



APPLICANT PACK

Classroom Teacher

St Pius X Catholic Primary School, Middlesbrough



Letter to Applicants

Dear applicant,

We are delighted you have shown an interest in working within our Trust.

The Trust is looking to attract Teachers of the highest calibre who have a desire to lead on improving the quality of teaching, learning and outcomes across the Trust. This role is a crucial appointment for the Trust as we begin to add to our team of experienced and highly capable staff already in place across our 26 schools.



This is an exciting role for exceptional candidates with the drive to lead and to enhance standards across our schools. Although we are a large Trust, we are a relatively young Trust, created in 2018. Therefore, you will be part of a team which will enable you to contribute to wider Trust development and practice as well as your own subject area. This is why the position is exciting. We have a commitment to our children and families to make outstanding appointments both within our schools at senior level and within the Trust central team. This dynamic group, together with established school leaders are working to ensure the education we offer is the best it can be. You will be part of this exciting team to help change the lives of the young people we serve.

We are looking for Teachers who can inspire children and demonstrate a record of delivering high pupil outcomes. We are also looking for Teachers who have a sense of humour and can adapt and be flexible with any challenges they may face.

In this role, you will be able to demonstrate your experience of implementing a range of effective improvement strategies to deliver positive outcomes and lasting impact. This is a wonderful opportunity for individuals with desires to develop and work with our wonderful pupils and influence change in a positive, collaborative way and the flexibility to model good practice in schools. You will benefit from access to nationally leading CPD programmes through the Trust.

If your experience, energy, personal qualities and values support ours, then we look forward to receiving your application.

Hugh Hegarty CEO
NPQH | MSc | PGCCGC | BEd Hons | CTC



Forming lives ready to face the future

Why work for us?

The Nicholas Postgate Catholic Academy Trust family of 23 primary schools, four secondary schools, a sixth form and teaching school promotes the dignity, self-esteem and development of every one of our pupils and staff.

Situated in Teesside and North Yorkshire, within the northern area of the Roman Catholic Diocese of Middlesbrough, our schools offer high-quality education, with a curriculum that meets requirements of our young people and gives them every opportunity to succeed in adult life.

We are dedicated to academic excellence and the spiritual, physical and moral development of all our 9,000 pupils, as well as the ongoing development and fulfilment of every one of our 1,000-plus staff.

Our Trust is a faith-based community. We provide modern facilities and a safe and secure environment that reflects and supports family values, where standards of behaviour are excellent and parental engagement and collaboration is central to our success.

Learning takes place in an atmosphere inspired by the spirit of Jesus Christ, in which his commandment to love God and neighbour nurtures a caring ethos that is expressed in relationships within and beyond our schools.

We are inclusive and are respectful of and engage with people of all beliefs, encouraging a culture of tolerance where people of diverse identities are recognised, welcomed, respected and cherished.

We seek to make a difference to the lives of all groups of children, working to ensure especially that the most vulnerable in our society are not disadvantaged.

Each school aspires for excellence and is on a journey of continual year-on-year improvement. They work in partnership with families and parishes to promote strong, positive links and have clear strategic aims built on our mission and values.

We:

- Celebrate and share the practice of our outstanding schools, leaders and teachers
- Are committed to excellent governance that challenges, supports and holds to account
- Have strong leadership at all levels
- Ensure our pupils receive outstanding teaching
- Offer a wide range of curricular and extracurricular experiences
- Develop parents and carers as active partners in their child's progress.

We are building a Trust where every child is at the heart of everything we do, where every child is valued, where every family is supported and where every aspiration and every dream can be realised.

“True education enables us to love life and opens us to the fullness of life”

– Pope Francis

Proud to Serve Teesside and North Yorkshire



The area we serve is one of the friendliest and most beautiful places you could choose to live and work in.

With an international reputation for innovation and an exciting mix of modern, cosmopolitan and historic culture, the region includes vibrant cities, quaint villages, an outstanding coastline and stunning countryside. Here are just a few reasons you should live here:

Affordable homes

We have some of the lowest house prices in the UK, with an average North-East house price of just £132,769, compared to £250,677 in England as a whole (September 2019 figures).

Friendly people

We are famous for our friendliness and hospitality. Wherever you go, you'll always find a warm welcome and ready smile.

Arts and culture

Museums and galleries include Middlesbrough Institute of Modern Art (mima), the Captain Cook Birthplace Museum, the Dorman Museum, with its collection of Christopher Dresser-designed Linthorpe Pottery, and Kirkleatham Museum, home to the superb Anglo-Saxon princess treasure exhibition.

