatre, a drama studio and a theatre with full rigged lighting and raked seating, a 4G full sized pitch, a greenhouse, allotments and significant school fields.

At St James, we value teachers' time which is why we have a sensible marking policy for classwork meaning that you are not routinely expected to handwrite feedback to pupils. Additionally, we have an automated system for homework which is planned, set and checked for you. All this saves you time so that you can focus on getting to know your pupils and planning the very best lessons for them. Across EBACC subjects, we have a common curriculum with fully resourced schemes that you simply need to refine for your classes' needs.

Our classrooms are disruption free as our behaviour system removes pupils who do not follow our lesson expectations. All sanctions are centralised so that you can simply get on with your job: teaching.

We ensure that our students are outward facing and enjoy a full range of experiences and opportunities whilst they are at St James. We help develop open minded, receptive and kind people, who embrace new ideas and change and who enjoy life and want to explore it by experiencing new things. The arts are core to our curriculum and are the beating heart of our school. All students partake in the arts and are given the opportunity to take the full range of arts qualifications at KS4.

More than 70% of our pupils complete the English Baccalaureate, and, as a result, we see our students invited to join elite post-16 programs, such as the Exeter Maths School and the Reach Academy.

The core of our ambitious learning culture is a broad, knowledge-rich curriculum, which is cohesive, cumulative and effectively sequenced. Our common curriculum is academic, rigorous and challenging, and designed with long-term memory in mind; students' knowledge, skills and understanding are cemented by frequent and systematic revisiting.

Our colleagues are
incredibly
committed and
passionate about all
that they do



Our curriculum aims not only to provide students with the knowledge and skills to obtain optimum GCSE outcomes but also to develop a love for subjects, acquiring knowledge and skills which set them up for future studies. Through a curriculum which, for us, encompasses every aspect of school life, we are developing our community of young people to have deep agency with their learning: they are curious about the world around them and proud to be learning with us.

We are committed to providing the very best environment for professional growth, believing that this is key to fostering an innovative and a progressive atmosphere. Our colleagues are incredibly committed and passionate about all that they do and are rewarded with bespoke CPD provision, in-house career progression opportunities, together with a relentless focus on staff wellbeing. If you are reflective in your approach and have a desire to be part of a highly successful school improvement team then this is the school for you.

Like Dylan Wiliam, we believe 'every teacher needs to improve, not because they are not good enough, but because they can be even better'. That's why our teachers receive weekly coaching sessions so that they can reflect on and refine their practice. We don't carry out formal, graded lesson observations as we believe our focus should be on helping teachers improve, rather than prove their practice.

Ofsted judged us to be a strong Good in our inspection in 2018. Our results in 2022 saw our students sustain the high level of performance of recent years. Headline figures show that 80% of students left with a grade 9-4 in English & Maths (a 'standard' pass) and 56% with a grade 9-5 in English & Maths. This was our best set of results to date.

We value kindness at St James and work to be kind in all of our interactions and engender the same in our students. So, if you like to work hard and be kind and you like your pupils to do the same, St James School is the place for you.

The Governing Body:

The Local Governing Body operates with full delegated authority from the Ted Wragg Multi Academy Trust and is directly accountable to the Trust. The governors understand well their statutory duties to hold leaders to account as well as setting the strategic direction of the academy and ensuring the academy has a sound financial footing. Their commitment is absolute, believing in social justice they bring a rich background of experience beyond education. They are led by a chair determined for the academy to be a first choice for parents and where every child is given the opportunity to fulfil their potential.



The St James JBACC Department

Our team of JBACC specialists have their own teaching room and access to a common curriculum.

You will be joining an excellent JBACC department comprised of friendly, enthusiastic and engaging teachers wholly committed to securing the best academic and personal development outcomes for young people.

