



ST PETER'S
CATHOLIC VOLUNTARY ACADEMY

Your Career @ St Peter's Catholic Voluntary Academy



Welcome

We are delighted that you are interested in joining our exceptional team of staff at St Peter's Catholic Voluntary Academy.

At St Peter's, we pride ourselves upon our vision of providing young people with the very best education, to equip them with the skills, confidence and character in the love of God, to lead a happy, successful life in their chosen pathway. Our responsibility to students is to ensure that students have highly developed literacy and numeracy skills, coupled with the ability to make special contributions to the world in which we live.

St Peter's Academy is a vibrant, successful school where high-quality teaching and learning is the norm, excellence is an expectation and high standards are combined, to unlock our students' potential. Our clear academy values are rooted in the Catholic faith and our students are bright, articulate and have a passion for learning, which we want to inspire for the rest of their lives.

By joining our team, you will become part of a supportive, dedicated and growing community. The academy is unique in its approach to professional development and continuous strive for improvements, as part of commitment to providing excellence in education. We wish to appoint the best staff possible; it is an exciting time to join us – if you truly want to make a difference, we want to hear from you.

Mrs Z Hammond
Headteacher



Our Learning Environment

St Peter's became an academy in 2014 as part of the newly formed Nicholas Postgate Catholic Academy Trust along with 25 other primary and secondary schools in Teesside.

We place student learning at the forefront of all that we do, and believe that effort based ability and hard work, determination, and grit means every student has the potential to be a great learner and every teacher can be a great teacher. We want every member of our community, not only to be ready to take their place in the world in which we share and live with each other but to make a lasting contribution to it, to be active citizens and catalyst for change in the world.

Inclusion

St Peter's aims to ensure every student can take part in every aspect of the academy day regardless of their individual need; we believe in quality teaching as the first source of support for students and are committed to each student having a broad and balanced curriculum. We employ many learning support advisors in the academy, where needed some students are supported in practical lessons. Inclusion at St Peter's is at the heart of everything that we do, it is expected that those students who entered the academy below national expectation make strong progress.

Ready for the Future

The academy puts a high emphasis on ensuring all students will be ready for university or their chosen pathway when they leave us. Our careers education programme is highly successful and has allowed us to retain 0% NEETS. We have strong study links with many universities including Durham, Oxford and Cambridge.



What Can We Offer You?

We understand the impact that high quality teaching staff can have on the outcomes for our students. It is vital that the commitment, dedication and potential of our staff is recognised, in order to develop and sustain the learning environment that we pride ourselves on. To enhance the day to day working life of our staff, we offer excellent benefits that include but are not limited to:

- Dedicated PPA space and extra PPA time: we are committed to allowing our employees the time they need to develop outstanding lessons.
- Support of the Nicholas Postgate Catholic Academy Trust.
- Free onsite parking.
- Food provided during twilight sessions and Parent's Evenings.
- Complimentary tea and coffee.
- Staff Fit Club.
- Well-being programme.
- CPD Library.
- On-site coaching
- Approachable and supportive SLT; with a clear vision for the future.
- Strong teacher and student relationships.
- Financial incentive packages include childcare vouchers and the cycle to work scheme.

Investing in You

We are very proud of our extensive CPD package offered to staff at all levels.

Our new induction programme supports staff closely in their first month at school, and continues that support through their first year with us.

Core CPD takes place with all staff every Monday; our focus here is ensuring consistency across the school and embedding the "Teach Like a Champion" techniques developed by Doug Lemov to ensure outstanding teaching and progress.

We believe that practice makes perfect: developmental feedback is regularly provided and a series of bespoke Focused CPD sessions on Tuesdays adapting to individual staff needs. We aim to ensure all staff receive the support and guidance that they require.

On top of this we have close partnerships with Teach First, Future Leaders, Ambition School Leadership and benefit from 1:1 coaching and partnerships with the outstanding Dixon's and Outwood Academy chain. It is our belief that staff should be provided with the opportunity to advance their mastery, and as such our employee structure is designed to enable career progression and associate positions are available to train for senior leadership roles.



