**Let Your Light Shine**

If we love others, we live in the light. 1 John 2:10

Inspired by our Gospel Values we have a shared responsibility to:

1. create an environment of welcome, love and respect for each member of our learning family.
2. develop the unique gifts and talents of all, striving for excellence in everything we do.
3. live out our commitment to love, service and justice in the local and global community.
4. nurture the journey of faith and discovery for all.
5. celebrate and reflect on the love of God which is at the heart of all we are.

# School Curriculum Intent



Head of Technologies Faculty

**Required for September 2021**

**Permanent Full Time**

**Head of Technologies Faculty**

TLR 2.3

Are you passionate about Technology and determined to make a real difference to the lives of young people? We have an exciting opportunity to appoint a motivated, dynamic and forward-thinking leader of our newly formed Technologies Faculty. Comprising of Design Technology, Food Technology, Computing and Business Studies, we are seeking to appoint an enthusiastic and ambitious individual that can bring the different subjects together and drive them forward, becoming the flagship faculty in our school. We are looking for an inspiring leader who

* has high aspirations for both students and staff
* is committed, and passionate about learning
* has the skills and determination to make a significant difference to the lives of our students and share our mission to ‘let your light shine’
* is committed to contributing towards the extracurricular life of the school

The successful applicant must have the experience and be able to deliver either Design or Food Technology whilst having the leadership ability and vision to spearhead both Computing and Business Studies. You will be well supported by the senior leadership team to drive your vision in delivering excellence in the Technologies Faculty, with a clear focus on outstanding outcomes for students. This is a great opportunity for aspiring or experienced leaders to build a new forward-thinking faculty.

**“This is a school where pupils are confident, full of life, and considerate of others. Pupils are known well and cared about. Pupils behave well and work hard in class.”**

OFSTED January 2020

Further information and an application pack are available to download from the school website:

[www.st-maryshigh.lancs.sch.uk](http://www.st-maryshigh.lancs.sch.uk).

**Please return completed application to** [**recruitment@st-maryshigh.lancs.sch.uk**](mailto:recruitment@st-maryshigh.lancs.sch.uk)

**Informal visits to the school can be arranged by contacting school on 01772 339813 and asking for**

**Mrs Dudaniec, Assistant Headteacher and SLT Lead for Design Technology**

**(**[**dudaniecl@st-maryshigh.lancs.sch.uk**](mailto:dudaniecl@st-maryshigh.lancs.sch.uk)**)**

Closing Date: **Tuesday 4th May 2021 at 12 Noon**

If you do not hear anything within four weeks of the closing date, you will not have been successful on this occasion

Proposed Interview Date: **Week commencing 10th May 2021**

This post is subject to an enhanced disclosure with the DBS.

*Brownedge St. Mary’s Catholic High School is an Equal Opportunity Employer and is committed to ensuring the safety of all its children and young people*

Dear Applicant

I am delighted to be writing to you as Headteacher of Brownedge St. Mary’s Catholic High School. Having started my career here almost 25 years ago, I have a deep understanding of our school. It is truly a warm, welcoming and vibrant place to be, where we work as a family to support, challenge and care for one another, striving continuously for excellence and to be the best that we can be.

Here, at Brownedge St Mary’s, we place Christ at the centre of our pupils’ lives: a place to encounter the living God in all that we are and do. Christ becomes alive by integrating Gospel values into every aspect of teaching, learning and the totality of school life both inside and outside the classroom. As a school we challenge every member of our community to “Let Your Light Shine” and to develop their God-given talents to their full potential. By doing this we ensure that our pupils’ journeys into adulthood are also journeys of faith from which grow values, aspirations and morals that inform their actions and choices as unique individuals.

Our school is an environment where pupils feel safe, cared for and confident to express themselves. As a result, excellent relationships are formed, based on mutual respect and care for one another. I am extremely proud of our hard working and dedicated staff who go beyond high quality teaching and pastoral care and offer a rich extracurricular provision that ensures daily enrichment for all.

This is an exciting time for our school as it moves forward in the next phase of its journey to becoming an outstanding Catholic school. As an inspirational Head of Technologies, you will be working in a team that is passionate and committed to delivering the absolute best for all our students. If you are someone who has energy, determination and drive and are collaborative and build strong relationships then Brownedge is the community for you.

