



1979 2020

Saint GREGORY'S  
Bath

*An outstanding  
Catholic education for all*

Application pack for the post of:

## Teacher of English 0.6 FTE

**Closing date:** Midnight Sunday 28 November

**Interviews:** Week commencing 6 December

*"In Christ we flourish"*

Saint Gregory's, Bath  
Combe Hay Lane, Bath, BA2 8PA  
T 01225 832873  
[www.st-gregorys.org.uk](http://www.st-gregorys.org.uk)

# Welcome

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Dear Prospective Applicant

Thank you for your enquiry regarding the post of **Teacher of English** at Saint Gregory's, starting **1 January 2022**.

Saint Gregory's is an over-subscribed high achieving school with a national reputation for excellence. Our most recent Ofsted and Diocesan inspections judged us to be outstanding in every area and we are committed to maintaining and developing that high standard. The English Faculty at Saint Gregory's is an outstanding faculty with 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. This is a part time, 0.6 contract and will involve teaching English from Year 7 to Year 13.

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 **Sunday 28 November**. Interviews will be held week commencing 6 December. If you have any further questions please do not hesitate to contact Mr Davis, Head of English, by email at [davisj@st-gregorys.org.uk](mailto:davisj@st-gregorys.org.uk).

Yours faithfully

Ms A Cusack  
**Headteacher**

# *Mission Statement*

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“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 English

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**Post:** Teacher of English to start 1 January 2022

**Contract type:** 0.6 FTE, permanent

**Salary:** MPS

**Closing date:** Midnight Sunday 28 November

**Interview date:** Week commencing 6 December

This is an excellent opportunity for a talented and enthusiastic English 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 English.

We encourage all candidates interested in applying for this post to submit their application before the deadline of midnight on **Sunday 28 November**.

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.

Our most recent Ofsted and Diocesan inspections judged us to be outstanding in every area and we are committed to maintaining and developing that high standard.

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 NQTs seeking an outstanding school in which to begin their career.

## **Candidates must be able to demonstrate:**

- A track record of exceptional English 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 the Head of English, Mr Davis, by email [davisj@st-gregorys.org.uk](mailto:davisj@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

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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 English Faculty

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The English faculty is a successful, highly motivated and well-resourced faculty comprising seven specialist teachers. We are based in the centrally located Kelly Block, and all of our classrooms are well equipped and provide a stimulating environment for our students. Achievement in English is excellent, exceeding national average results, and we pride ourselves on the progress that is made across all groups of students.

Students in Year 7 are taught in mixed ability classes based on their tutor groups. We have developed an engaging and varied curriculum, including units on; contemporary fiction ('The Breadwinner'), Shakespeare, poetry from other cultures, modern drama and both fiction and non-fiction writing.

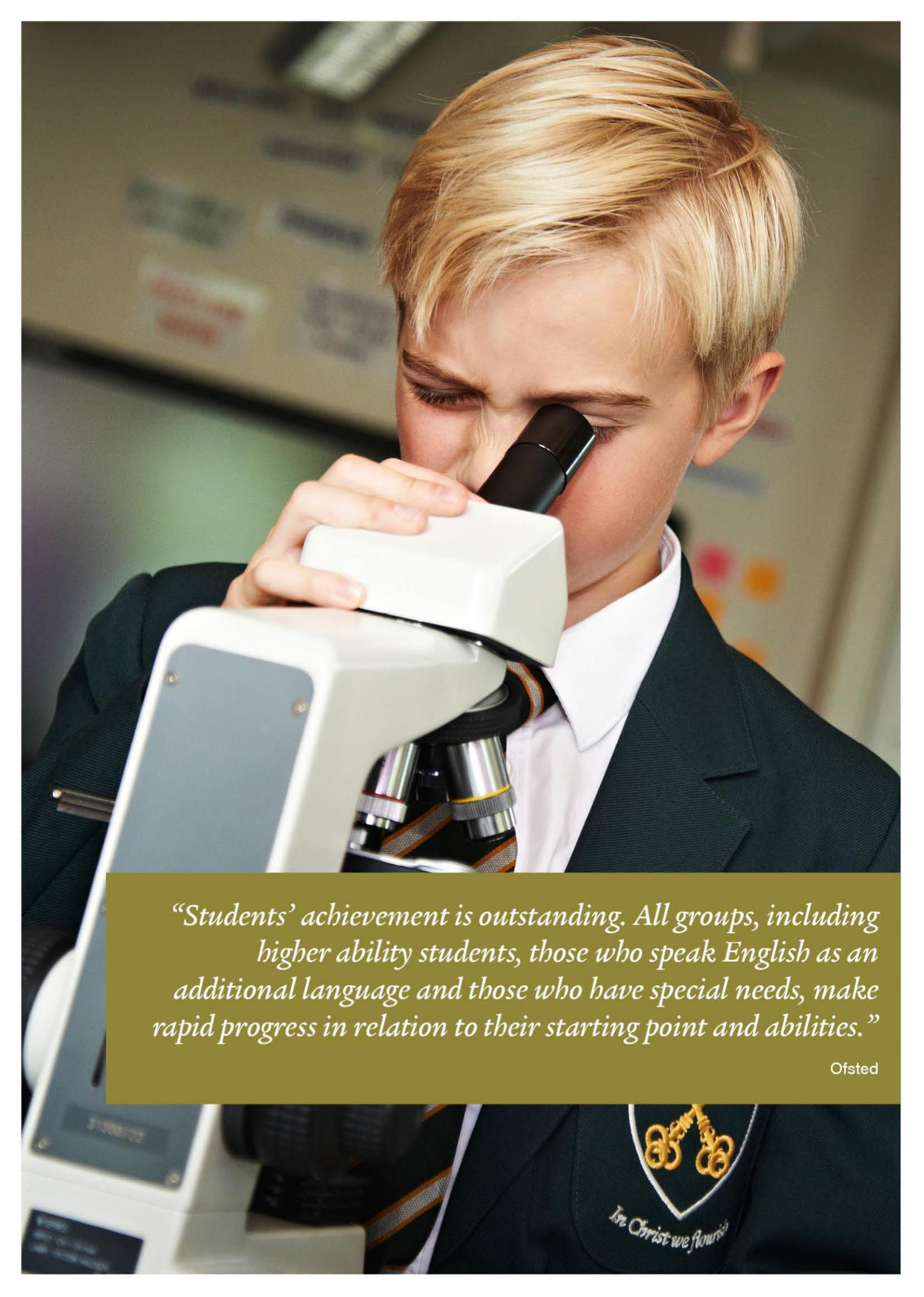
Students in Year 8, also taught in mixed ability groups, continue to study a diverse range of topics, including gothic fiction and 19th century crime, as well as developing their creative writing skills through the Orwell Youth Prize.

