

Teacher of
PE / Cover
Supervisor
Application
Pack

ST MARY'S CATHOLIC ACADEMY



Closing date:
Monday 7th October 2024 –
midday

Shortlisting:
Monday 7th October 2024

Interview date:
Thursday 10th October 2024



Welcome to St Mary's Catholic Academy

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 PE to teach around 0.4 of a timetable which will have allocated PPA time. The remainder of the timetable is to work as a cover supervisor. This is a full-time role (32.5 hours in total per week) with a start date of 1st January 2025. An earlier start date is possible should you be available. The successful candidate will be able to teach PE at Key Stage 3 and Key Stage 4, with the potential for teaching some Key Stage 5 in time. The approximate actual salary based on an M1 teacher at 0.4 and an NJC Grade E Cover Supervisor for 19.5 hours would be £24,675.00 per annum.

We have designed this role to present an opportunity for a full-time position. Interested applicants for the part-time teaching (FTE 0.4) PE role will also be considered.

Applications must be sent electronically to admin@st-mary.blackpool.sch.uk by midday on Monday 7th October 2024.

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 become 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 received 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 are 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 researched evidence based.

Welcome to St Mary's Catholic Academy

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. Staff are able to take advantage of the Schools Advisory Service Wellbeing package which offers access to Counselling, 24 hour GP helpline, Health advice and support, Physiotherapy advice and a range of other services. 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 home work 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 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 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 point partial rebuild and refurbishment, we are so lucky to work in one of the best school building 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 possibly 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 faithfully,



Mr. Simon Eccles

Headteacher

CEO Welcome

Dear Applicant,

Thank you for your interest in the role of Teacher of PE and Cover Supervisor at St. Mary's Catholic Academy. St. Mary's is part of the Blessed Edward Bamber Catholic Multi Academy Trust (BEBCMAT).

This is a fabulous opportunity for you to join us and work with a fantastic group of committed staff who believe strongly in education and working to improve the life chances of our children and young people.

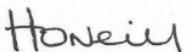
The core principles of the Trust are to educate the whole person, aiming for excellence and working together for the Common Good. Through collective responsibility, united in our Catholic faith, the Trust strives to enable each school to thrive spiritually, academically and financially so that all of the children and young people can 'belong, engage and become' – and reach their full potential by realising their God-given talents.

The Trust works in partnership as one family of schools, whilst maintaining and celebrating the uniqueness of each individual school and the community it serves. We are a values-driven Trust. Our core values of Trust, Respect, Faith, Hope and Service are our hallmarks. These values underpin all of our relationships; between staff, pupils, families, our wider parishes and local communities.

In our Trust, we welcome people who share our vision and our absolute commitment to our pupils, our staff, our families, parishes and the wider communities we serve.

If you believe you have the knowledge, skills and experience to make a positive contribution then we would welcome an application from you.

Yours sincerely,



Helen O'Neill
Chief Executive Officer

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 wellbeing 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 2023 Diocesan Inspection Report in graded us as "Good". The Academy was graded as "Outstanding" in Catholic life and mission and Collective worship. A copy of the full report is available on the Academy website. Some of the inspector's findings were:

- The school has exceptionally high standards of pastoral care and support for its students. Through the extensive range of services, student welfare is given the highest priority.
- Provision for chaplaincy, as well as the impact this team make on the lives of the students and staff, in and beyond the school is outstanding.
- Sixth form core religious education is very strong and strengthens the distinctive offer to Catholic students.
- The headteacher, leadership team, governors and trust board show a great dedication to the development of St Mary's as an inclusive and caring school. The highest priority is given to Christian formation and academic success.
- A very strong commitment to Catholic social teaching is evident throughout this community and students proactively engage in charity work.
- The strong sense of community is a defining characteristic and visitors often remark on the warm and inclusive atmosphere, extending to individuals of all faith backgrounds, making them feel part of the Catholic community.