I hope you are the person we are seeking. Should you decide to apply please read the job description and person specification carefully as it is important that, in your letter of application, you can demonstrate how your current experience, skills and qualities meet the job profile, and in particular, how you meet the requirements of the person specification.

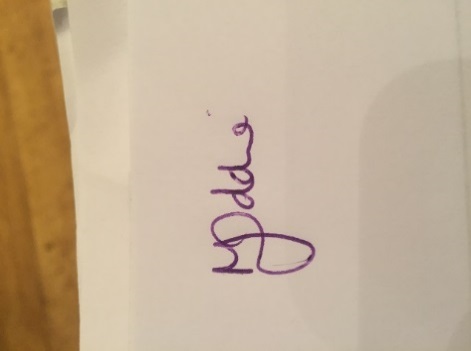
You are reminded that the closing date for applications is **Tuesday 4th May 2021 at 12 Noon**.

Brownedge St Mary’s Catholic High School is committed to safeguarding and promoting the welfare of young people and expects all staff to share this commitment. The successful candidate will be subject to satisfactory Enhanced DBS clearance and all pre-employment checks to include satisfactory references.

If you join our team you will enjoy a full and purposeful career where you are valued, supported to develop and your hard work is recognised. I hope that, having read all the necessary information about our school, you are excited about applying for this position.

I look forward to receiving your completed application and reading what you have to offer our School.

Warm regards,



Mrs Nicola Oddie

Headteacher

Brownedge St Mary’s Catholic High School

School Context

We are an 11-16 Mixed Catholic Voluntary Aided High School in Bamber Bridge in the Diocese of Salford. There are currently 746 pupils on roll, with 750 pupils our preferred capacity.

The Mission Statement of Brownedge St Mary’s expresses our intention to ensure that all pupils are given the opportunity to fulfil their potential using their unique talents gifted to them by God. Our inclusive ethos and high aspirations for our pupils commits us to providing opportunities that allow all pupils to develop as independent, confident and successful learners who enjoy learning and make good progress.

Through our Mission, we develop pupils’ personal and moral values based on our Catholic ethos, teaching them respect for other cultures, religions and ways of life (including British Values) and ensuring that all know how to make a constructive contribution to the local, national and worldwide community.

Our curriculum is responsive to our local context and the profile of our cohort entry. Building on knowledge of pupils’ prior learning, we ensure that pupils are challenged from day one through new and engaging learning. We ensure that our broad and balanced curriculum, delivered by specialist staff, equips our learners to transition into appropriate progression routes and ensures that pupils gain secure knowledge, transferrable skills and values which will allow them to lead successful and fulfilling lives.

Our curriculum has been designed and developed to ensure there is no cap on expectations and ambitions and meets the needs of different groups. It has been designed to be ambitious and to give all pupils, particularly disadvantaged pupils and pupils with SEND, the knowledge and cultural capital they need to succeed in life. We plan and sequence our learning such that all groups make good progress. Challenging concepts are revisited so that pupils can make sustained gains in new knowledge. In 2017 we adopted a Threshold Model, requiring all subjects to develop Progression Models to ensure that the curriculum is coherently planned and sequenced and that knowledge is acquired, remembered, built on and applied. We equip learners with the technical and subject-specific vocabulary to articulate precisely their learning, orally and in extended writing. We expect all learners to appreciate the value of reading widely for pleasure. All learners are engaged in an ambitious curriculum pathway, whether it be traditional EBacc, technical or vocational. Work undertaken on our curriculum intent and implementation has had impact. The deepening knowledge is starting to impact positively on GCSE outcomes with increased A8 and significantly improved P8 scores in GCSE 2019. We are committed to continuous improvement.

**Head of Faculty Job Description**

**Head of Technologies Faculty**

**Brownedge St Mary`s Catholic High School**

To discharge the professional duties of teachers as described in the latest Pay and Conditions of Service document for Teachers in relation to: **Teaching, Assessments, Reports, Appraisal, Educational Methods, Discipline, Health and Safety, Cover, Public Examinations, Management, Administration and Other Activities.**