In Year 9, students are taught in ability bands and cover a range of skills and subjects with preparation for GCSE firmly in mind. Among other things, we cover travel writing, different types of activism and an exciting new 'crossover' piece exploring 'Romeo and Juliet' and 'Noughts and Crosses'. We will also introduce them to a one of the set GCSE Literature texts, usually 'An Inspector Calls'.

At GCSE level, we have used AQA for several years and all students are entered for both English Language and English Literature; students are taught in ability bands at KS4. Our set texts for Literature are currently: 'An Inspector Calls', 'Macbeth' and 'A Christmas Carol'. Whether studying language or literature, we always aim to provide the students with a diverse and varied array of textual experiences, and we are constantly looking for ways in which to make the GCSE curriculum even more accessible and relevant to the young people we teach.

At A Level, we have an established Sixth Form offer of two possible courses; English Literature or English Language and Literature, both with AQA. Recent results have been excellent, with students clearly relishing the chance to explore texts in a more mature and considered manner, and to get involved in the seminar-style discussion-driven lessons. We are currently looking into the possibility of adding some exciting extra-curricular opportunities for these older students, in the form of residential trips to both Paris and Normandy.

The faculty offers a range of enrichment activities including creative writing clubs and competitions, debating club, visiting speakers, BBC Young Reporters, theatre trips and workshops. In recent years, we have taken students to see productions of 'A Christmas Carol', 'Macbeth' and 'A Streetcar Named Desire'. Our Year 10 students are currently looking forward to a trip to see 'Blood Brothers' in the New Year.



*“Students’ achievement is outstanding. All groups, including higher ability students, those who speak English as an additional language and those who have special needs, make rapid progress in relation to their starting point and abilities.”*

Ofsted

In Christ we flourish

# Job Description

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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 English are met, especially with regard to citizenship and work-related learning.
- 3.4 To promote a positive approach to English.
- 3.5 To contribute ideas to the Head of Faculty about the formulation or 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 at Key Stage 3, 4 and 5 in English 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 English.

## 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 English 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.

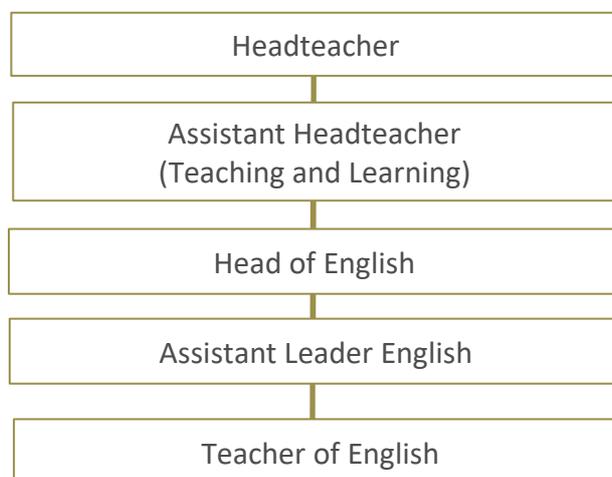
7.4 To perform, in accordance with any direction which may reasonably be given to you by the Headteacher from time to time, such particular duties as may reasonably be assigned to you (see: STPCD).

## 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 English	Essential	Desirable
<b>Safeguarding Children</b>		
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.	✓	
<b>Qualifications and professional development</b>		
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		✓
<b>Experience/Knowledge</b>		
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 English		✓
<b>Skills and attributes</b>		
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 skills	✓	
Excellent organisation skills	✓	
Excellent classroom management	✓	
Excellent motivator	✓	
<b>Personal Attributes</b>		
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 and positive	✓	
Willing to contribute to the wider life of the school	✓	



*“Sporting, artistic and dramatic opportunities are outstanding and all students take full advantage of the range of opportunities to develop clear, personal values and to make an impact on school life.”*

Ofsted

# Applications

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**Closing date:** Midnight Sunday 28 November

**Interviews:** Week commencing 6 December

**Please note that due to the current situation with regard to COVID-19 interviews may have to take place remotely. Full details will be given in the invite to interview letter for shortlisted candidates.**

Applicants are asked to submit their application to:

The HR Department by email to [hr@st-gregorys.org.uk](mailto: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 Head of English, Mr Davis, please contact him by email [davisj@st-gregorys.org.uk](mailto:davisj@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](http://www.st-gregorys.org.uk/useful-information/key-documents).

# *Student Creed*

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“ 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



*Saint* GREGORY'S  
*Bath*

*"In Christ we flourish"*

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