



Saint GREGORY'S
Bath



*Exceptional Catholic education
for the whole person*

Inspiring young people to make a difference in the world

Application pack for the post of:

Teacher of Spanish, 0.7 FTE

(With the ability to teach French as a second subject desired)

To start September 2023- August 2024, 1 year fixed term.

Closing date: Midnight, Monday 12 June 2023

Interviews: Thursday 15 June 2023

"In Christ we flourish"

Saint Gregory's, Bath
Combe Hay Lane, Bath, BA2 8PA
T 01225 832873
www.st-gregorys.org.uk

Welcome

Dear Prospective Applicant

Thank you for your enquiry regarding the post of **Teacher of Spanish** at Saint Gregory's, starting **1 September 2023** on a part time (0.7 FTE), fixed term basis for one year. We particularly welcome applications from those that have the ability to teach French as a second subject.

Saint Gregory's is an over-subscribed high achieving school with a national reputation for excellence. Our most recent Ofsted judged as good with outstanding features in behaviour and attitude, and personal development, placing us in the top 8% of schools in the country inspected under the new framework. Whilst our Diocesan inspections judged us to be outstanding in every area and we are committed to maintaining and developing that high standard. The Modern Foreign Languages (MFL) Faculty at Saint Gregory's has a proven track record in examination success and raising achievement across all Key Stages.

We are a school community which prioritises the safety and wellbeing of our students and staff. Everyone at St Gregory's is responsible for the safeguarding and wellbeing of our staff and students and we are committed to following safer recruitment practices to ensure we provide a safe environment for our students.

At Saint Gregory's we inspire and encourage our students to fulfil their potential and flourish. We are recruiting for an ambitious, outstanding teacher who has a commitment to academic excellence and who will inspire our students to reach their potential. If you are successful you will be joining an established and highly skilled team.

As a Catholic school we provide our students with a moral compass based on Catholic Social Teaching that supports their growth and development. It is essential that our students are encouraged to have enquiring minds, ask questions and form their own opinions. The pastoral care at Saint Gregory's ensures that our students grow into well-rounded, reflective, caring and thoughtful young people, ready to take their place in society.

We are an inclusive school that places the student at the heart of everything we do. As a Catholic school our values are explicitly Christian, however you do not have to be of the Catholic faith to apply for this post.

There is a warm, welcoming family atmosphere at Saint Gregory's that underpins our culture as a school. By working together we aim to provide the very best opportunities for all our students and staff.

If you possess the necessary skills and experience and would like to apply for this post, please submit your application by midnight on **Midnight, Monday 12 June 2023**. Interviews will be held **Thursday 15 June**. If you have any further questions please do not hesitate to contact Mr Mike Leaman, Acting Director of Studies, by email at leamanm@st-gregorys.org.uk

Yours faithfully

Ms A Cusack, Headteacher

Mission Statement

“As a Catholic school, our inspiration is Jesus Christ. We therefore promote the dignity and well-being of every child and ensure that they flourish with us in a safe, happy and enriching environment.

We believe that everyone is gifted and called by God to fulfil some definite service for the greater good of society. We will help our students to discover their vocation in life, to achieve their full potential and to use their gifts for the greater glory of God.”

Mission Statement, approved by the Governing Body

Teacher of Spanish

Post: Teacher of Spanish to start September 2023
Contract type: Part time (0.7 FTE), 1 year fixed term September 2023-August 2024
Salary: MPS/UPS
Closing date: Midnight, Monday 12 June 2023
Interview date: Thursday 15 June 2023

This is an excellent opportunity for a talented and enthusiastic Spanish specialist looking for their next career move in a high-performing and oversubscribed school. We are seeking to appoint an inspiring colleague who can contribute to the development of the department and further extend the teaching of Spanish. We particularly welcome applications from those that can offer French as a second subject.

We encourage all candidates interested in applying for this post, including ECT's to submit their application before the deadline of midnight on **Monday 12 June 2023**.

Saint Gregory's is a popular 11-18 co-educational school, founded on Catholic Christian values and with a strong family and community ethos. These values are the foundation of learning for our students, providing them with an academic start to life that is supportive, nurturing and inspiring. Saint Gregory's has a well-deserved reputation for academic excellence, outstanding pastoral care and an excellent enrichment programme.