At St James, we believe that our high quality PSHE Education will stay with our pupils for life. It inspires their personal development through learning about and taking responsibility for their own bodies, understanding their wellbeing and mental health, being able to successfully navigate different types of relationship and identifying their own aspirations and potential place in the wider world. These areas develop students' skills in other areas of the curriculum and are part of the wider St James ambition for all our learners to develop into active citizens of character, who can face challenges, are resilient and believe in themselves. The St James Baccalaureate incorporates Religious Education, PSHE, RSE and citizenship together. The lessons will focus on students developing their social, cultural and political awareness, but will also focus on developing in students a sense of self-worth, approaches to mental health, and the development of positive virtues such as integrity, compassion and resilience. At St James we remain enthusiastic about the provision of Religious Studies in this country, believing it to be a fundamental tenet of our multi-cultural, multi-faith society, in which prejudice and discrimination are not tolerated, and understanding and tolerance are promoted. Not only this, it encourages pupils of all faiths and none to examine themselves and their worldviews, which challenges them to empathise with others and develop emotionally and spiritually. We have ensured our provision for religious education meets the national requirements, reflecting the fact that the religious traditions in Great Britain are, in the main, Christian, while taking account of the teaching and practices of the other principal religions represented in Great Britain. We also consider the positions of minority faith groups and non-religious groups.

The St James Baccalaureate or 'JBACC' is a planned, developmental programme of learning designed to help students develop the knowledge, understanding and skills they need to manage their lives, now and in the future. It deals with real life issues which affect children and young people, their families and their communities, and engages with the social and economic realities of their lives, experiences and attitudes. Students also study the physical and emotional changes that will affect them and learn how to develop positive relationships. The JBACC programme is taught by specialised teachers in weekly timetabled lessons; KS3 have 3 lessons a fortnight and KS4 have 2 lessons a fortnight. Each year group will study the same themes each cycle with the themes increasing in complexity and age appropriate depth and content. Each year students will be able to recall knowledge and enrich prior learning.

We also work in partnership with local services to enhance our provision with visiting speakers and benefit from expert advice and guidance. The range of topics that are covered are broad and range from sessions run by the Devon Fire Service on safety to visits from recovered addicts who talk to students about the effects of drug and alcohol addiction.



Job Description

Job Title: Teacher of JBACC

Location: St James School

Responsible To: Assistant Headteacher

Salary Grade:MPS/UPS

1. Key Purpose of Job

- To teach JBACC across the age and ability range in accordance with the requirements of a professionally qualified teacher.

2. Anticipated Outcomes of Post

- Students, regardless of their social or cultural background, are motivated to succeed and are supported to maximise their learning and progress at School

3. Key Requirements of the Post Holder

- Teach across the age and ability range in such a way as to challenge and inspire all students, with clear objectives, delivered in line with department schemes of work and school policies. Plan and
- Deliver lessons to students according to their educational needs and with reference to prior attainment, SEN and EAL as required, striving to ensure equal opportunities for all and no gaps in achievement between particular groups.
- Assess, record and report on the development, progress and attainment of students in line with school policies, ensuring that marking and assessment are of consistently high quality.
- Set high expectations for students and develop their behaviour for learning through focused teaching and through the development of positive and productive relationships.
- Promote enrichment and extension of JBACC across the department, participating and developing reading events, trips and visits as well as producing high quality displays.
- Take a full role in the pastoral system of the school, by being a tutor and a member of staff well known to the community of students.
- Embrace the continued professional development programme within the school, striving to be a lifelong learner, maximising opportunities to make impact within the role.
- Lead an activity as part of our Electives programme that is designed to enrich student experience.
- Be familiar with, fully support and reinforce the aims, ethos, policies and procedures of the school with students, staff, parents and other stakeholders where and when appropriate.
- Safeguarding Children. St James School is wholly committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS.

