



# ALL SAINTS

## CATHOLIC COLLEGE

ORARE LABORARE SERVIRE



# Applicant Information Pack

## Teacher of English

# From the Headteacher

Welcome to All Saints Catholic College. I am proud to be the Headteacher of this OUTSTANDING over-subscribed mixed secondary school in the heart of North Kensington. We pride ourselves on the strong reputation for outstanding teaching and exceptional results.

The diversity within our school is a key strength and allows students to acknowledge each other's differences whilst at the same time celebrating them. The greatest ambassadors of our school are our students who demonstrate and model excellent behaviour as well as attitudes to learning.

Included in this pack is information about the School and the role.

We aim to ensure that we offer a safe but joyous learning environment to all of our students so that that they can find the confidence to flourish during their time at All Saints.

Andrew O'Neill

Headteacher



# We can offer you:

- An Ofsted OUTSTANDING school
- Staff socials throughout the year
- Reduced lesson load for additional marking and planning time
- Smaller class sizes
- A commitment to staff development in terms of high-quality CPD
- Supportive line management and appraisal
- A supportive SLT commitment to staff wellbeing and reducing workload
- Coaching (not graded) lesson observations, coaching (not graded) book looks to help improve student outcomes
- A full Induction programme
- Recognition and retention of excellent staff through internal promotion
- A friendly and dedicated team of experienced and supportive teachers, teaching assistants, support staff and pastoral staff
- A team of staff who are committed to ensuring that children are both nurtured and educated
- Enthusiastic students who enjoy learning and being stretched and challenged
- Engaged and supportive governors who want the best for our students
- The opportunity to be part of the successful 'Team All Saints'

# An exceptional location

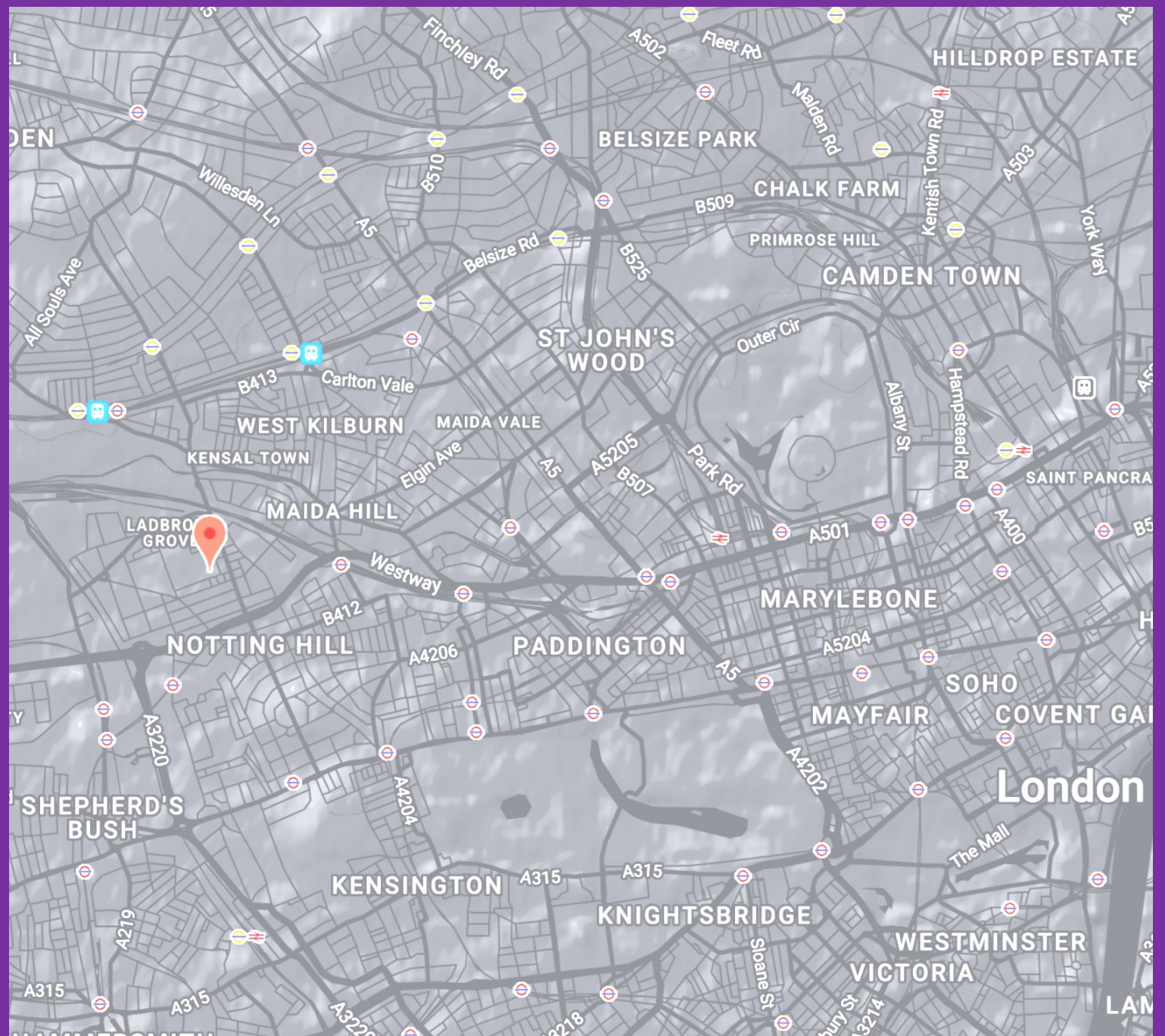
Nestled in the heart of the alluring and cosmopolitan Notting Hill, All Saints Catholic College's enviable location acts as the perfect central hub for fun both in and outside of work.