The successful candidate will be an inspirational teacher who will maintain and enhance our very high academic standards. The faculty benefits from experienced, supportive leadership and applications are welcomed from ECTs seeking a fantastic school in which to begin their career.


Candidates must be able to demonstrate:

- A track record of exceptional Spanish teaching
- Capable of teaching across the Key Stages
- Outstanding subject knowledge
- A willingness to participate in the wider life of the school including enrichment and PSHE delivery
- The ability to inspire excellence in students
- Enthusiasm and motivation for exemplary teaching and learning

In return the successful candidate can expect:

- A comprehensive Induction Programme
- Outstanding professional support at every stage of your career
- A strong Continuing Professional Development programme to develop you as an outstanding teacher
- A supportive Senior Leadership Team
- Opportunities to work in a dynamic and supportive faculty with excellent facilities
- Access to the Teachers' Pension Scheme
- A positive student body who love learning

For an open conversation about the role, please contact Mr Mike Leaman, Acting Director of Studies by email at leamanm@st-gregorys.org.uk to arrange a suitable time.



"Saint Gregory's is simply the best school in every possible way. My children have gone from strength to strength due to excellent teaching and pastoral care. They are confident, capable, well-rounded and above all, happy."

Parent

About Saint Gregory's

Saint Gregory's is a Catholic voluntary aided secondary school which was established by the Diocese of Clifton. It primarily serves designated Catholic parishes in Bath and North East Somerset, North West Wiltshire and the north of the County of Somerset and admits students of 11-18 years. We are a popular co-educational school, founded on Catholic Christian values and with a strong family and community ethos. These values envelop the learning of our students, providing them with an academic start to life that is supportive, nurturing and inspiring. Saint Gregory's has a well-deserved reputation for academic excellence, outstanding pastoral care and an excellent enrichment programme.

In 2019 we were recognised once again as an 'Outstanding' secondary school in our Section 48 Diocesan Inspection, highlighting our school as a flourishing educational community where every child is valued and encouraged to grow as individuals.

Our GCSE and A Level results are excellent and not just in raw terms but also in the context of value-added. Such measures seek to identify the progress that every child makes during his or her time with us and show that our students make outstanding progress.

The achievement of our students consistently places our school as one of the top achieving state schools in the country. Students leaving Saint Gregory's progress to some of the very best academic institutions including Oxford, Cambridge and the Russell Group but, more than this, they leave having acquired the academic success, confidence and skills they need to continue their educational or career journey of choice.

We are located at the southern gateway to the World Heritage City of Bath with beautiful views towards the Severn Estuary and over Bath. Access to the school is easy as it is on main bus routes and next to the Odd Down Bath Park and Ride terminus.

The World Heritage City of Bath itself needs little introduction. Over four million tourists a year come to visit its many attractions, such as its Georgian architecture, its festivals, theatres, museums, restaurants and shops. It boasts excellent schools, rugby and football teams and Olympic standard training facilities at the University of Bath.

In 2017 Bath was named as the safest place to live in the UK. It is also a regular feature of the Sunday Times and Telegraph lists for best places to live in the UK, offering a very high quality of life. In 2018, it was named as the best UK city to raise a family by Money Supermarket.

Bath is served by many attractive towns and villages, and our staff and students come from diverse locations.