Entertainment and leisure

The region boasts large venues, international music festivals, Michelin star restaurants and a vibrant nightlife. It is home to Middlesbrough Football Club and countless grassroots clubs for adults and children, cricket and rugby teams and world-class golf courses. Our coastline offers diving, sailing and some of the world's best surfing at Saltburn and you can enjoy watersports at Tees Barrage International White Water Course.

Outstanding countryside

We have some of the best countryside you'll find anywhere in the UK, including the stunning North York Moors and Dales. Even if you choose to live in one of our larger towns you can always be in the countryside or by the sea in less than half an hour.

Excellence in education

The region boasts many great schools, including four NPCAT primaries that were named in the *Sunday Times* top 250, and Teesside University is also based in Middlesbrough. Famous people educated in NPCAT schools include musicians Chris Rea and Paul Rodgers, Middlesbrough MP Andy McDonald and Mayor Andy Preston, government advisor Sir Martin Narey, impressionist Kevin Connolly, TV personality Chris Kamara, Middlesbrough FC chairman Steve Gibson and Keith Houchen, who scored in the 1987 FA Cup final.

Strong transport links

Teesside International Airport has three daily flights to Amsterdam operated by KLM, allowing easy connection to anywhere in the world, while Leeds-Bradford and Newcastle airports are also close by and we have excellent rail and road links to the rest of the country.



The Diocese of Middlesbrough

NPCAT is one of three multi-academy Trusts responsible for the running of schools within the Roman Catholic Diocese of Middlesbrough.

The diocese was founded on December 20 1878 when the Diocese of Beverley, which had covered all of Yorkshire, was divided.

Today, the diocese covers an area of 4,000 sq km in the historic counties of North Yorkshire and the East Riding of Yorkshire, together with the city of York.

Bishop of Middlesbrough the Rt Rev Bishop Terence Patrick Draney provides Catholic schools:

- To help him as first educator of the diocese in his mission of making Christ known to all people
- To support parents who at their child's baptism accepted the responsibility of raising their child in the Catholic faith
- To be at a service to their local church, parish and Christian home and to ensure our children give such service to the wider society.

NPCAT is responsible for schools in the boroughs of Middlesbrough, Redcar & Cleveland and parts of Stockton and the county of North Yorkshire.

It is our mission to contribute to the creation of a society that is highly educated, skilled and cultured.

Our schools must educate the whole child, ensuring they develop spiritually and also achieve their full academic potential.

We see parish and school partnership as fundamental to the missionary role of Catholic education.

Each school has a central place in parish life and where a school serves more than one parish, chaplaincy work in school ensures that the appropriate steps are taken to have equal engagement across them all.

We ensure our schools come together to celebrate Mass, with the highlight of the year being the annual celebrations on feast days.

We also come together as a Trust for carol services at St Mary's Cathedral in Middlesbrough during Advent.

Our schools serve the following parishes:

Brotton, St Anthony of Padua
Guisborough, St Paulinus
Ingleby Barwick, St Thérèse of Lisieux
Loftus, St Joseph and Cuthbert
Marske-by-the-Sea, St Bede
Middlesbrough, Corpus Christi
Middlesbrough, Holy Name
Middlesbrough, St Clare of Assisi
Middlesbrough, St Francis of Assisi
Middlesbrough, St Joseph
Middlesbrough, St Mary's Cathedral
Middlesbrough, St Patrick (Sacred Heart)
Middlesbrough, St Thomas More
North Ormesby, St Alphonsus
Nunthorpe, St Bernadette
Ormesby, St Gabriel
Redcar, Blessed Nicholas Postgate (Sacred Heart & St Augustine)
Saltburn, Our Lady of Lourdes
Staithes, Our Lady Star of the Sea
Teesville, St Andrew's Parish
Thirsk, All Saints
Thornaby, Christ The King
Thornaby, St Patrick
Yarm, St Mary and Romauld

Employee Benefits and Wellbeing



NPCAT recognises the importance of staff welfare and a managed workload and this is reflected in the way we treat our people.

As a responsible and caring employer, we appreciate and value each of our staff. Their holistic health and wellbeing are vital to enabling all of us to maintain the optimum work-life balance.

We see exceptional staff welfare as an essential element towards enabling us to develop a rich, nurturing climate for learning across all our schools.

We offer a broad package of emotional and practical support to our colleagues.

We are clear about our expectations of employees and offer a positive, transparent and supportive working culture in return.

We offer:

- Competitive pay
- Defined benefit pensions
- Performance-related pay progression and recognition of additional responsibilities
- Annual cost of living adjustment
- On-site parking at our school premises
- Support with parking and subsistence costs where appropriate.

Additional benefits include access to:

- Everybody Benefits discount and reward platform
- Health Cash Plan
- Cycle2Work scheme
- Corporate offers at the five-star Rockliffe Hall Hotel, Golf and Spa in County Durham

NPCAT is committed to equality of opportunity and will not tolerate any harassment, intimidation, discrimination or victimisation.