In addition to discharge those duties in keeping with the CES contract of employment and the stated Mission of the School:

|  |  |
| --- | --- |
| Post title: | Head of Technologies |
| Salary/Grade: | Standard national scale in line with the current School Teachers’ Pay and Conditions document plus the appropriate TLR payment |
| Responsible to: | The Head Teacher, designated member of SLT and the Governing Body |
| Supervisory responsibility: | Faculty members and where appropriate support staff |

|  |  |
| --- | --- |
| **Job Purpose** | * Lead, manage, improve and monitor the quality of teaching and learning in your faculty area. * Have overall responsibility and accountability for your TLR area ensuring curriculum continuity, consistency, balance, match and progression. * Lead regular meetings relevant to your TLR area with appropriate colleagues * Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of their pupils. * Act as a reviewer with the arrangements for the appraisal of all identified staff. * To attend middle leaders’ meetings and training in order to carry out your role effectively. * Have an appropriate knowledge and awareness of health and safety issues relevant to your areas of responsibility. |
| **Duties and Responsibilities** | Maintaining standards  * Support and implement the vision and ethos of the school * Contribute to, implement and evaluate the success of School Improvement Plan relevant to your TLR area * Contribute to, monitor and review the impact of teaching and pupil progress through the analysis of data, ensuring the use of information for planning and target setting across your TLR area * Analyse and interpret data on pupils’ attainment for different audiences: subject & faculty teams, SLT, governors. * Regularly review with teachers their assessments of progress for classes, identified groups and individuals. * Sample pupils’ work regularly in line with school policies and procedures. * Discuss work, progress and attitudes regularly with samples of pupils. * Construct and monitor strategies to gather views of other stakeholders. * Be an effective role model for your team in terms of teaching, behaviour and classroom management  Evaluate teaching & learning  * Evaluate schemes of work to ensure they focus on consistent and effective teaching and learning. * Observe teaching and feedback to colleagues as part of both informal monitoring systems and more formal policies of appraisal. * Regularly review teacher’s planning. * Evaluate assessment methods and purpose on a regular basis.  Lead sustainable improvement  * Lead regular team meetings which include discussion about priorities for development. * Work with the teams of subject teachers to agree targets for raising achievement and attainment. * Lead improvements in teaching and learning within your faculty area. * Liaise with the SLT member responsible for the timetable to support where necessary, with the review, construction and resourcing of the curriculum in your subject areas. * Work with other middle leaders to share and collaborate in approaches that will support success in your faculty area and across the school. * Meet regularly with your SLT link for support and to share information and developments. * Take a lead role in identifying group and/or individual training needs and provide support for colleagues within your area of responsibility promoting a whole school approach. * Manage the quality and deployment of accommodation and resources annually, including the faculty budget allocation. * Ensure your keep up to date with current developments in your TLR area and disseminate information as appropriate. * Act as a reviewer with the arrangements for the appraisal of all identified staff. * To attend middle leaders meetings and training in order to carry out your role effectively. * Have an appropriate knowledge and awareness of health and safety issues relevant to your areas of responsibility. |
| **School Ethos** | The governors of St. Mary’s would encourage all staff to be involved in enrichment activities in line with the ethos of the school, specifically:   * To play a full part in the school community, to support its distinctive Mission and to encourage students to follow this example. * To support the school in meeting its legal requirements for worship and to lead acts of worship as requested. * To contribute significantly, where appropriate, to implementing the policies and practices of the school and to promote collective responsibility for their implementation. |
| **Other** | * Proactively participate with arrangements made in accordance with the Appraisal Regulations 2013 * Perform any reasonable duties as requested by the Head Teacher * Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. The school will endeavour to make any necessary reasonable adjustments to the job and working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition. |
| All teachers are required to carry out the duties of a schoolteacher as set out in the current [*School Teachers Pay and Conditions* *Document*](https://www.education.gov.uk/publications/)*.* Teachers should also have due regard to the Teacher Standards (2013). Teachers’ performance will be assessed against the teacher [standards](https://www.education.gov.uk/publications/standard/publicationDetail/Page1/DFE-00066-2011) as part of the appraisal process as relevant to their role in the school. | |

#### **Person Specification**

**Head of Technologies Faculty**

**Brownedge St Mary`s Catholic High School**

As a Roman Catholic School, this post requires the successful candidate to be fully supportive of the Christian mission of the school.

Brownedge St. Mary’s Catholic High School is committed the safeguarding and welfare of its children and young people. The successful candidate will need to share fully in this commitment.

Governors will consider applications on the basis of each candidate’s ability to meet the criteria below.

