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Romero
Catholic Academy Trust



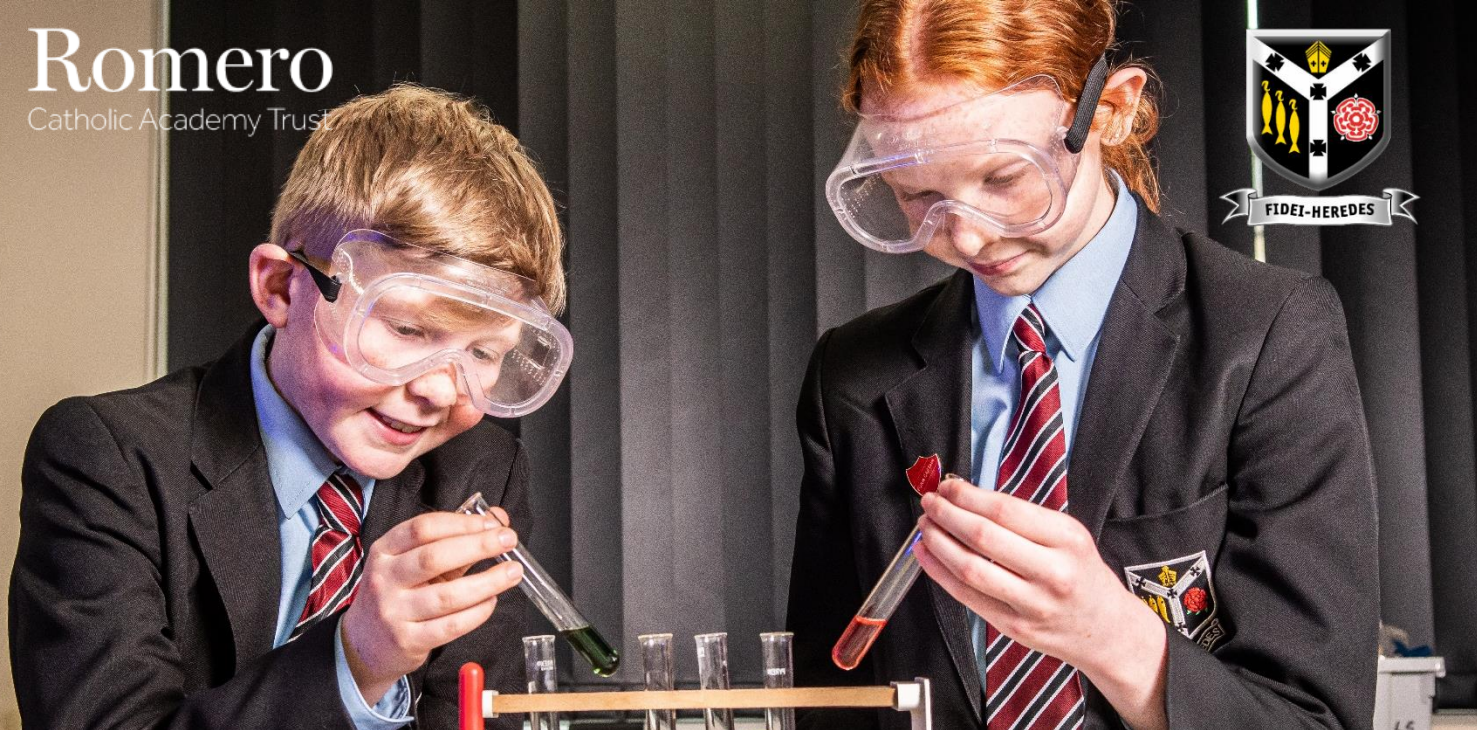
St. Augustine's RC High School

Recruitment Pack – Teacher of Science (Chemistry)

Elker Lane, Billington, Clitheroe, Lancashire, BB7 9JA.

Telephone – 01254 823362, Email – info@sarchs.com, Website – www.sarchs.com

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St. Augustine's RC High School

Elker Lane, Billington, Clitheroe, BB7 9JA
Tel: 01254 823362, E-mail: bursar@sarchs.com, Website: www.sarchs.com.