We encourage staff to undertake training and development and to explore new challenges within the Trust wherever appropriate.

Training, Development and Progression



We offer a comprehensive training package that caters for all staff from future Initial Teacher Training pupils through to chief executive officer, as well as non-teaching staff.

This is delivered via our partnerships with national continuous professional development (CPD) trainers such as the Ambition Institute.

Our evolving team of standards advisers support school leaders in providing individually tailored coaching and mentoring.

We also offer a range of appropriate courses for staff in a variety of roles, including business and school administrators, teaching assistants and pastoral support staff.

Early career teachers benefit from a comprehensive professional development programme delivered in collaboration with the Ambition Institute.

A combination of face to face and remote sessions involving online training videos and materials cover the range of competencies in the Early Career Framework.

Teachers with between two and four years' experience currently have access to the Accelerate Programme, a Department for Education sponsored development course covering key aspects of pedagogy.

Aspiring middle leaders and aspiring senior leaders engage in National Professional Qualification for Middle Leadership (NPQML) and National Professional Qualification for Senior Leadership (NPQSL) courses through Inspiring Leader.

Leaders currently in post engage with the Ambition Institute on, for example, Excellent Middle Leaders Courses or School Curriculum Leadership.

Aspiring headteachers undertake National Professional Qualification for Headship (NPQH) and existing headteachers can continue to progress through their National Professional Qualification for Executive Leadership (NPQEL) qualification.

Teaching assistants can benefit from full and comprehensive training courses delivered by our own St Clare's Catholic Primary Teaching School in Middlesbrough.

All staff can access training relevant to current needs, through partnerships with organisations such as the Research School's Network and Leeds Carnegie Centre of Excellence for Mental Health.

In addition to face to face sessions, staff at all levels can undertake accredited courses from Level 1 upwards covering bespoke topics specific to their roles, such as Understanding Autism and Managing Challenging Behaviour.

Central Services and business and administrative staff receive training on key aspects of their roles identified in conjunction with their team leaders.

Job Advert

Required:	September 2021
Salary:	MPS
Hours:	1FTE
Contract Type:	Permanent
Location:	St Pius X Catholic Primary School, Aversham Road, Park End, Middlesbrough, TS3 7HD

The position is not suitable for NQTs.

St Pius X Catholic Primary School is looking to appoint an inspirational and highly motivated teaching practitioner. We provide a caring, Catholic ethos and a supportive and friendly community, committed to nurturing and developing each child and member of staff.

As part of the Nicholas Postgate Catholic Academy Trust family of 27 schools, there is a vast array of professional opportunities to network and grow with colleagues across the trust. This post is suitable for an excellent classroom practitioner.

The successful candidate will be:

- Able to demonstrate the highest standards of teaching and learning and have high expectations of all children and themselves
- Driven by a strong moral purpose to inspire, motivate and empower children to make the best possible progress
- Fully committed to upholding and promoting the strong Catholic ethos of the school
- Able to show a commitment to innovation, creativity and inclusion
- Able to make a significant contribution to teamwork and the wider school context.

We can offer:

- A strong Catholic ethos where everyone is valued

- A positive environment for learning throughout the school, where pupils enjoy and achieve
- A creative curriculum to meet the needs of our children
- Supportive governors and parents
- A commitment to continuing professional development

Closing date: Friday 16th April 2021, 12 noon

Shortlisting: Monday 19th April 2021

Interviews: Thursday 22nd April 2021

Application form and further information is available from:
npcat.org.uk/current-vacancies and should be returned via email to:
enquiries@stpiusx.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 check along with other relevant employment checks. The successful candidate will be required to sign a Catholic Education Service contract.

Job Description

This post is with the governors of the school under the terms of the Catholic Education Service contract signed with the governors as employees.

The 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 pupils in the understanding and knowledge of their faith. In all the undertakings, the Mission Statement of the Trust should remain central.

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

Post Title: Classroom Teacher

Responsible to: Headteacher

Job Purpose

The successful candidate will be expected to carry out the duties of a teacher in accordance with the Teachers Pay and Conditions Document and other relevant statutory provisions, and to carry out other such associated duties as are reasonably assigned by the Head of School.

Professional Responsibilities

- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils, in line with the policies of the school.
- To facilitate, support and monitor the overall progress and development of pupils and designated groups of pupils (Pupil Premium, more able and talented, SEND etc.)
- To foster a learning environment and educational experience which provides pupils with the opportunity to fulfil their individual potential.

- To share in the development of the curriculum, courses of study, teaching materials, teaching programmes, methods of teaching and assessment and their review.
- To support and contribute to the school's responsibility for safeguarding children.