The Modern Foreign Languages Faculty

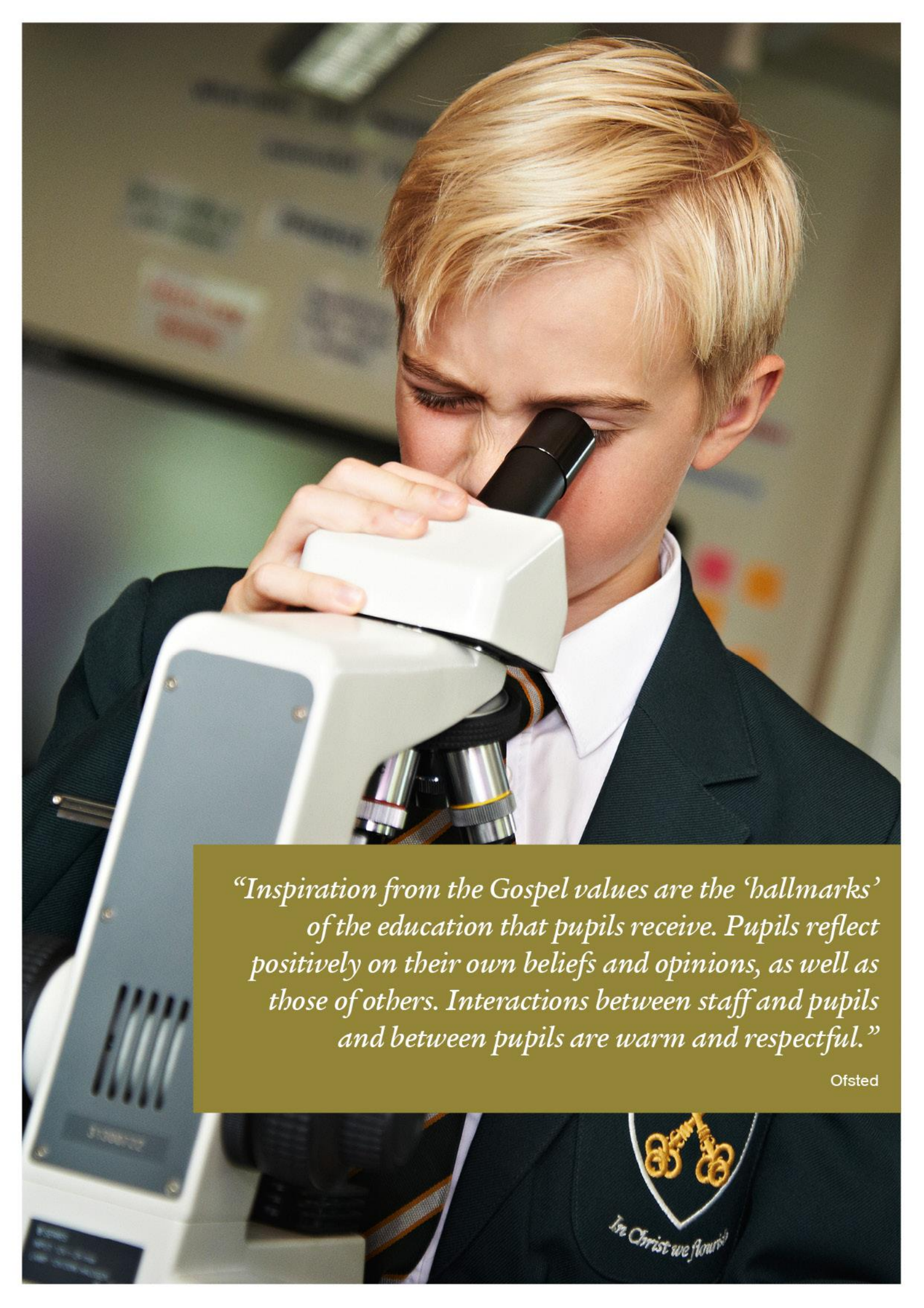
In Year 7, students have the opportunity to study either Spanish or French. They study their chosen language for 4 hours a fortnight for the duration of KS3. Some students apply to join the Mandarin Excellence Programme (MEP) pathway which provides accelerated learning opportunities in this global language. The MEP is a nationwide intensive language programme funded by the Department for Education (DfE) and delivered by the UCL Institute of Education Confucius Institute for Schools in partnership with the British Council. Saint Gregory's is one of the MEP schools currently on this ground-breaking programme

We aim to nurture a love of languages by incorporating a variety of cultural aspects in our teaching, as well as creative lessons such as creating and practising songs, rhymes, raps and role plays.

Our language teachers are truly exceptional. With their extensive knowledge and expertise, they inspire and guide students on their language-learning journey. Their passion for teaching is evident in their engaging lessons, where they employ innovative strategies to make learning languages enjoyable and interactive. Patient and approachable, they create a supportive and inclusive classroom environment, fostering a sense of confidence and motivation in their students. Their dedication goes beyond the classroom, as they provide additional resources, guidance, and feedback to help students excel. With their guidance, students not only master their language but also gain a deeper understanding and appreciation of the rich culture and heritage associated with it.