Trust Schools



Christ the King
Catholic Academy



St Kentigern's
Catholic Primary
School



Holy Family Catholic
Primary School



St Mary's
Catholic Academy



Our Lady of the
Assumption Catholic
Primary School



St Mary's Catholic
Primary School



Sacred Heart
Catholic Primary
School



St Teresa's Catholic
Primary School



St Cuthbert's
Catholic Academy



St William's Catholic
Primary School

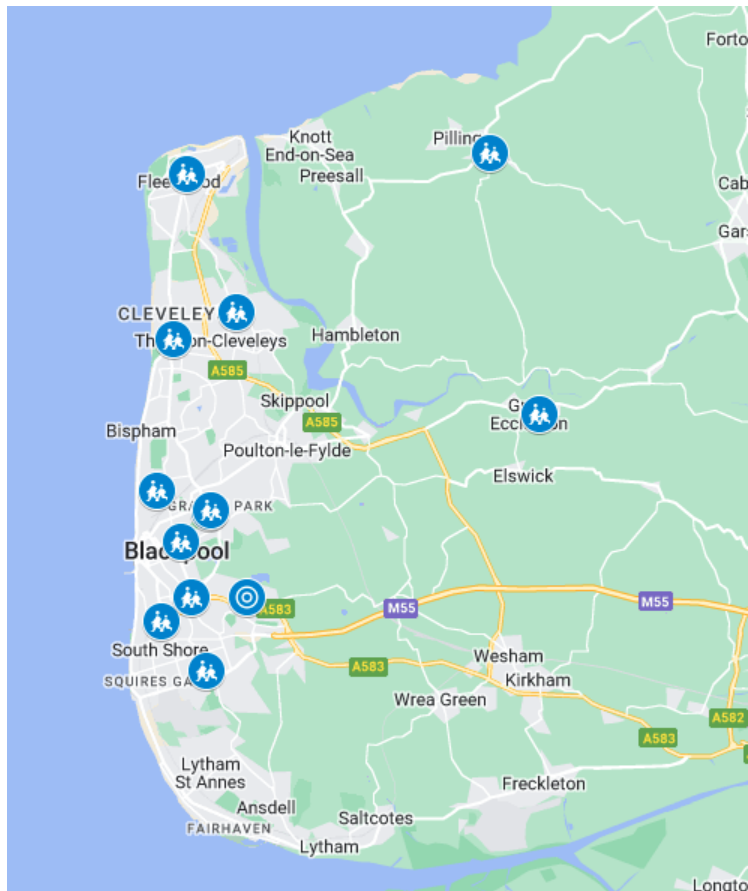
Care - Courtesy - Concern



St John Vianney
Catholic
Primary School



St Wulstan's &
St Edmund's Catholic
Primary School



How to apply

Application process:

Candidates should complete a CES application form (attached to the advert on the Academy website: <https://www.st-mary.blackpool.sch.uk/recruitment-homepage/>) 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 PE Department at St. Mary's Catholic Academy in the 21st Century and how you would approach being an effective cover supervisor.
- Be no more than two sides of A4 in length.

Your application should be addressed to the Headteacher, Mr. S. Eccles and can be submitted electronically to admin@st-mary.blackpool.sch.uk.

We will acknowledge receipt of your application.

Closing date for applications: **Monday 7th October 2024 - midday**

Shortlisting date: **Monday 7th October 2024**

Interview date: **Thursday 10th October 2024**

Teacher Post Details:

Grade: Teachers' Pay Scale

Salary: £12,660.00 actual salary based on M1

Contract: Permanent

Hours: 13 hours per week (0.4 FTE)

Start Date: 1st January 2025 or October 2024

Cover Supervisor Post Details:

Grade: NJC pay Grade E scale point range 12 - 17

Salary: £12,015.00 actual salary based on scale point 12

Contract: Permanent

Hours: 19.5 per week

Start Date: 1st January 2025 or October 2024

Information for candidates

PE Department Information

PERSONNEL

The staffing from January 2025 is:

Mr Iain Phillips	Assistant Headteacher Senior line Manager for PE
Mr Dan Reidy	Head of Department
Mr Russell Boak	Teacher of PE & Geography
Mr Robert Brookfield	Teacher of PE & Head of Year 10
Miss Sarah Porter	Teacher of PE (part-time)
Mrs Julie Roberts	Teacher of PE
Vacancy	

PE CURRICULUM - STATEMENT OF INTENT

At St.Mary's Catholic Academy, we recognise the importance of PE and the role it has to play in promoting long term healthy lifestyles and making a positive impact on physical, mental and social health. The intent of our PE curriculum is to provide all students with high quality PE and sport provision, not only as a participant but in leadership roles such as a coach, official or choreographer. It is our vision for every child to succeed and achieve their potential as well as to lead physically active lifestyles beyond their years at secondary school. We strive to inspire our students through fun and engaging PE lessons that are enjoyable, challenging and accessible to all. We want our young people of St.Mary's Catholic Academy to appreciate the benefits of a healthy and active lifestyle. Through our teaching of PE, we will instil our core values and transferable life skills such as resilience and mutual respect as well as providing them with opportunities to take part in competitive sport through our extensive extra-curricular programme.

Our extra-curricular programme is open to all our students to attend on a competitive and social basis, which is run throughout the academic year and for those wishing to play competitively have further opportunities to represent the school locally, regionally and nationally in various sporting activities. Throughout their time at SMCA pupils have the opportunity to take part in OAA including skiing in France, camping in the Trough of Bowland and taking part in the bronze Duke of Edinburgh Award.

The post will involve teaching PE at KS3 4 and **potentially** 5. Currently at KS5 pupils are taught BTEC National in Sport. At KS4 pupils **are taught the OCR Cambridge National level 1 / 2 in Sport Studies**. All pupils at KS4 are required to take part in one lesson of core PE per fortnight.

Pupils in years 7 & 9 are timetabled 3 lessons of PE per fortnight. Pupils in year 8 are timetabled 2 lessons of PE per fortnight. The PE Department pride themselves on the breadth and range of activities offered at this key stage.

The department is well resourced with all the necessary equipment to teach all practical lessons at both KS3 & 4. We share teaching classrooms with Science. All classrooms are equipped with ICT visual equipment and sound. The teaching areas are bright and well ventilated.

The department is well resourced with Schemes of Work, teaching and learning planners and assessment matrix for each activity produced collaboratively by the department.

Information for candidates

ACCOMMODATION

The PE Department shares the learning house accommodation with the Science Department. The learning house consists of a suite of nine different rooms. The environment is light, comfortable and engaging for all. There is a teacher “grab and go” area within the large flexible learning space. There is some variety in the learning spaces available which would allow for different approaches to the teaching of PE to be explored.

The PE Department have excellent facilities including a fully equipped sports hall, dance studio and fitness suite. Our outside areas include 2 large Multi-Use Games Areas and an extensive, well maintained grassed area with 3 football pitches and an artificial grass cricket wicket.

PLANNED DEVELOPMENTS

In line with the Academy Raising Achievement Plan the key objectives for PE this year are:

1. Continued improvement of results at KS4 Cambridge National Sports Studies Level 1 / 2 with a particular focus on disadvantaged pupils.
2. Sustained growth in numbers of pupils opting for KS5 & KS4 sports courses.
3. Curriculum development at KS3 (development of KS3 assessment).

Person Specification

Teacher of PE / Cover Supervisor 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.
- PE or Sport Degree/Degree containing substantial PE element.
- Recent professional development/teaching placement relevant to the post.

1. EXPERIENCE, SKILLS, KNOWLEDGE and APTITUDE

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

1. 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 full time teachers is 25 out of 30 periods per fortnight (23 for NQTs), including a period of PSHE with your form and an additional 70 minutes of enhanced CPD time.