Responsible for

- Co-operation and close liaison with parents and guardians, professionals, including fellow staff and colleagues from external agencies (for example, specialist teachers from support services, health professionals and social workers).
- Working with others to plan and coordinate work.
- Motivating and stimulating children's learning abilities, encouraging learning through experience
- Liaising with key staff throughout the school to ensure consistency of practice and pupil progression.

Generic Responsibilities

- Teaching all areas of the curriculum, which is focused on helping children achieve year group expectations.
- To be part of a team to plan, prepare and evaluate all aspects of provision;
- Providing pastoral care and support to children and providing them with a secure environment in which to learn;
- Developing and producing visual aids and teaching resources;
- Organising learning materials and resources and making imaginative use of resources;
- Assisting with the development of children's personal/social and language abilities;
- Developing children's curiosity and knowledge;
- Working with others and contributing to the strong and experienced team ethos of the school.
- Sharing knowledge gained with other practitioners, both within school and across the MAT, and parents;
- Observing, assessing and recording each child's progress and preparing reports for external agencies;
- Attending CPD;
- Attending assemblies, registering the attendance of pupils and supervising pupils, whether these duties are to be performed before, during or in preparation for future sessions;

- Ensuring the health and safety of children and staff is maintained during all activities, both inside and outside the school;
- Keeping up to date with changes in the curriculum, safeguarding and developments in best practice;
- To be adaptable and flexible.

Other duties

- To play a full part in the life of the school community, and support its distinct ethos.
- To follow and actively promote the school's policies and procedures.
- To comply with health and safety policy and undertake risk assessments as appropriate.
- To actively pursue own personal and professional development.

Additional Responsibility

- TBD following selection if appropriate

These duties are neither exclusive nor exhaustive and the post holder will be required to undertake other duties and responsibilities, which the Headteacher / line manager may determine.

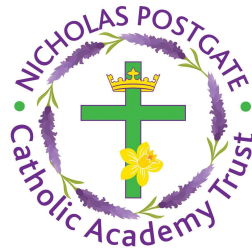
PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL SCHOOL AND TRUST POLICIES.

THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO FULL ENHANCED DISCLOSURE CHECKS – AND THESE WILL BE SUBJECT TO RECHECKING AS APPROPRIATE.

Person Specification

Criteria		Essential		Desirable
Qualifications/ Training	E1	Qualified Teacher Status	D1	Degree 2:1 or above
	E2	Degree or equivalent	D2	Evidence of further professional qualifications/study
Faith & Commitment	E3	To fully support the Roman Catholic Mission aims and values of the school	D3	Be a practising Catholic. Evidence of participation in the life of a faith community
Experience	E4	<p>The proven ability to create a safe and rich EYFS learning environment involving:</p> <ul style="list-style-type: none"> • A range of successful EYFS teaching strategies • An excellent understanding and experience of planning for EYFS and carrying out EYFS assessments • The proven ability to create a stimulating, visual EYFS environment for the classroom • The ability to create an EYFS learning environment which values and enables equality for all. • The ability to work closely with all staff both in the classroom and in whole-school issues • The ability to work actively with parents 		
	E5	Successful final practice/report from educational body (NQT)		
Knowledge and Understanding	E6	A clear understanding of current issues, theory and practice, with particular regard to:	D4	Specialist knowledge in at least one subject area

		<ul style="list-style-type: none"> • The National Curriculum • Knowledge and experience of teaching early phonics • Equality and issues relating to pupils accessing learning • Class management • Excellent knowledge of assessment for learning procedures • Able to reflect and evaluate own practice • Safeguarding practices 		
Personal Skills and Attributes	E7 E8 E9 E10 E11 E12 E13	Good written and oral communication skills Flexibility and willingness to be involved in the school Committed to teaching and a willingness to continue to learn through professional development Proven ability to work as a member of a team Ability to meet challenges A genuine commitment to inclusive education A personality and disposition which commands the respect, trust and confidence of pupils, parents and staff		
Professional Development	E14 E15	Evidence of having kept abreast of developments in education & have knowledge of best EYFS practices A commitment to furthering own professional development		



How to Apply

Application form and further information is available from:
npcat.org.uk/current-vacancies

Applicants should complete and return a **Teacher Application Form**, a **Recruitment Monitoring Form**, **Rehabilitation of Offenders Form** & **Consent to Obtain References** to: enquiries@stpiousx.npcat.org.uk

Job Description: This informs you of the main responsibilities for the post and explains what we are looking for. It informs you about the personal and professional qualities you need for this post. These criteria will be used to make the appointment.

Person Specification: This specification sets out which criteria will be used to shortlist candidates for interview.

Thank you for your interest in NPCAT. We look forward to receiving your application.

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