

St Katherine's School



JOB APPLICATION PACK

Deputy Head of House (non-teaching)



**St. Katherine's
School**

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ABOUT ST KATHERINE'S

St Katherine's is a dynamic, aspirational school situated on the edge of Bristol in a beautiful rural setting. The school aims to create an environment where students feel confident, secure and valued to help them perform at their best.

Our thriving, diverse community is founded on our core values of respect, responsibility and resilience; we actively encourage everyone within our community to 'live and breathe' our values every day. We have high standards of behaviour, built on the collaborative relationships fostered between staff and pupils. Our committed staff nurture young people through our strong pastoral care and our learners achieve highly, finding their way to a range of higher education and apprenticeship opportunities. We believe in treating young people as individuals and nurture their skills in the academic, creative, physical, emotional and practical domains.

Our ambition is for every student to be happy and to thrive at St Katherine's, ultimately fulfilling their potential regardless of their starting point. Each young person is valued for who they are and what they can become. We celebrate achievement in many forms and value students' positive contributions to school life. With smaller than average class sizes and targeted support from teachers who are passionate about learning, we keep a close eye on attainment and progress, and nurture effort, perseverance and self-improvement.



We were delighted to join Cathedral Schools Trust (CST) in January 2019 and this partnership is already having a very positive impact on our school. We are actively involved in the North Somerset Teaching Alliance (NSTA) and are privileged to offer first class Continuous Professional Learning (CPL) opportunities through the trust and NSTA links. Our staff place great value on their CPL and this remains a priority for the school each year as we focus on what makes the difference - the classroom. CST also has a

well developed Teaching School Alliance with a full suite of NPQ qualifications on offer along with a significant SLE presence across the Bristol area. The successful candidate may be asked to contribute to school improvement activities across the trust and region where appropriate.

Students, staff, parents/carers and governors are very proud of the school and its achievements. We were left disappointed in March 2018 with our Requires Improvement judgement from Ofsted and we continue to deliver on improvements across the school in line with our improvement plan. We deliver a high quality education for all our young people, focusing on the whole child with equal value being placed on outcomes and character. We have been oversubscribed for the last two years and are confident we are rapidly becoming a very good school. Further information is available on our school [website](#).



We are committed to delivering our Quality Improvement Plan and our two most recent strategic changes have been the introduction of our Houses in September 2018, along with improving our climate for learning through our Ready To Learn approach. This is an exciting time for the school and we are looking for applicants with a passion for young people to drive their success even further. In return, you can expect effective support and challenge from our strong leadership team along with a hardworking, talented and passionate staff body. Along with this, our dedicated governing body are fully committed to delivering the best opportunities for our confident, thoughtful, articulate and creative young people.



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37 hours per week, M – F, term time plus 5 INSET and the equivalent of one week (37 hours) across the year to support the needs of the school

Permanent, Required from September 2020

Salary £21,662 - £24,026 pa

This post offers an exciting opportunity to join a committed and caring Pastoral team dedicated to ensuring that all pupils are supported to succeed and achieve their personal academic potential.

Assisting our four Heads of House, key duties will include:

- Supporting students' wellbeing, personal and academic development
- Upholding the school's behaviour, attendance and uniform policy, implementing proactive measures for improvement as appropriate
- Developing and implementing a strong pastoral programme, including delivery of assemblies
- Ensuring that children in vulnerable categories are supported effectively both pastorally and academically

The successful candidate will also be a Designated Deputy Safeguarding Lead (appropriate training will be provided).

We are looking for someone who is:

- well organised and professional,
- positive and supportive, with the ability to engage and motivate young people
- an excellent communicator with a passion for seeing all pupils make the best possible progress
- hard working and can demonstrate their ability to use their own initiative
- able to build and maintain positive relationships with parents and carers

St Katherine's is a vibrant, medium sized 11–19 mixed comprehensive school situated on the edge of Bristol, in a beautiful rural setting and part of Cathedral Schools Trust. We are warm, welcoming and inclusive, and committed to high standards of learning, behaviour and achievement. We offer a creative, supportive and friendly staff team, supported induction and excellent CPD opportunities throughout employment.

If you would like to discuss any aspects of the role before submitting your application please email Matthew Maw, Deputy Headteacher mawm@skdrive.org

Further information about the school can be found on the school website



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To apply please click on the link <https://www.tes.com/jobs/employer/-1001486> Please include in your supporting statement why you have chosen to apply for the post and how your skills, experience and knowledge make you a suitable candidate for the post. Please demonstrate clearly how you meet the requirements in the job description/person specification. You may also include any other relevant information.

