

St Gregory's

CATHOLIC SCHOOL



Teacher of Science

APPLICATION PACK

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Kent
Catholic
Schools'
Partnership



'Academies in Christ'
Part of the Archdiocese of Southwark



Every child is known and loved

Letter from the Headteacher

Dear Prospective Candidate

Thank you for your interest in this exciting opportunity to join our dynamic team of dedicated professionals striving to provide our students with the very best Catholic education possible.

Our mission is clear and profound: to provide every student in our care with a world-class Catholic education, ensuring they are embraced by our inclusive and loving community. At the heart of our educational philosophy is the belief that **every child is known and loved**. Inspired by the life of St Gregory, we strive to empower our students, teaching them to understand their own unique value and dignity. Through this understanding, they can recognise and realise their God-given potential.

We aim for our students to become servant leaders, guided by principles of empathy and integrity, making unique and positive contributions to society and the world. We hold ambitious expectations for our students and challenge them to strive for the very best they can achieve. We enable our students to take personal responsibility for their education and development, overcoming barriers and owning their actions so that they can be rightly proud of their achievements.

At St Gregory's, we are dedicated to creating a safe environment for our students so that they can be themselves with confidence. Clear expectations are provided, allowing them to flourish academically, emotionally and spiritually. Our commitment to truly knowing each student enables us to provide a nurturing atmosphere where they can grow and thrive.

Central to our educational approach is the emphasis on personal and spiritual development. Opportunities for prayer, reflection, and collective worship form an integral part of school life. Through these experiences, students gain a deeper understanding of themselves and their spiritual formation. We encourage them to reflect on their lives, their beliefs, and the unique role they play in the world around them.

By joining us, you will play a crucial role in shaping the educational journey of our students. We would be delighted to discuss how you could become a part of our dynamic community, where a commitment to excellence, inclusivity and the values of our Catholic tradition defines who we are.

Thank you for considering St Gregory's as the place to inspire and be inspired.

Yours faithfully
Mike Wilson
Headteacher - St Gregory's Catholic School



School vision and values

Our Vision

We provide the students in our care with a world-class Catholic education. We guide our students to understand their own unique value and dignity. Inspired by the life of St Gregory, we empower our students to approach, with vigour, the opportunities of their education; to recognise and realise their potential as servant leaders and use their discernment to choose how they will make the world a better place.

Our Aims

With Christ's **love** at the centre of all that we do, students;

- **live** life to the full
- **learn** all they can about their world in order to
- **lead** lives which change it for the better

Students accomplish this because our curriculum:

- is appropriately ambitious for all our students, including SEND and Disadvantaged students
- is progressive, interleaved and sequenced to develop knowledge and understanding
- provides opportunities to develop and strengthen literacy across all curriculum areas
- provides opportunities for reading
- promotes opportunities for the development of strong relationships, healthy lifestyles and good wellbeing
- challenges students to apply their knowledge and make informed decisions
- teaches our students how to learn and develop scholarly habits so that they become confident, independent learners
- promotes a learning environment in which students discover and develop new talents

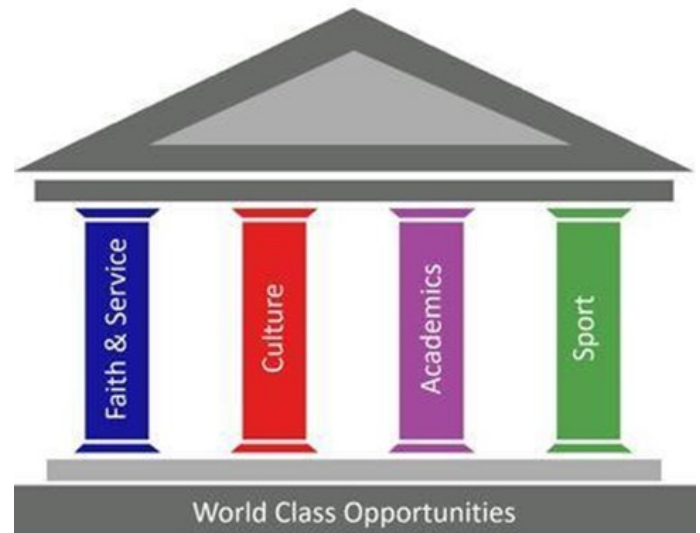
Every child is known and loved

School vision and values

These pillars provide a framework to focus students as they set ambitious goals for their future.