Job Description

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 PE

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 PE 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 PE 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 PE Department.

In addition, to the specific duties outlined 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 raising achievement plan and changing needs.

Safeguarding Information

Introduction

The Blessed Edward Bamber Catholic Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people in its schools. The Trust complies with the statutory legislative requirements and guidance that seeks to protect children, including 'Keeping Children Safe in Education' guidance. In order to meet this responsibility, we follow a rigorous selection process to discourage and screen out unsuitable applicants.

Safer Recruitment

Job descriptions and person specifications make reference to safeguarding and child protection. All posts are subject to satisfactory completion of enhanced Disclosure and Barring Service certificate (DBS) checks. All advertisements include a safeguarding statement and commitment.

Application Stage

All applicants are scrutinised to verify identity and academic qualifications, Professional references are requested using our standard pro-forma for short-listed candidates. As a minimum, references should be from the two most recent employers and a Parish Priest if applicable. References are checked against previous employment history and gaps in employment. Professional references must be obtained from work email addresses. Our standard reference proforma makes reference to suitability to work with children and young people. The application form requires applicants to complete a disclosure of any criminal convictions.

Shortlisting

Only those candidates meeting the criteria outlined in the person specification will be shortlisted. All short-listed candidates will be subject to an online search as part of our safer recruitment due diligence.

Interview

Shortlisted candidates will take part in an interview and selection process. Candidates will be asked to address any discrepancies or gaps in their employment history. Candidates will be reminded of their responsibility to disclose any criminal convictions if they have not already done so. Proof of identity, qualifications and right to work in the UK must also be provided at interview.

Appointment

An enhanced Disclosure and Barring Service Certificate (DBS) will be required for all appointed posts. Other pre-employment compliance checks will be carried out. This post is subject to satisfactory references which will be requested prior to interview, an enhanced Disclosure and Barring Service (DBS) check, online searches, medical check, evidence of qualifications plus verification of the right to work in the UK. For teaching positions, barred list checks and prohibition from teaching checks will also be carried out. For leadership positions, section 128 checks will be performed. All staff will receive a comprehensive induction programme covering all aspects of safeguarding and health and safety.

Probation

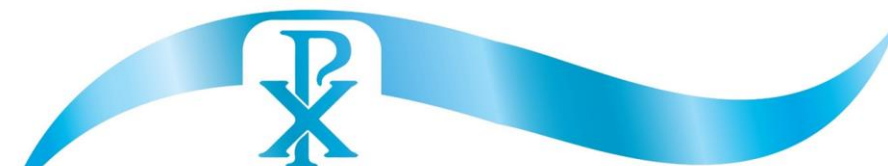
All new staff will be subject to the trust probation procedures for a period of 6 months. The probation period is to enable the assessment of an employee's suitability for the job and which includes a review of the performance of new staff in relation to duties, skills, qualifications and experience outlined in the job description and person specification. This will also include an employee's suitability to work with children and young people and their commitment to safeguarding and child protection.

Equal opportunities

BEBCMAT recognises the value of, and seeks to achieve a diverse workforce. BEBCMAT takes positive steps to create an employment culture in which people feel confident of being treated with fairness, dignity and respect, irrespective of their differences. The Trust is committed to the elimination of unlawful discrimination and to the promotion of good relations between all.

General Data Protection Regulation

BEBCMAT is committed to ensuring that the privacy of an individual is protected. By signing a contract of employment, the employee is agreeing to the Trust processing their personal data, including 'sensitive personal data' as defined in the General Data Protection Regulation (GDPR), for the purposes of the operation, management, security and/or administrations, as well as complying with applicable laws, regulations and procedures. The information you provide (except Equality Monitoring Information) may be shared with partner organisations that provide services to the Trust. A full list of these organisations is available on request from the CFO.



Blessed Edward Bamber
Catholic Multi Academy Trust