St Katherine's School is an equal opportunities employer in line with the 2010 Equality Act. We are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The post is subject to the DBS Barred list and Enhanced Disclosure checks.

Closing Date: Midnight 10 August 2020

Interviews will take place over the course of that week.



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Job Description

Post: Deputy Head of House (non-teaching)

Grade: JG6

Responsible to: Assistant Headteacher and Designated Safeguarding Lead (DSL)

JOB PURPOSE

Provide a caring House environment rooted in a culture of celebration where students flourish, making excellent academic progress while developing important personal and social skills. Work with the Heads of House to maintain and develop distinctive House identities.

MAIN RESPONSIBILITIES

- To contribute to the successful implementation of the school's Quality Improvement Plan. Implement policies aimed at raising standards of achievement particularly through raising expectations of students.
- Promote the academic performance and holistic development of all students in school.
- Provide uncompromising support for all students and particularly for those in vulnerable circumstances, to gain high levels of progress and achievement.
- Record and report relevant data and management information. This includes collation and input of data, production of standard and bespoke reports, creation of new reports, collection and preparation of information in a suitable format for briefings / reports to go to SLT & Governors and maintaining data or information on student involvement in activities as determined by line Manager.
- Uphold the school's policies, including behaviour, attendance and uniform across the Houses.
- Use data effectively to monitor attendance, behaviour and academic progress and then identify students in need of additional support and intervention.
- Provide small group/individual support to students on a mentoring and coaching model.
- Work closely with external agencies such as CAMHS, Social Care and Educational Welfare.



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- Liaise with other schools for such purposes as Negotiated Transfers and KS2 to KS3 transition.
- Communicate effectively with parents and carers through meetings, telephone calls, emails and home visits.
- Take an active role in supporting and developing a culture of team working for the benefit of students. Participate in staff meetings and contribute to the development of policies and procedures for your own continuing professional development.
- Work effectively with teachers, support staff and other professionals, applying own strengths and expertise to contribute positively to the overall aims and objectives of the school. Provide effective support for all other members of the school staff by sharing own knowledge and expertise in a professional and constructive manner.
- Develop and maintain effectiveness as a member of the school staff by taking responsibility for your own continuing professional development. Demonstrate a willingness to engage with further training and other opportunities to gain appropriate skills, knowledge and vocational or academic qualifications.
- Any other duties, directed by the line manager, which are commensurate with the grade of the post to support the operational activities of the St Katherine's School.
- Undertake safeguarding training as appropriate to the level of Deputy Designated Safeguarding Lead

This job description is current at the date shown, but in consultation with you, may be changed by the Head of School to reflect or anticipate changes to the job commensurate with the grade and job title.

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

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Person Specification

Deputy Head of House Person Specification		
CRITERIA	ESSENTIAL	DESIRABLE
FORMAL QUALIFICATIONS	Candidate will have a qualification in Literacy and Numeracy equivalent to GCSE Grade A*-C or Level 2, on the national vocational framework plus 3	Relevant professional qualification in a related field of expertise e.g. teaching, social/caring occupations.



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	<p>other qualifications at this level.</p> <p>Educated to A Level or vocational qualification Level 3, or higher.</p>	
<p>WORK RELATED EXPERIENCE AND ASSOCIATED VOCATIONAL TRAINING</p>	<p>Considerable relevant practical experience of working with children 11-16 years.</p>	<p>Experience of working with students in a Secondary school environment.</p> <p>Experience of dealing with a wide range of issues affecting young people.</p> <p>Experience of working with young people in Alternative Learning Provision</p>
<p>OTHER RELEVANT SKILLS</p>	<p>Good working knowledge of the range of Google/Microsoft software.</p> <p>Strong administrative and organisational skills.</p>	<p>Previous experience of using school-based software such as SIMS or Classcharts.</p>
<p>SPECIALIST KNOWLEDGE</p>	<p>Relevant educational/ health and safety/ Safeguarding knowledge.</p> <p>Must have a knowledge of confidentiality issues and relevant procedures.</p>	<p>Knowledge of the range of external educational agencies.</p>
<p>PERSONAL SKILLS</p>	<p>Ability to work flexibly within a team and motivate students.</p> <p>Demonstrate a positive attitude.</p> <p>Ability to work effectively with a wide range of people across the school and from outside.</p> <p>Reliability, motivation and resilience under pressure.</p> <p>Able to work on own initiative and prioritise workload.</p> <p>Ability to act as the “public face of the organisation” in dealing with parents and others.</p> <p>Occasional out of hours working to attend parents’ evenings or out of school activities.</p>	<p>Possession of a full UK driving licence.</p>