Our aim, through our curriculum is to develop young people:

- who are happy and feel fulfilled
- who have the confidence, resilience and knowledge to build relationships, pursue active and healthy lifestyles and stay mentally healthy
- who are curious, enjoy learning and have high expectations for themselves and are ambitious for their futures
- who know how to learn and evaluate their own strengths to make progress
- who can make and articulate informed decisions and are aware of their rights and responsibilities in a global society
- who demonstrate respect, compassion and empathy towards the beliefs and values of others
- who possess the cultural capital they need so that they are not disadvantaged by the social context in which they live



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About St Gregory's Catholic School



St Gregory's Catholic School is a Catholic secondary school and part of the Kent Catholic Schools' Partnership (KCSP). KCSP is a multi-academy trust (MAT) established by the Archdiocese of Southwark for Catholic education across Kent and it currently comprises 26 academies of which 21 are primary schools and five are secondary schools.

St Gregory's Catholic School is an over-subscribed seven-form entry secondary school located in Tunbridge Wells and is a popular destination for pupils from its Catholic partner primary schools in Tunbridge Wells, Tonbridge and Sevenoaks.

St Gregory's Catholic School is an inclusive academy. Its dedicated staff, helpers and governance committee members work hard to ensure that every student is supported and challenged to be their very best. Each individual is encouraged to grow spiritually and intellectually, so that unique and positive contributions can be made to society and the world. Its most recent denominational inspection in March 2018 judged it as 'Outstanding' and its most recent Ofsted inspection in March 2013 judged the academy to be 'Outstanding' in all areas.



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Role description

We wish to appoint a Teacher of Science to join an excellent Science department from September 2024. The post is suitable for ECTs (Early Careers Teachers) and experienced teachers.

You will be joining a skilled, passionate and committed team so we are seeking an outstanding candidate who can continue to raise the quality of provision to enable the best possible outcomes for all of our students.

The successful candidate will be a committed team player with a passion and determination to inspire and motivate students to develop a passion for science. They will be dynamic, emotionally intelligent and sympathetic with the strong Catholic ethos and values of St Gregory's who are committed to improving the life chances of young people.

Benefits of working at St Gregory's Catholic School

- A supportive and caring working environment for staff and students and a school wide focus on wellbeing
- Dedicated and bespoke CPD time for all staff and personal development opportunities
- Access to our Fitness Suite
- Access to Kent Rewards Scheme
- Generous Pension Scheme
- Employee Assistance Programme which offers counselling, financial guidance, legal enquiries with access to online health and wellbeing resources

Our Offer:

St Gregory's students love to gain new knowledge and skills and all our teachers relish the opportunity to deliver challenging, engaging and interesting lessons, with high expectations of behaviour. Opportunities for excellent Continued Professional Development and staff well-being are at the forefront of our commitment to all staff at St Gregory's.



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Job description

Job Title: Teacher of Science

Salary Grade: MPS/UPS possible TLR for the right candidate in the future

FTE: 1.0

Line Manager: Subject Leader for Science

Purpose of Job: To support the work of the Subject Leader in raising the standards of teaching, learning and achievement in the department.

General Responsibilities:

1		Key Accountabilities
1.1	TEACHING AND LEARNING	<p>Teach the subject as required at all levels from KS3 to A level</p> <p>Contribute to the Department's bank of resources for the teaching of the subject and assist in the production of materials which take into account pupils of all abilities and levels.</p> <p>Contribute to the drawing up, evaluation and reviewing of schemes of work in relation to relevant Key Stages.</p> <p>Plan and evaluate work in accordance with departmental policy.</p> <p>Provide team teaching support in class as required.</p>

2		Key Accountabilities
2.1	SUPPORTING THE PUPIL	<p>Maintain records of achievement and progress of all pupils in accordance with the statutory requirements and the departmental policy.</p> <p>Mark and return work set, including homework, within an agreed and reasonable time.</p> <p>Use the School's Marking Policy and Departmental Policy at all times.</p> <p>Complete student data entry and reports in line with School Policy.</p> <p>Attend Parents' Evenings as required and keep parents/carers informed about their child's performance and future targets.</p>