Merely a stone's throw from world famous Portobello Road and Notting Hill, the immediate area boasts an abundance of bars, restaurants, cafe's and more!

Although there is everything you could possibly need right on our doorstep, there is also almost on-the-spot access to a wide number of bus routes, as well as Ladbroke Grove Tube Station, with Westbourne Park and Notting Hill only a 15 minute walk away, should you be required to travel further afield.



# in the heart of London



# CPD

At All Saints, we offer a plethora of CPD opportunities for our staff to ensure they maintain excellence in their role within the school. We have a rigorous CPD programme for our early careers teachers, as well as a Leadership programme which is aimed at staff who aspire to be Senior Leaders.

**Teaching and Learning CPD** — In order to reduce excess meetings, a majority of teaching and learning CPD is delivered by Subject Leaders. This ensures that all members of teaching staff are up to date in the most current, research-based practices for their subject area. CPD is bespoke and thoroughly planned by subject leaders, carefully based on learning walks and informal lesson observations conducted throughout the half term.

**Subject Specific CPD**— At All Saints, we draw on a wide research-base to inform our professional development offer. As outlined in the EEF's Teaching Toolkit, our 'two strand' approach to CPD focuses on Pedagogical development as well as Subject-Specific CPD. Again, these are led and driven on by Subject Leaders, the individuals who know their team and subject best. Subject Leaders and their teams audit schemes of work and the subject knowledge of their teams regularly, as well as drawing on the expertise of the staff in their departments to plan and deliver the most bespoke and useful subject-specific CPD sessions possible.

**Early Careers Framework**— With the changes to the Early Careers Induction framework, we will be working with our local Teaching Hub (Paddington Academy) in order to ensure the 'Golden thread' of early careers support is offered to staff. Our external ECF provision will be with the Ambition Institute, offering an additional modular programme of support.

**Leadership** — Throughout the academic year, we are fortunate enough to be visited by a number of exceptional leaders across all sectors to deliver keynotes to staff on what outstanding leadership looks like at all levels. In the past we have invited CEOs of a range of companies as well as Managers of high-performing sports teams such as Team Sky/Ineos.

**Bespoke CPD**— We understand that CPD is personal to everyone, and there are different needs and requirements for staff in order to fulfil their roles and responsibilities. We also consider it vitally important that staff feel comfortable to have open and honest conversations about their careers and receive the appropriate advice and support with their progression.

**Literacy**—We pride ourselves on giving students a "fullness of life", and for us that means serving the most disadvantaged children in the local area. In order to expand their opportunities and ability to confidently go out into the world beyond the school gates, we are devoted to improving their reading and literacy skills.



# Staff Testimonials

At All Saints, we pride ourselves on cultivating a warm and welcoming community of staff. As the numbers of students within the school develops and grows, we have been fortunate enough to welcome some fantastic additions to the staff body. Some of our colleagues share their experiences of joining All Saints below:



## Stephen Bick – Music

“The team culture at All Saints was something I was surprised by - at the schools I trained at, other staff didn't really take the initiative to talk to me, and the staff rooms were just full of busy people waiting for the photocopier. But I felt really welcome here, right from my interview day. Now that I've been here for 8 months, I know pretty much everyone, and enjoy seeing colleagues around school.”