4. Working environment & conditions of the post:

- In support of the Trust's vision and ethos of shared teaching and learning to improve educational outcomes for young people, the post may be required to travel and teach within any school in the Ted Wragg Multi Academy Trust

5. Other Duties

- Participate in induction training, staff review processes and professional development opportunities
 - Commit to Equal Opportunities and Anti-Discriminatory Practice
 - The Trust operates a Smoke-Free Policy and the post-holder is prohibited from smoking in any of the Trust buildings, enclosed spaces within the curtilage of buildings, and Trust vehicles
 - The post-holder will be expected to have an agreed working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, members of other agencies and community members
 - The post-holder is expected to familiarise themselves with and adhere to all relevant Trust and Federation Policies and Procedures
 - The post-holder must comply with the Trust's Health and Safety requirements specifically for the Schools they are working at
 - The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed
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As this post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service Check (DBS) before the appointment is confirmed. This will include details of ALL cautions, reprimands or final warnings as well as convictions, whether "spent" or "unspent". Criminal convictions will only be taken into account when they are relevant to the post

Person Specification

Job requirements

Qualifications and Professional Development

A good honours degree (2:1 or higher)

Qualified teacher status or equivalent

Evidence of further professional study (desirable)

Knowledge/Experience:

Recent and relevant teaching of good lessons at Key Stages 3 and 4

A track record of excellent student progress demonstrated by examination outcomes

Good knowledge and understanding of JBACC within the curriculum context and wider world.

Ability to use data effectively to support student progress

Personal Attributes

Dedication to working hard

Dedication to being kind



Staff Wellbeing

More reasons to join St James,
including disruption free
classrooms!

- Disruption free classrooms and centralised detentions.
- Visualisers in every classroom.
- Cycle to work scheme.
- Staff celebrated in weekly, Christmas and yearly awards.
- Complimentary tea, coffee, sugar milk for all departments.
- Staff sport including football, yoga and aerobics – all staff welcome to join.
- An annual flu jab for all staff, if required.
- Staff socials and other events organised by our Director of fun!
- Trained in-house Wellbeing Champion, providing access to free support and resources.
- On-site free parking.
- Cake at break – fortnightly.
- A flexible approach to family commitments and two days paid for non-emergency illness of dependants.
- A buddy for new staff to help them settle in and meet others outside their department.
- Opportunities for career and personal development.
- Employee assistance programme including free counselling and 24 hour GP support.
- Discounted Gym membership.
- Secret buddy scheme – helping us to care for each other.





Ted Wragg Trust

The key aspect that makes this Trust exceptional is that, with the 'Members', we have an inspirational progression route from an Outstanding Primary, through to an Outstanding FE College, to a world-class, Russell Group University.

Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about education in general, and in Exeter in particular, and about how education can transform young people's futures.

Our Trust shares Ted Wragg's passion for education and the difference it can make to social mobility, progression, self-esteem and ultimately success, in an increasingly competitive education and jobs market.

Our ambition is to raise the aspirations of young people and enable them to become fulfilled, confident and motivated citizens, able to contribute actively to a democratic society. All students within the Ted Wragg Trust, regardless of social or cultural background, are motivated to succeed and make outstanding progress because their needs are met through creative, relevant and innovative provision.

The Aims of the Ted Wragg Trust are to:

Work in genuine partnership to strengthen schools and their communities to make continual school improvement.

Foster a culture of positive challenge.

Provide a common sense of purpose with a focus on outstanding teaching and learning.

Offer an excellent educational experiences so that every student fulfils their potential.

Encourage a rich, dynamic and purposeful range of learning opportunities for all students.

Develop life-enhancing opportunities that students leave school with a sense of self-worth and determination to succeed

We have grown to 13 schools located in Exeter, Plymouth and Crediton and work closely with other local schools and Trusts

Our trustees are from the University of Exeter and Exeter College as well as from local businesses.

Website: <http://www.tedwraggtrust.co.uk>

How to Apply



If you would like further information that is not covered in this pack, please email the Deputy Headteacher, Emily Harper at EJH@stjamesexeter.co.uk.

Application forms are available on our website.

Applications are to be sent to recruitment@stjamesexeter.co.uk school no later than 9am 2nd December 2022.

Application Requirements:

Candidates are asked to complete all standard information requested on the application form including a supporting statement confirming their suitability for the role.

Please be advised that references will be taken up shortly after shortlisting and we request that your referees are advised of the need to respond within the times scales set.

Interview Process:

Interviews will take place shortly after the closing date. Shortlisted candidates will be advised on the range of tasks and activities that will make up the selection process.



Recruitment Pack

Thank you for your interest!

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