Teacher of Science (Chemistry)

Contract Type: Permanent, Full-time

Closing Date: Monday 24th February 2025 (Noon)

Shortlisting Date: Thursday 27th February 2025

Interview Date: Week commencing 3rd March 2025

Start Date: 1st September 2025

To learn more about St. Augustine's click [here](#). To learn more about the Romero Catholic Academy Trust click [here](#).

The Board of Directors of the Romero Catholic Academy Trust alongside The Governors of St. Augustine's are seeking to appoint an enthusiastic and well-qualified graduate Teacher of Science (Chemistry) join our high-achieving department.

The successful applicant will have:

- A commitment to our vision of Catholic education in which our faith is at the centre of school life
- A passion for your subject specialism and the ability to share this with young people
- The ability to motivate pupils and achieve excellent outcomes
- The capacity to work collaboratively as part of a team
- The ability to build positive relationships with staff, pupils and parents alike

What we can offer you:

- Committed students who are positive and keen to learn
- The opportunity to be part of a friendly and supportive team
- A comprehensive professional development programme and many opportunities to contribute to extra-curricular activities and whole school initiatives

You will find this a welcoming school with committed pupils, parents, teachers, support staff and governors. We would like you to join us and help improve our school, in a period of great change in the world of education, to provide our pupils with the best possible education, and achievement and prepare them for the significant changes in society and best possible opportunities in life.

"We act justly, love tenderly and recognise God in our lives."

School Mission Statement

"We act justly, love tenderly and recognise God in our lives."

Faith and Love

At Saint Augustine's, we want our young people to act justly, love tenderly and recognise God in their lives. Working with families, we will educate children in accordance with the principles and teachings of the Catholic Church. Our faith is nourished through the Eucharist and we want everyone at Saint Augustine's to experience the joy of the Gospel in their journey through school and beyond. We will foster in all members of our community a love of God and a love of others as Jesus taught us.

Care and Support

We believe that every person is made and loved by God. This is why we respect each other, value human dignity and consider the needs of the poorest and most vulnerable. We want our pupils to be safe, happy and successful at school. We will provide an environment that inspires, encourages and supports their development through nurturing their gifts and talents and will instil in them the importance of the common good and the stewardship of creation.

Ambition and Success

We aim to provide pupils with the knowledge, skills and attitudes that they need to be successful at school and in later life. We will work to fulfil the potential of every member of our school by providing an education that values the whole person and promotes personal and spiritual growth. Together we will send out our young people to make a difference in our community and in the wider world

In December 2023, Ofsted found St. Augustine's to be GOOD in all four areas.

There is a strong sense of community at St Augustine's. The school encourages pupils to take on responsibilities and many do. Pupils spoke with pride about their work as well-being ambassadors to support their peers' mental health. Pupils enjoy being part of this school

Read our latest Ofsted report [here](#)

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Successful applicants will be subject to enhanced safeguarding checks.

"We act justly, love tenderly and recognise God in our lives."



Information for Applicants

Thank you for requesting information and an application form for a post at our school. We hope these notes will be of use to you. Applications are welcomed from all suitably qualified and enthusiastic teachers willing and able to make a positive contribution to the Catholic ethos of Saint Augustine's. This post is offered under the terms of the Governors' Equal Opportunities Policy and the successful candidate will be required to sign the Catholic Education Service contract.

St. Augustine's is a thriving Catholic school with a reputation for the very highest standards, outstanding students, and exceptional staff.

Gospel values and the teachings of the Catholic Church underpin all aspects of school life and we place Christ at the centre of all that we do. St Augustine's continues to retain the traditional values from which we have gained a strong reputation, a distinctive Catholic ethos, a broad and balanced curriculum, high expectations and outstanding pastoral care. We are aspirational for all and to strive to meet the needs of every child to ensure they fulfil their God given potential both in and outside of the classroom.