Spanish is a very popular language at GCSE and A-Level. We follow the AQA pathway for both. Studying for a qualification in Spanish holds immense significance for several reasons. Firstly, it provides students with a valuable opportunity to develop essential language skills and expand their cultural horizons. Spanish is the second most widely spoken language globally, offering increased career prospects and facilitating communication in various professional settings. Moreover, it promotes cognitive abilities, including improved memory, problem-solving, and multitasking skills. The study of Spanish also fosters a deeper appreciation for diverse cultures and enhances intercultural understanding. Additionally, achieving qualifications in Spanish demonstrates dedication, perseverance, and the ability to acquire and master a foreign language, which are highly regarded qualities in today's interconnected world.

We welcome any applications to join our team.



“Inspiration from the Gospel values are the ‘hallmarks’ of the education that pupils receive. Pupils reflect positively on their own beliefs and opinions, as well as those of others. Interactions between staff and pupils and between pupils are warm and respectful.”

Ofsted

Job Description

This job description should be read in conjunction with the professional duties set out in the School Teachers' Pay and Conditions Document, the governors' Pay Policy and Performance Management Policy including the Teaching Standards.

The Governors of Saint Gregory's are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced certificate from the Disclosure and Barring Service is required for this post prior to commencement.

Key Areas of Responsibility

1. Core Purpose

- 1.1 To actively support and promote the school's vision and values as outlined in the Mission Statement.
- 1.2 To raise standards of student attainment and achievement in his/her classes and to monitor and support student progress in his/her classes.
- 1.3 To demonstrate excellent subject knowledge, engaging and supporting learners in academic opportunities.
- 1.4 To be accountable for the safety, wellbeing, development, academic progress and attainment of each student in his/her classes.
- 1.5 To be a form tutor as deployed by the Headteacher.

2. Monitoring, Evaluation and Planning

- 2.1 To attend faculty meetings as published in the school calendar with a clear focus on quality of teaching and learning, raising attainment, monitoring, evaluation and strategic planning.
- 2.2 To ensure the effective implementation of all school policies.
- 2.3 To support the Head of Faculty in analysis of exam results.

3. Curriculum

- 3.1 To ensure the provision of an appropriately broad, balanced and differentiated curriculum for students in his/her classes in accordance with the National Curriculum Programmes of Study at Key Stage 3, exam specifications at Key Stage 4 and 5 and the aims of the school Curriculum Policy.
- 3.2 To ensure that the spiritual, moral, social and cultural aspects of the curriculum are well covered.
- 3.3 To ensure that all statutory requirements in Spanish are met, especially with regard to citizenship and work-related learning.
- 3.4 To promote a positive approach to Modern Foreign Languages.
- 3.5 To contribute ideas to the Head of Faculty about the formulation of aims, objectives and strategic plans for the Faculty.

4. Assessment

- 4.1 To ensure the implementation of the school's Teaching and Learning Policy and Homework Policy in his/her classes, with particular regard to assessment for Learning.
- 4.2 To follow the schemes of work across the Key Stages in Modern Foreign Languages which are appropriately differentiated to meet the needs of all students including all groups of learners.

- 4.3 To ensure effective reporting of student progress to parents/carers and to convene meetings with parents/carers outside of parents' evening when necessary.

5. Discipline

- 5.1 To be responsible for behaviour management in his/her classes, contacting parents/carers if students are persistently disruptive.
- 5.2 To uphold and implement the school's Behaviour for Excellence policy.
- 5.3 To create a positive learning environment in Languages.

6. Professional Development

- 6.1 To keep abreast of developments, including research and development in the area of effective teaching and learning.
- 6.2 To promote teamwork to ensure effective working relationships and act as a positive role model.