## Fiona Maguire – RE

“All Saints is a fantastic place to work, the sense of community is apparent from the first time you step into the school. No matter what happens during the day the minute you step into the staff room you know you will be greeted by lovely and friendly members of staff who ask and actually care about how your day is going. This school is so great that I asked to come back after my PGCE placement, I could honestly not think of another school I would rather start my teaching career off with!”



## Bethany Ames — Head of English

“From the moment I started working at All Saints Catholic College three years ago, I felt welcome and supported. In the time I’ve been here, I’ve occupied a number of different roles, and in each one, I have learnt so much from my co-workers and mentors – all have guided me professionally, spiritually and emotionally. The atmosphere around school is one of community and warmth, and I genuinely look forward to coming into work everyday (after the morning coffee, of course).”

## Kemi Obikoya— Food Technology teacher

“As a new member of staff at All Saints I feel welcomed, supported and happy to have joined a school with a strong community spirit. The friendliness and understanding between colleagues is refreshing and wonderful to be a part of. Led by a supportive and strong leadership team, the school-wide community spirit builds activities that link students, parents and teachers. This helps foster school traditions and promotes inclusiveness. The learning environment is more fun at All Saints, which makes teaching even more enjoyable.”



## Rob Walmsley — Data Analyst

“In the All Saints staff room you will find cycling fanatics, Bake Off champions and even a few big time actors. It’s a great environment to work in. Everyone is very welcoming and it’s easy to build valuable working relationships.

Although I am not a member of teaching staff, I still feel connected and integrated into the staffing team. I’m always able to reach out to others who will be able to provide advice and knowledge.”

## Laura Mullertz—Head of KS3 Science

“My experience so far at All Saints has been incredible. Both staff and students have been very welcoming, and have enabled me to feel integrated into the community from day one. The school has undergone a considerable transformation over the past few years, and that can undoubtedly be largely attributed to the positive attitude and camaraderie throughout All Saints. Every person you speak to is proud to be a part of the school, and this enthusiasm makes every day here so enjoyable.



# ‘Friday Fun’

We are an incredibly sociable, close-knit staff community here at All Saints. Staff genuinely get on, support one another and form strong friendships. During every half-term, resident ‘Governor of Fun’ Mr Billy Forshaw organises a number of events for staff to participate in after school on a Friday. One of the most popular events included a ‘Staff Bake-off’ kindly organised and run by Ms Kemi Obikoya in the Food Tech room. Other activities included a fantastic watercolour painting session with our very own Head of Creative Technologies, Ms Katie Nicholls, volleyball with team PE and the ultimate game of laser-quest!

# ‘The Camino De Santiago’

In the first week of the Easter holidays in April 2018, the Headteacher and several members of staff embarked on a mammoth walking/cycling Pilgrimage of The Camino De Santiago. A few days earlier, the school mini-buses had left Ladbrooke Grove and arrived in the North of Spain to greet the staff who had travelled via plane to Biarritz airport. The trip spanned 500 miles over five days, filled with fantastic food, drink, hostel-hopping and sore legs all round!

# Keeping staff happy!

It is vital to ensure that staff are kept happy—and in most instances it’s the little things like a bacon sandwich or coffee and a flapjack that can do just that! On those cold, dark Mondays in December and January, there’s nothing better than a bacon/egg butty in the morning to get you going. Every Monday you will find the SLT cooking up a storm in the school’s kitchen, and bacon/egg sandwiches are served in the staffroom from 8am. On Wednesdays, coffee and sweet treats are served at break-time and every Friday morning staff are provided with breakfast trays of pastries and fruit juice to enjoy.

# Job Description

**Job title:** Teacher of English

**Salary:** Main/Upper Scale (inner London weighting)

**Contract type:** Permanent

**Liaising with:** The Head of English

## Teaching:

- To teach students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere
- To use teaching strategies which will stimulate learning appropriate to student needs and demands of the syllabus
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students
- To undertake a designated programme of teaching
- To ensure a high quality learning experience for students which meets internal and external quality standards
- To prepare and update subject materials
- To maintain good order, discipline and respect for others; to promote understanding of the school's rules and values; to encourage good practice with regard to punctuality, behaviour, standards of work and homework. To safeguard health and safety and to develop relationships with and between students conducive to optimum learning
- To undertake assessment of students as requested by external examination bodies, departmental and school procedures
- To mark, grade and give written and verbal and diagnostic feedback to students of individual work and group work they have undertaken

## Operational/Strategic planning

- To plan and prepare courses, schemes of work and individual lessons, appropriate to the needs, interests, experience and existing knowledge of students
- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Faculty
- To contribute to the Faculty's Improvement Plan and its implementation.
- To contribute to the whole school's planning activities
- To contribute to the faculty process of self-review and evaluation and Improvement Plan activities