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Job description

3	Key Accountabilities	
3.1	TUTOR ROLE	<p>Undertake responsibility for a Tutor Group including Registration, Small Group Tutorials and delivery of PSHE.</p> <p>Monitor and set targets for the social and academic progress of all students in the Tutor group.</p> <p>Endeavour to build up a good relationship with the students in the Tutor Group so that they will look to you for support and advice.</p>
4	Literacy & Oracy in the Department	
4.1	LITERACY	<p>Model high expectations of written and spoken English</p> <p>Explicitly teach key vocabulary (not just subject specific) and reinforce through regular retrieval</p> <p>Identify students who need to develop their literacy skills and intervene appropriately</p> <p>Insist that students write in full sentences as often as is appropriate</p> <p>Provide regular feedback which develops accurate spelling and grammar</p>
4.2	ORACY	<p>All teachers are expected to champion and explicitly teach oracy</p> <p>Model high expectations of spoken English and insist that student emulate this</p> <p>Ensure students speak in complete sentences using correct grammar and pronunciation</p> <p>Encourage students' eloquence by reducing their reliance on filler words, e.g. "um", "er"</p> <p>Celebrate good oracy</p>
5	Key Accountabilities	
5.1	GENERAL DUTIES	<p>The above responsibilities are subject to the general duties and responsibilities contained in the written statement of conditions of employment (the contract of employment).</p> <p>Adhere all relevant statutory requirements as detailed in the most recent School Teachers' Pay and Conditions Document.</p> <p>To promote good order among pupils and ensure their health and safety both on and off the school premises.</p> <p>To act in accordance with the school's policy on safeguarding issues.</p> <p>Promote the School ethos in which the highest achievements are expected from all members of the School community.</p> <p>Adhere at all times to the professional business standards of dress, courtesy and efficiency in line with the Catholic ethos of the School.</p> <p>Uphold the School's behaviour code and uniform regulations</p>

Performance Management and Professional

The teacher will be part of the School's Appraisal Scheme. They will have a Line Manager who will set agreed targets for the year. The Line Manager will monitor and review performance, including classroom teaching. The School will support the continuing professional development of all staff to ensure that their expertise is being kept up to date.

This job description outlines the main duties and level of responsibility of the post for the time being. It is not a comprehensive or exclusive list and it cannot anticipate future service demands. There is a clear expectation of the post holder that they will make a positive contribution to enhancing and adapting services.

Job Specification

	Criteria	Essential / Desirable
Faith Commitment	Understanding of the distinctive nature of a faith school	D
	A practising Catholic	D
Qualifications	Graduate qualification in the Subject or equivalent	E
	Qualified Teacher Status	E
	Experience of teaching the subject to G.C.S.E level and the ability to teach to A level	E
Knowledge & Experience	Ability to organise and prioritise workload and work on own initiative	E
	The ability to work constructively as part of a team, understanding School roles and responsibilities and the post holder's position within these	E
	Ability to communicate well in writing and face to face to all stakeholders	E
	Demonstrable experience of improving successful student outcomes in the last three years	E
	Producing high quality experiences and outcomes for students	E
Skills, Qualities & Abilities	Experience as Tutor and/ or pastoral work	E
	Empathy with students	E
	Ability to use ICT effectively	E
	A commitment and understanding of the use of ICT within the curriculum	E
	Excellent communication skills	E
	Excellent interpersonal skills	E
	Excellent organisation skills	E
	Dedication	E
	Ability to remain positive and enthusiastic when working under pressure	E
	Ability to organise work, prioritise tasks, make decisions and manage time effectively	E
Assembly, disassembly and cleaning of equipment	E	



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Application process

You are welcome to contact HR at HR@sgschool.org.uk if you would like to visit the school before submitting an application.

For ease of applying, we are happy to accept applications directly from Kent Teach:
[CLICK HERE](#)

Should you be shortlisted for interview, additional information may be requested at that time.

Closing date for applications: 7 May 2024 at 09:00

Start date: September 2024

All applicants need to have the Right to Work in the UK to be considered for this role. This vacancy may close on or before the specified closing date depending on the volume of suitable applicants. If you are unsuccessful, we will contact you accordingly.

Safer Recruitment

St Gregory's is committed to safeguarding and promoting the welfare of children and this position is subject to satisfactory enhanced disclosure from the Disclosure and Barring Service. We are an equal opportunities employer.

Candidates will be subject to an online search if shortlisted. The search will not form part of the shortlisting process itself and shortlisted candidates will have the chance to address any issues of concern that come up during the search at interview.



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