Criteria are classed as Essential (E) or Desirable (D). Criteria will be evidenced through Application Form / Supporting Statement (A) Interview (I) Letter (L) and References (R)

|  |  |  |  |
| --- | --- | --- | --- |
| Area | Criteria | E/D | A/I/R |
| Faith commitment | Fully supportive of the catholic ethos of the school | E | A/I |
| Qualifications, experience and professional experience | A good honors degree or equivalent | E | A |
| QTS | E | A |
| Successful experience as a classroom teacher and record in raising student achievement | E | A/R |
| Record of success through department or other whole school responsibility | E | A/R |
| Proven leadership of curriculum development and delivery | E | A/R |
| Experience in successfully increasing participation in extra-curricular activities | E | A/I/R |
| Increasing competitive success across all school teams | E | A/I |
| At least two year’s successful teaching of subject area to GCSE level | E | A/R |
| Professional attributes | A clearly articulated vision for subject area and the extra-curricular activities | E | A/I |
| Ability to lead and manage effectively, create a coherent and effective team, respond well to challenge | E | A/I/R |
| Leader of change, able to motivate, inspire, coach and mentor colleagues | E | A/R |
| Excellent communication skills | E | A/I |
| Commitment to further professional development | E | A |
| Positive attitude, resilient, flexible and optimistic approach as well as demonstrate a capacity for hard work | E | A |
| Manage and resolve conflict | E | A/I |
| Think analytically and creatively, demonstrating initiative in solving conflict | E | A |
| Listen to and reflect upon feedback and act appropriately | E | A |
| A good health and attendance record | E | A/R |
| Teaching | Evidence of good teaching leading to high attainment and good progress | E | A/R |
| The ability to engage, enthuse and motivate students | E | A/I/R |
| Assessment | Full understanding of the use of assessment to inform planning, attitude for learning and progress | E | A |
| Understanding and use of data analysis; evidence of improved outcomes | E | A |
| Planning | Lead and co-ordinate planning for the department | E | A |
| The ability to set consistently high expectations for all students through class work and homework | E | A |
| Experience of financial resource planning | E | A |
| Personal qualities | Enthusiasm, drive and a love for the job | E | A/I |
| Clear vision and an innovative approach for learning & teaching | E | A/I |
| A passion for ensuring all aspects of school life demonstrate integrity and respect | E | A |
| Commitment to a high-profile presence in and around the school | E | A/R |
| A good sense of humour and team player | E | A |
| Excellent communication skills, both verbal and written. | E | A/I |
| Ability to organise, plan and prioritise time effectively | E | A |
| Willingness to challenge others to produce positive outcomes | E | A |
| Flexibility, adaptability and creativity | E | A |
| Application Form and Supporting Statement | It is important that this specification is addressed as fully as possible by candidates. The successful candidate will show evidence of some, many or all of these skills depending upon their strengths.  The application form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post (maximum 2 sides A4, font size 12). | | |

**GCSE Outcomes for 2019**

|  |  |
| --- | --- |
| Progress 8 score | -0.07 |
| Attainment 8 score | 44.6 |
| Percentage of students achieving grade 5 or above in English & maths GCSEs | 34.6% |
| Percentage of pupils entering the EBacc | 31.5% |
| Percentage of pupils staying in education or employment for at least 2 terms after key stage 4 | 95% |

Our recent visit from Ofsted confirmed our school continues to be a GOOD school. (January 2020).

Extracts from the report include:

“This is a school where pupils are confident, full of life, and considerate of others. Pupils are known well and cared about. Pupils behave well and work hard in class.”

“Pupils said that they feel safe and can be themselves in this school community. Bullying almost never happens.”

“Pupils said the wider curriculum is a strength of the school. It provides them many new experiences. Staff go out of their way to provide pupils with extra activities and school trips. Pupils use these opportunities to find out about the wider world and what they enjoy and are good at.”

“Staff help all pupils to access the curriculum equally. Most parents and carers of pupils with special educational needs and/or disabilities (SEND) are full of praise for the school. They say their children receive excellent support from staff. They achieve well.”

“Pupils develop as good and successful citizens. They learn how to contribute and make a difference to the world in which we live.”

“Pupils pay attention, try hard and behave well in lessons. This good behaviour extends beyond lessons. Pupils are happy and orderly between lessons, and at break and lunchtime.”

“Most pupils achieve well in their examinations, across almost all subjects. This includes pupils with SEND, who move on to well-chosen courses after Year 11. Disadvantaged pupils’ examination results are improving year on year.”

***A group of people sitting at a table

Description automatically generated***