## Professional Development

- To take part in the school's staff development programme by participating in arrangements for

further training and professional development

- To continue personal development in the relevant areas including subject knowledge and teaching methods
- To engage actively in the Performance Appraisal Review process
- To ensure the effective/efficient deployment of classroom support
- To work as a member of a designated team and to contribute positively to effective working relations within the school

## Pastoral Duties

- To be a Form Tutor to an assigned group of students
- To promote the general progress and well-being of individual students and of the Form Tutor Group as a whole
- To liaise with a Pastoral Manager to ensure the well-being and educational development of your assigned students
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life
- To evaluate and monitor the progress of students and keep up-to-date student records as may be required
- To contribute to the preparation of action plans, progress files, individual education plans, and other reports
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved
- To communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff
- To contribute to PSHE and Citizenship and Enterprise according to school procedures
- To apply the behaviour management procedures so that effective learning can take place

## Other specific duties

- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example;
- To promote actively the school's corporate policies;
- To continue personal development as agreed;
- To comply with the school's health and safety policy and undertake risk assessment as appropriate;
- To undertake any other duty as specified by Headteacher not mentioned in the above.

Please note that this list of duties is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the careers leader will carry out. The postholder may be required to do other duties appropriate to the level of the role.



# Person Specification

Criteria	Qualities
Qualifications and training	<ul style="list-style-type: none"><li>• Honours Degree</li><li>• Relevant teaching qualification</li><li>• A willingness to undertake further relevant training and to pass those skills on to other members of staff as appropriate</li></ul>
Skills and knowledge	<ul style="list-style-type: none"><li>• Enthusiasm and passion for teaching</li><li>• Excellence as a classroom practitioner</li><li>• Imagination and creativity in the classroom</li><li>• Experience in writing schemes of learning</li><li>• A commitment to the extra-curricular life of the school</li><li>• A commitment to safeguarding and promoting the welfare of children and young people</li><li>• A commitment to obtaining the highest standards of pupil achievement and a belief that enjoyable learning is the most effective learning</li><li>• A commitment to the school's Strategic Purpose, Commitment and Intent</li></ul>
Personal qualities	<ul style="list-style-type: none"><li>• An effective team member</li><li>• Ability to work under pressure</li><li>• Excellent communication skills</li><li>• Able to motivate and inspire students</li><li>• An excellent teacher with enthusiasm and a commitment to education and developing young people</li><li>• Able to develop good personal relationships with students and adults</li><li>• Approachable and willing to help students both in and outside of lessons</li><li>• Ability to initiate ideas, set own targets and meet own and other people's deadlines</li></ul>

“I have come so  
that you may  
have life,  
Life in all its  
fullness”

John 10:10

# Applying

## Teacher of English

To find out more information about All Saints please look at our school website where you will find our latest information: [www.allsaintscc.org.uk](http://www.allsaintscc.org.uk)

All job details and an application form are available to view and download from the school website under the vacancies section, TES online, Department for Education Vacancies website. Alternatively, you can download an application form [here](#).

Should you wish to obtain further information about this post, please contact Ms Lagunas, the Headteacher's PA, on [02089697111](tel:02089697111) or [rm.lagunas@allsaintscc.org.uk](mailto:rm.lagunas@allsaintscc.org.uk).

This is an important appointment for the school community and you will be expected to work with and support the Headteacher and other staff in leading the school forward in its next stage of developments to secure sustained and continuous improvement.

**Please apply by writing a personal statement outlining your suitability and reasons for wanting this post with a completed application form to Rosa Lagunas ([rm.lagunas@allsaintscc.org.uk](mailto:rm.lagunas@allsaintscc.org.uk)).**

It is advisable to speak with members of the Senior Leadership Team to ensure that you submit a broad and well-rounded application.

**Deadline: Monday 15th January 2024**

**Interviews: Will commence Thursday 18th and Friday 19th January 2024**

**Start date: September 2024**

### Child Protection and Safeguarding

At All Saints, the welfare of the child is paramount. This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All staff should understand their responsibility to safeguarding and promoting the welfare of children and young people. Staff are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions. Staff should work, and be seen to work, in an open and transparent way. Attitudes towards promoting and safeguarding the welfare of children and young people will be scrutinised during the selection process for the post that you have applied for. If you are appointed to this post, information in relation to safeguarding and protecting children and young people will be provided at induction.



“Leaders and teachers  
are unwaveringly  
ambitious for all pupils...

They are experts in  
ensuring that all pupils are  
making progress through  
the curriculum”

- Ofsted 2022





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