SPECIAL WORKING CONDITIONS	A high level of tact and confidentiality Enhanced DBS/Barred list clearance	
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ABOUT CST

INTRODUCTIONS

Cathedral Schools Trust was established in February 2016 to include Bristol Cathedral Choir School (an academy since 2008) and Cathedral Primary School (a free school that opened in 2013). Headley Park Primary School and Victoria Park Primary School, joined the trust in August 2017 and St Katherine's School joined in January 2019. Stoke Park Primary School joined the Trust in June 2019 and Trinity Academy is our brand new secondary school which opened in September 2019 with year 7 only. Trinity will grow year on year and will move from temporary accommodation into a state of the art new school building in September 2021, eventually setting up a sixth form centre too. A brief overview of the schools currently in CST is shown below. We expect the trust to grow locally and modestly over coming years.

SCHOOL	PHASE	TYPE	NO. ON ROLL	LOCATION
Bristol Cathedral Choir School	Secondary	Academy (C of E designation)	1087 currently rising to 1150 by 2021	College Square, Bristol BS1 5TS
Cathedral Primary School	Primary	Free school (Christian ethos)	363 currently rising to 420 by 2020	College Square, Bristol BS1 5TS
Victoria Park Primary School	Primary	Academy	420	14 Atlas Rd, Bristol BS3 4QS
Headley Park Primary School	Primary	Academy	420	Headley Lane, Headley Park, Bristol BS13 7QB
St Katherine's School	Secondary	Academy	890	Pill Road, Pill, Bristol, BS20 0HU

Stoke Park Primary School	Primary	Academy	200	Romney Avenue, Lockleaze, Bristol BS7 9BY
Trinity Academy	Secondary	Academy	120 (Yr 7 only) rising to 780 by 2023	Brangwyn Grove, Lockleaze, Bristol BS7 9BY

VISION

The vision for the trust has evolved over time and is based upon the following guiding principles:

- Made up of a broad and diverse range of schools to include primary and secondary and culturally and socio-economically diverse schools, to become a mixed MAT.
- Working towards a critical mass of approximately 5-10,000 children within a local catchment area of greater Bristol.
- Ensuring that in the first instance, we grow through strong partnerships, generating high aspirations for all pupils, especially the disadvantaged, and building on the existing success of the founding schools and the Teaching School Alliance.
- Allowing each school appropriate earned autonomy and individuality, with high levels of trust and collaboration between schools. Understanding the drivers which led us to develop the trust and ensuring that other schools retain their identity but are committed to meaningful collaboration and using the trust to create new opportunities for both children and staff.
- Ensuring staff and children fulfil their potential and all are valued and nurtured.
- Delivering a commitment to creative, aspirant, innovative thought and action, rooted in evidence and action research.

Within the trust, our expectation is for all schools to be committed to:

People: strong and trusting relationships.

As a trust we want to ensure that staff at all levels are supported to improve through focused professional development opportunities and appropriate coaching and mentoring. We aspire to treat each other with respect and professionalism being positive but challenging, taking time to ensure that all staff and children feel valued.

Music and the arts

All of our schools will ensure that the curriculum is broad, balanced and appropriate to the community we serve. Curriculum design is the responsibility of individual schools though we are committed to collaboration. Music will be important within all of our schools giving all children the opportunity to sing and play. We will all be committed to providing the best co-curricular opportunities for our children.

Collaboration

We are committed to the dissemination of best practice and high levels of support and accountability for all staff. We understand that we are better together and aim to give and receive support from within the trust and further afield. We want to forge wider partnerships in the best interests of children and staff co-creating alignment where it is sensible to do so.

Diversity

We recognise the strength in diversity and are determined to learn from each other. Our schools have a wide range of cultural, socio economic and religious influences and we use this to ensure that we broaden our understanding of each other and the world.

Our expectation is for every pupil to have:

- An excellent and inspiring experience.
- An education celebrating a wide range of world views and interpretations.
- Access to enrichment opportunities, in particular around music.

In turn our expectation is for staff to be:

- Recognised and valued.
- Provided with opportunities for learning, career development and opportunities for progression across the trust and the wider education system.
- Listened to with good communication across all levels of the organisation.
- Encouraged to try new ideas and to innovate.

VALUES

We are a values-driven organisation and expect all staff to aspire to our core beliefs. You can find out about the Trust by visiting www.cathedralschoolstrust.org



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