Phase 1: Trainee/NQT

- **OPPORTUNITIES**
 - Departmental responsibility
 - St. Benedict's Fellows
 - Delivering CPD
 - Educational visit experience
 - 1 year associate TLR
- **Support & Training**
 - Whole school CPD
 - Tuesday focused CPD
 - Partnership with Outstanding local schools
 - Leadership CPD
 - Primary experience
 - Mentor
 - L&T Coaching
 - New staff buddy system



Phase 2: Experienced Teachers

- **OPPORTUNITIES**
 - 1 year associate AVP
 - Department TLR or Lead Teacher
 - Whole school pastoral roles
 - Whole school logistics roles
 - L&T Coach
 - Delivering CPD
 - Creating and developing CPD
 - Line management opportunities
- **Support & Training**
 - Whole school CPD
 - Action Research Projects
 - Ambition School Leadership training
 - Tuesday focused CPD
 - Partnership with Outstanding local schools
 - Leadership CPD
 - Primary experience
 - L&T Coaching To Outstanding and Beyond



Phase 3: Leadership

- **OPPORTUNITIES**
 - 1 year associate AVP
 - Cross-role internships
 - L&T Coach
 - Delivering CPD
 - Creating and developing CPD
- **Support & Training**
 - Whole school CPD
 - Ambition School Leadership training
 - Ofsted readiness training
 - L&T Coaching

A Collectively Ambitious Location

Redcar and Cleveland is an exciting place to live and work. Our longstanding proud heritage is echoed in all areas of the Borough. Here are some of the reasons why it is an excellent place to work:

- Affordable housing prices and a network of outstanding primary schools
- Excellent transport links via road, rail and bus – we are close to Newcastle International Airport for when a long weekend to Europe is calling!
- Wealth of attractions to explore, ranging from public art, museums, country houses, galleries, heritage sites, ancient monuments and traditional seaside attractions. The Northern Quarter is filled with bustling new shops, bars, micro pubs and quirky independent shops, perfect for weekends!

#WhyILoveStPeters

Miss Smith – Vice Principal for Learning and Teaching

“I was the lucky enough to be given the chance to train to become a teacher through the Teach First leadership development programme, which aims to end educational disadvantage and is working towards the day when no child’s future is determined by the socio-economic background. St Peter’s Academy has huge potential as a phenomenal centre of learning, and the student’s enthusiasm, creativity and humour is second to none. I am excited to be a part of the St Peter’s journey and have the privilege of working in a supportive community, where a tangible difference is made to people’s lives. I think education is a fundamental human right, and it is a privilege to be a teacher”.

Miss Reed – Vice Principal for Learning and Progress

“I am incredibly passionate about raising student’s aspirations and it is my aim to support students to reach and realise their potential – no student should feel limited and moving forward and my vision is for every student to be given the best opportunity to succeed in life. As a teacher; I love to see students’ knowledge and understanding grow, it is incredibly rewarding to see the progress made, and the student’s strong catholic ethos and positive attitude toward learning and being challenged makes St Peter’s a unique place to teach”.

Miss Temple - Director of English

“I was inspired to teach at St Peter’s Academy as a result of the strong Catholic values and community aspect of the school. The staff here are dedicated and go above and beyond in providing the highest level of teaching for students, working hard to make a difference to students’ lives. I chose a career in teaching because my own English teachers ignited a passion in me, to inspire learning in others. I truly believe our students are our greatest asset, they are eager to learn, enjoy a challenge and ensure that no day is ever the same”.

Mrs Hart – Lead Teacher of Catering

“With a passion for teaching and a desire to inspire learning, I joined St Peter’s Academy over four years ago and love the emphasis on developing the whole child at St Peter’s; it means we all build such positive and meaningful relationships with our pupils. Students enjoy their learning experience as they feel a sense of belonging to St Peter’s, feel safe, receive a well-rounded education and are supported at every stage of their educational journey, and it is incredibly rewarding to be a part of that provision”