An inspection undertaken by Salford Diocese judged the school to be outstanding in all areas commenting that "the Catholic leadership and vision of the school creates a learning community that inspires all to strive for excellence. The exceptional quality of pastoral care, particularly for those in greatest need, is inspirational." (Salford Diocese 2019). We strive to put our mission statement into practice every day and act humbly, love tenderly and recognise God in our lives.

Our school is a place where all pupils are safe, happy, and successful. Our last Ofsted inspection judged the school to be good in all areas, commenting that "there is a strong sense of community at St Augustine's. Pupils, including pupils with SEND, are successful in their education and are well prepared for their next steps." (Ofsted 2023).

We have recently celebrated our diamond anniversary and, since its foundation in 1963, Saint Augustine's continues to go from strength to strength, providing a good Catholic education for the community and parishes that we serve.

If you are the successful candidate, you will be a welcome addition to our school. You will be part of a strong, stable and supportive community held in affection and high regard by the local community. Our school website, www.sarchs.com, has a wealth of information about life at St Augustine's so do please take a look at it if you would like to learn more about our school.

We look forward to hearing from you.

Claire Hunt
Headteacher

"We act justly, love tenderly and recognise God in our lives."



PERSON SPECIFICATION – TEACHER OF SCIENCE (CHEMISTRY SPECIALISM)



A) Training and Qualifications

	Essential or Desirable	Method of Assessment
Qualified Teacher Status	E	Application form and appropriate original certificates.
Degree or equivalent in relevant subject knowledge	E	Application form and appropriate original certificates.
Evidence of Continuous Professional Development.	E	Application form, letter of application and references

B) Experience of Teaching

	Essential or Desirable	Method of Assessment
Evidence of good or outstanding classroom practice	E	Application form, letter of application and references
Successful and sustained delivery of outstanding attainment and achievement	E	Application form, letter of application and references
Use of data to plan and implement intervention strategies to raise academic performance	E	Letter of application, references and interview.
Partnership working and collaboration within a school or local authority context	D	Letter of application, references and interview.

C) Professional Knowledge and Understanding

Applicants should be able to demonstrate a good knowledge and understanding of the following areas:

	Essential or Desirable	Method of Assessment
A commitment to achieving outstanding results	E	Letter of application, references and interview.
Ability to employ a range of effective learning and teaching styles to maximise student progress and attainment	E	Interview and classroom observation
A thorough knowledge and understanding of own subject	E	Interview, references and classroom observation
A strong commitment to inclusion and overcoming barriers to learning and achievement	E	Interview, references and classroom observation

D) Personal and Professional Skills and Qualities

Applicants should be able to provide evidence that they have the necessary qualities and attributes required by the post.

	Essential or Desirable	Method of Assessment
Commitment to uphold the Catholic values and ethos of the school	E	Letter of application, references and interview
Commitment to delivering enrichment opportunities for students	E	Letter of application, references and interview.
Commitment to continuing professional development and qualifications	E	Letter of application, references and interview.
Highest levels of professional and personal integrity	E	Letter of application, references and interview.
The ability to use own initiative and problem solve	E	Letter of application, references and interview.

Good attendance and punctuality record	E	Letter of application, references and interview.
Organised, efficient and ability to work to deadlines	E	Letter of application, references, interview
Commitment to support the school agenda for safeguarding, equality and diversity.	E	Letter of application, references, interview



St Augustine's RC High School



Job Description

Post Title:	Teacher of Science (Chemistry) <i>The successful candidate may also be required to contribute to another area(s) of the curriculum.</i>
Responsible for:	Planning and delivering lessons, assessing and reporting on the progress of all pupils in their classes and the pastoral care of the pupils in their form.
Responsible to:	Curriculum Leader

This job description must be operative within the context of, the Mission Statement of the school, TDA Professional Standards and the School's Pay Policy 2022.