7. Additional Responsibilities

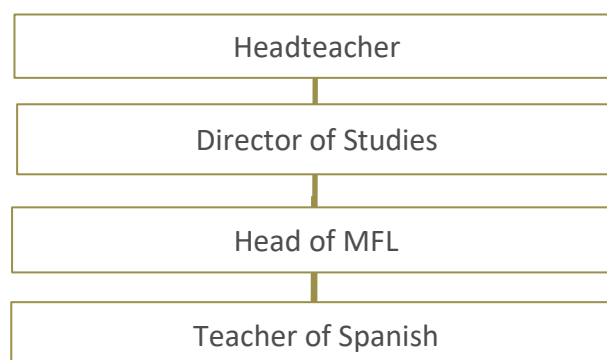
- 7.1 To actively participate in, and support the development of, the extra-curricular and/or enrichment activities in the Modern Foreign Languages faculty and across the whole school and for all groups of learners.
- 7.2 To be responsible for the implementation of the school's Health and Safety Policy and for the safety and well-being of students in his/her classes.
- 7.3 To actively participate in the school's programme for PSHE delivery and conduct timetabled lessons as directed.
- 7.4 To perform, in accordance with any direction which may reasonably be given to you by the Headteacher from time to time, such particular duties as may reasonably be assigned to you (see: STPCD).

8. Special Notes and Conditions

- 8.1 All employees of Saint Gregory's are expected to be supportive of the Christian ethos of the school, its aims and Mission Statement.

9. Organisational Management Chart

- 9.1 This job description will be reviewed annually or more frequently if necessary by the Headteacher in consultation with the post holder.



Person Specification

Teacher of Spanish	Essential	Desirable
Safeguarding Children		
A clear understanding and commitment to safeguarding and promoting the welfare of children and young people	✓	
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	✓	
Appropriate attitudes to the use of authority and maintaining discipline.	✓	
Qualifications and professional development		
Qualified teacher status (QTS) or pending	✓	
Good honours degree	✓	
Evidence of relevant and recent CPD	✓	
Further study or post graduate work		✓
Other work with young people		✓
Experience/Knowledge		
Effective Assessment for Learning	✓	
Range of teaching and learning styles	✓	
Specialist knowledge of the National Curriculum up to and including A Level	✓	
Clear understanding of, and ability to implement, personalisation	✓	
Experience of teaching Key Stage 5 Spanish		✓
Ability to teach French as a second subject		✓
Skills and attributes		
The ability to analyse data, identify patterns and devise meaningful targets	✓	
The ability to promote the school's aims positively	✓	
The ability to establish and develop positive relationships with students, parents/carers, colleagues, governors and the community	✓	
Excellent IT skills	✓	
Excellent communication and organisation skills	✓	
Excellent classroom management	✓	
Excellent motivator	✓	
Personal Attributes		
A positive role model for students and staff	✓	
Willingness to listen to, reflect and act on feedback	✓	
Supportive of Catholic (Christian) ethos of school	✓	
Emotionally intelligent	✓	
Motivated, enthusiastic, positive and willing to contribute to the wider life of the school	✓	

Applications

Closing date: Midnight, Monday 12 June 2023

Interviews: Thursday 15 June 2023

Applicants are asked to submit their application and covering letter to:

The HR Department by email to hr@st-gregorys.org.uk

Applications can be made online at [TES.com](https://www.tes.com)

We are not currently able to accept postal applications at this time.

No other material (such as testimonials, résumés or CVs) will be considered during the selection process.

To discuss the role further with Mr Mike Leaman, Acting Director of Studies please email him at leamanm@st-gregorys.org.uk

We are an equal opportunities employer and are committed to safeguarding and promoting the welfare of children.

We follow safer recruitment practices and appointments are subject to an enhanced DBS check, satisfactory professional references, qualification verification, overseas certificates of good conduct and the right to work in the UK.

All staff are expected to undertake comprehensive child protection training and must share in the school's commitment to the safeguarding and wellbeing of our students and staff.

A copy of the Safer Recruitment Policy and our CP Policy can be found on our website at www.st-gregorys.org.uk/useful-information/key-documents.

Student Creed

“ At St. Greg's, we are a family.
We walk together in the footsteps of Jesus.
We are all equal in the sight of God
So everybody deserves dignity and respect.
We believe that we are all blessed with gifts
And called by God
So let's do something special,
Let's work together for a better future.

In Christ we Flourish.”

Written by the students of Saint Gregory's, Bath



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