



**ST PATRICK'S**  
Catholic College



Forming lives ready to face the future

## Teacher of English

**Required from:** January 2020  
**Location:** St Patrick's Catholic College  
Part of Nicholas Postgate Catholic Academy Trust  
**Contract Type:** Full Time  
**Contract Term:** Permanent  
**Salary:** MPS-UPS

St Patrick's Catholic College is a thriving School, at the heart of the local community in Thornaby, with a particularly friendly and supportive staff and student community. Our school is committed to making substantial and sustained improvement for the benefit of our pupils and the Trust are looking to recruit a new teacher of English who is an engaging and highly effective teacher who has the passion and drive to make a difference to the lives of our pupils and their families.

The new teacher of English will be a good communicator with a real ability to inspire, motivate and empower pupils of all cohorts and abilities to make the best possible progress.

St Patrick's Catholic College is part of the Nicholas Postgate Catholic Academy Trust, a family of 26 schools, a Sixth Form College and a teaching school. With more than 9,000 students and 1,200 staff, the Trust is now the North East's largest Catholic Trust and the second largest Catholic Multi Academy Trust in the UK.

St Patrick's Catholic College is committed to striving for excellence in all aspects of school life and nurturing links with the parishes of St Patrick's and Christ The King and their wider communities. Induction and on-going professional development from within the Trust provides our teachers and leaders with great opportunities for development and progression. These opportunities will be offered to the successful candidate who can provide evidence of a proven track record of successful outcomes and can demonstrate the highest standards of teaching and learning.

An enhanced DBS disclosure is essential.

The successful candidate must:

- Be fully committed to upholding and promoting the Catholic ethos of the Trust
- Demonstrate the highest standards of teaching and learning
- Inspire, motivate and empower pupils to make the best possible progress
- Show a commitment to innovation, creativity and inclusion
- Be able to make a significant contribution to the wider college context

The Trust offers:

- A strong, supportive ethos
- Happy, enthusiastic and friendly pupils
- Highly experienced and talented colleagues
- Excellent professional development and progression opportunities across our 26 schools
- Supportive trust board, governors and parents

Candidates are warmly encouraged to visit the school by prior arrangement or if you would like an informal discussion, please contact school on 01642 453462 and ask to speak to the **Interim Headteacher, Mrs Jenny Bowen**.

**Closing date:** 11<sup>th</sup> October 2019

**Application form and further information is available from: [npcat.org.uk](http://npcat.org.uk) and should be returned via email to: Mrs Wendy Kendal, School Business Manager at: [Kendal.W@stpatricks.npcat.org.uk](mailto:Kendal.W@stpatricks.npcat.org.uk)**

Nicholas Postgate Catholic Academy Trust is committed to equality of opportunity, safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The post is subject to an enhanced DBS Clearance along with other relevant employment checks. The successful candidate will be required to sign a Catholic Education Service contract.

**St Patrick's Catholic College**  
**Job Description: Teacher of English**

Teacher of English - Secondary Salary: Teacher Pay Scale.

The teacher's job description adheres to the conditions laid down in the School Teacher's Pay and Conditions Document and Diocesan guidelines.

In addition to this, teachers undertake to develop the children in the understanding and knowledge of their faith. In all the undertakings, the Mission Statement of the school should remain central.

The school is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment.

**Duties and responsibilities**

All teachers are required to carry out the duties of a school teacher as set out in the current School Teachers Pay and Conditions Document. Teachers should also have due regard to the Teacher Standards (2012). Teachers' performance will be assessed against the teacher standards as part of the appraisal process as relevant to their role in the school.

**Post: Head of Department**

**Job Purpose**

The teacher of English will:

**Teaching**

- Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current School Teachers Pay and Conditions Document and Teacher Standards (2012)
- Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school
- Support students throughout the day by fulfilling pastoral responsibilities.
- Engage fully in the Trust appraisal process to fulfil personal potential and be able to participate effectively in the implementation of the academy's goals and improvement plan.
- Attend meetings / training and carry out tasks and duties as specified on the academy calendar.
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate
- Be accountable for the attainment, progress and outcomes of pupils within your classroom
- Be aware of pupils' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these demonstrating knowledge and understanding of how pupils learn
- Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject)

- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment
- Make accurate and productive use of assessment to secure pupils' progress
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate
- Participate in arrangements for examinations and assessments within the remit of the School Teachers' Pay and Conditions Document

## **Behaviour and Safety**

- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils
- Have high expectations of behaviour, promoting self-control and independence of all learners
- Carry out playground and other duties as directed and within the remit of the current School Teachers' Pay and Conditions Document
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures

## **Team working and collaboration**

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school
- Cover for absent colleagues within the remit of the current School Teachers' Pay and Conditions document

## **Fulfil wider professional responsibilities**

- Work collaboratively with others within the trust to develop effective professional relationships
- Deploy support staff effectively as appropriate
- Communicate effectively with parents/carers with regard to pupils' achievements and wellbeing using school systems/processes as appropriate
- Communicate and co-operate with relevant external bodies
- Make a positive contribution to the wider life and ethos of the school

## **Administration**

- Register the attendance of and supervise learners, before, during or after school sessions as appropriate
- Participate in and carry out any administrative and organisational tasks within the remit of the current School Teachers' Pay and Conditions Document

## **Professional development**

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and wellbeing, refining your approaches where necessary responding to advice and feedback from colleagues
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal
- Proactively participate with arrangements made in accordance with the Appraisal Regulations 2012

## **Other**

- To have professional regard for the ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality
- Perform any reasonable duties as requested by the Headteacher

## **Note**

This job description is not your contract of employment or any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed. Nothing will be changed without consultation.

## Person Specification: Teacher of English

	Essential	Stage Identified	Desirable
	E1. Fully supported references. E2. Well-structured supporting letter	A,R A,R	
<b>Qualifications/Training</b>	E3. Qualified Teacher status. E4. A degree in English	A,C,R A,C,R	D1. Evidence of continuous INSET and commitment to further professional development
<b>Faith &amp; Commitment</b>	E5. To fully support the Roman Catholic Mission aims and values of the school.	A,I,R	D2. Be a practising Catholic
<b>Experience</b>	E6. Teaching English at Key Stage 3 and Key Stage 4. E7. High quality curriculum development. E8. Strong teaching ability backed up by good and outstanding outcomes E9. Tailored teaching that challenges and supports students	A,I,R A,I,R A,I,R	D3. Teaching across the whole secondary age range;

<b>Knowledge and understanding</b>	E10. Excellent subject and curriculum knowledge.	A,I,R	D4. A proven record in managing and promoting curriculum development.
	E11. High expectations which motivate and challenge pupils and staff.	A,I,R	
	E12. Highly effective behaviour management to ensure a disciplined, effective and stimulating learning environment.	A,I,R	
	E13. Values the process of Assessment For Learning principles as an aid to raising standards.	A,I,R	
	E14. The theory and practice of providing effectively for the individual needs of all children (e.g., classroom organisation and learning strategies).	A,I,R	

	E15. Statutory National Curriculum requirements at the appropriate key stage and detailed knowledge of the structure & content of the new National Curriculum current initiatives.	A,I,R	
	E16. The monitoring, assessment, recording and reporting of pupils' progress	A,I,R	
	E17. The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection.	A,I	
	E18. The positive links necessary within school and with all its stakeholders.	A,I	
	E19. Effective teaching and learning styles.	A,I,R	
	E20. Effective ICT skills to support teaching within the classroom & use of website to promote communication with pupils and parents.	A,I,R	



	Essential	Stage Identified	Desirable
<b>Skills</b>	<p>E21. Promote the school's aims positively, and use effective strategies to monitor motivation and morale.</p> <p>E22. Develop good personal relationships within a team.</p> <p>E23. Establish and develop close relationships with parents, governors and the community.</p> <p>E24. Communicate effectively (both orally and in writing) to a variety of audiences.</p> <p>E25. Good written, verbal and ICT skills.</p> <p>E26. Create a happy, challenging and effective learning environment.</p> <p>E27. Curriculum management, planning, delivery and assessment.</p>	<p>A,I,R</p> <p>A,I,R</p> <p>A,I,R</p> <p>A,I,R</p> <p>A,I,R</p> <p>A,I,R</p> <p>A,I,R</p>	
<b>Personal characteristics</b>	<p>E28. Commitment to the full life of St Patrick's Catholic College</p> <p>E29. Strong moral purpose and drive for improvement</p> <p>E30. Excellent interpersonal skills</p> <p>E31. Ability to give, receive and act on feedback in a constructive and positive way</p>	<p>I,R</p> <p>I,R</p> <p>I,R</p> <p>I,R</p>	

	E32. Flexibility and adaptability in order to mix and work with a wide range of people.	I,R	
	E33. Strong attention to detail	I,R	
	E34. Ability to work under pressure	I,R	
	E35. A committed, enthusiastic and hardworking disposition.	I,R	
	E36. A caring and sensitive attitude towards pupils and parents.	I,R	
	E37. High expectations of pupils' achievements.	I,R	
	E38. A commitment to extracurricular activities.	I,R	

**KEY: A - Application Form    I - Interview    D - Disclosure    E - Evidence    R - References    C - Certification**