St. Augustine's RC High School is committed to creating a diverse workforce. We'll consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

<u>Job Description: Teacher of Science (Chemistry)</u>	
Purpose:	<ul style="list-style-type: none">✓ To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils and to support a designated curriculum area as appropriate.✓ To monitor and support the overall progress and development of pupils as a teacher/ Form Tutor✓ To facilitate and encourage a learning experience which provides pupils with the opportunity to achieve their individual potential.✓ To contribute to raising standards of pupil attainment.✓ To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth
Reporting to:	Curriculum Leader
Responsible for:	The provision of a full learning experience, good quality of education and support for pupils.
Liaising with:	The Headteacher, SLT, teaching staff, relevant non-teaching support staff, LA representatives, external agencies and parents.
Working Time:	195 days per year (Full Time) or Part Time by agreement
Salary/Grade:	Main or Upper Professional Scale
Disclosure level:	Enhanced

MAIN (CORE) DUTIES

Operational / Strategic Planning	<ul style="list-style-type: none"> ✓ To assist in the development of appropriate syllabus, resources, schemes of work, marking policies and teaching strategies in the Curriculum Area and Department. ✓ To contribute to the Departmental development plan and its implementation. ✓ To plan and prepare courses and lessons. ✓ To contribute to the whole school's planning activities.
Curriculum	<ul style="list-style-type: none"> ✓ To assist the Curriculum Leader and Senior Leadership Team, to ensure that the Curriculum Area/Department provides a range of teaching which complements the school's strategic objectives. ✓ To assist in the process of curriculum development. ✓ To contribute effectively to the school's Enrichment Programme.
Staff Development:	<ul style="list-style-type: none"> ✓ 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 Management 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.
Recording and Assessment	<ul style="list-style-type: none"> ✓ To maintain appropriate records and to provide relevant accurate and up-to-date information for MIS, registers, etc. ✓ To complete the relevant documentation to assist in the tracking of pupils. ✓ To track pupil progress and use information to inform teaching and learning.
Communications	<ul style="list-style-type: none"> ✓ To communicate effectively with the parents and cares of pupils as appropriate. ✓ To follow agreed policies for communications in the school. ✓ To take part in activities such as Open Evenings, Parents' Evenings and liaison events with partner schools and other external agencies.
Management of Resources	<ul style="list-style-type: none"> ✓ To assist the Curriculum Leader to identify resource needs and to contribute to the efficient/effective use of physical resources.
Pastoral Support	<ul style="list-style-type: none"> ✓ To support and uphold the Catholic values of the School. ✓ To be a Form Tutor of an assigned group of pupils and to carry out related duties in accordance with the general job description of a Form Tutor.
Safeguarding	<ul style="list-style-type: none"> ✓ Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies ✓ Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary

Other Specific Duties:

- ✓ To play a full part in the life of the school community, to support its ethos and to encourage staff and pupils to follow this example.
- ✓ To continue personal development as agreed.
- ✓ To comply with the school's Health and safety policy and undertake risk assessments as appropriate.
- ✓ To undertake any other duty as specified by STPCB not mentioned in the above.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from the Headteacher or line manager to undertake work of a similar level that is not specified in this job description.

This job description is current at the date shown, but following consultation with you, may be changed by Management to reflect or anticipate changes in the job which are commensurate with the salary and job title.

Additional Information:

You are employed in the capacity of a teacher subject to, and with the benefits of, the conditions of employment set out, or referred to, in your letter of appointment and statement of particulars.

This job description identifies exhaustively the responsibilities attached to your post. It is subject to the limits on working time set out in the current Teachers' Pay and Conditions Document, in particular to those provisions whereby you may be required to be available for work under the Headteacher's direction for 195 days per annum, of which 5 days will be without pupils and for not more than 1265 directed hours.

This job description is subject to amendment from time to time within the terms of your conditions of employment, as the needs of the school may require, but only to an extent consistent with those conditions of employment and only after consultation with you. The agreed Grievance Procedures may be invoked in any dispute arising from this job description or subsequent amendment, in which case teachers are advised to consult their Professional Association.

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointment to this post is subject to an Enhanced Criminal Record and Background (DBS) check.

Signatories:

Both Headteacher and post-holder are asked to sign and date this job description following consultation on its contents.

Signed Date
Post holder

Signed Date
Headteacher

Updated May 23