



APPLICANT PACK

# Classroom Teachers

Nicholas Postgate Catholic Academy Trust



# Letter to Applicants

Dear applicant,

We are delighted you have shown an interest in working within our Trust.

The Trust is looking to attract Teachers of the highest calibre who have a desire to lead on improving the quality of teaching, learning and outcomes across the Trust. This role is a crucial appointment for the Trust as we begin to add to our team of experienced and highly capable staff already in place across our 27 schools.



This is an exciting role for exceptional candidates with the drive to lead and to enhance standards across our schools. Although we are a large Trust, we are a relatively young Trust, created in 2018. Therefore, you will be part of a team which will enable you to contribute to wider Trust development and practice as well as your own subject area. This is why the position is exciting. We have a commitment to our children and families to make outstanding appointments both within our schools at senior level and within the Trust central team. This dynamic group, together with established school leaders are working to ensure the education we offer is the best it can be. You will be part of this exciting team to help change the lives of the young people we serve.

We are looking for Teachers who can inspire children and demonstrate a record of delivering high pupil outcomes. We are also looking for Teachers who have a sense of humour and can adapt and be flexible with any challenges they may face.

In this role, you will be able to demonstrate your experience of implementing a range of effective improvement strategies to deliver positive outcomes and lasting impact. This is a wonderful opportunity for individuals with desires to develop and work with our wonderful pupils and influence change in a positive, collaborative way and the flexibility to model good practice in schools. You will benefit from access to nationally leading CPD programmes through the Trust.

If your experience, energy, personal qualities and values support ours, then we look forward to receiving your application.

Hugh Hegarty CEO  
NPQH | MSc | PGCCGC | BEd Hons | CTC



*Forming lives ready to face the future*

## Why work for us?

**The Nicholas Postgate Catholic Academy Trust family of 23 primary schools, four secondary schools, a sixth form and teaching school promotes the dignity, self-esteem and development of every one of our pupils and staff.**

Situated in Teesside and North Yorkshire, within the northern area of the Roman Catholic Diocese of Middlesbrough, our schools offer high-quality education, with a curriculum that meets requirements of our young people and gives them every opportunity to succeed in adult life.

We are dedicated to academic excellence and the spiritual, physical and moral development of all our 9,000 pupils, as well as the ongoing development and fulfilment of every one of our 1,000-plus staff.

Our Trust is a faith-based community. We provide modern facilities and a safe and secure environment that reflects and supports family values, where standards of behaviour are excellent and parental engagement and collaboration is central to our success.

Learning takes place in an atmosphere inspired by the spirit of Jesus Christ, in which his commandment to love God and neighbour nurtures a caring ethos that is expressed in relationships within and beyond our schools.

We are inclusive and are respectful of and engage with people of all beliefs, encouraging a culture of tolerance where people of diverse identities are recognised, welcomed, respected and cherished.

We seek to make a difference to the lives of all groups of children, working to ensure especially that the most vulnerable in our society are not disadvantaged.

Each school aspires for excellence and is on a journey of continual year-on-year improvement. They work in partnership with families and parishes to promote strong, positive links and have clear strategic aims built on our mission and values.

We:

- Celebrate and share the practice of our outstanding schools, leaders and teachers
- Are committed to excellent governance that challenges, supports and holds to account
- Have strong leadership at all levels
- Ensure our pupils receive outstanding teaching
- Offer a wide range of curricular and extracurricular experiences
- Develop parents and carers as active partners in their child's progress.

We are building a Trust where every child is at the heart of everything we do, where every child is valued, where every family is supported and where every aspiration and every dream can be realised.

*“True education enables us to love life and opens us to the fullness of life”*

**– Pope Francis**

# Proud to Serve

## Teesside and North Yorkshire



**The area we serve is one of the friendliest and most beautiful places you could choose to live and work in.**

With an international reputation for innovation and an exciting mix of modern, cosmopolitan and historic culture, the region includes vibrant cities, quaint villages, an outstanding coastline and stunning countryside. Here are just a few reasons you should live here:

### **Affordable homes**

We have some of the lowest house prices in the UK, with an average North-East house price of just £132,769, compared to £250,677 in England as a whole (September 2019 figures).

### Friendly people

We are famous for our friendliness and hospitality. Wherever you go, you'll always find a warm welcome and ready smile.

### Arts and culture

Museums and galleries include Middlesbrough Institute of Modern Art (mima), the Captain Cook Birthplace Museum, the Dorman Museum, with its collection of Christopher Dresser-designed Linthorpe Pottery, and Kirkleatham Museum, home to the superb Anglo-Saxon princess treasure exhibition.

### Entertainment and leisure

The region boasts large venues, international music festivals, Michelin star restaurants and a vibrant nightlife. It is home to Middlesbrough Football Club and countless grassroots clubs for adults and children, cricket and rugby teams and world-class golf courses. Our coastline offers diving, sailing and some of the world's best surfing at Saltburn and you can enjoy watersports at Tees Barrage International White Water Course.

### Outstanding countryside

We have some of the best countryside you'll find anywhere in the UK, including the stunning North York Moors and Dales. Even if you choose to live in one of our larger towns you can always be in the countryside or by the sea in less than half an hour.

### Excellence in education

The region boasts many great schools, including four NPCAT primaries that were named in the *Sunday Times* top 250, and Teesside University is also based in Middlesbrough. Famous people educated in NPCAT schools include musicians Chris Rea and Paul Rodgers, Middlesbrough MP Andy McDonald and Mayor Andy Preston, government advisor Sir Martin Narey, impressionist Kevin Connelly, TV personality Chris Kamara, Middlesbrough FC chairman Steve Gibson and Keith Houchen, who scored in the 1987 FA Cup final.

### Strong transport links

Teesside International Airport has three daily flights to Amsterdam operated by KLM, allowing easy connection to anywhere in the world, while Leeds-Bradford and Newcastle airports are also close by and we have excellent rail and road links to the rest of the country.



# The Diocese of Middlesbrough

**NPCAT is one of three multi-academy Trusts responsible for the running of schools within the Roman Catholic Diocese of Middlesbrough.**

The diocese was founded on December 20 1878 when the Diocese of Beverley, which had covered all of Yorkshire, was divided.

Today, the diocese covers an area of 4,000 sq km in the historic counties of North Yorkshire and the East Riding of Yorkshire, together with the city of York.

Bishop of Middlesbrough the Rt Rev Bishop Terence Patrick Draine provides Catholic schools:

- To help him as first educator of the diocese in his mission of making Christ known to all people
- To support parents who at their child's baptism accepted the responsibility of raising their child in the Catholic faith
- To be at a service to their local church, parish and Christian home and to ensure our children give such service to the wider society.

NPCAT is responsible for schools in the boroughs of Middlesbrough, Redcar & Cleveland and parts of Stockton and the county of North Yorkshire.

It is our mission to contribute to the creation of a society that is highly educated, skilled and cultured.

Our schools must educate the whole child, ensuring they develop spiritually and also achieve their full academic potential.

We see parish and school partnership as fundamental to the missionary role of Catholic education.

Each school has a central place in parish life and where a school serves more than one parish, chaplaincy work in school ensures that the appropriate steps are taken to have equal engagement across them all.

We ensure our schools come together to celebrate Mass, with the highlight of the year being the annual celebrations on feast days.

We also come together as a Trust for carol services at St Mary's Cathedral in Middlesbrough during Advent.

Our schools serve the following parishes:

Brotton, St Anthony of Padua  
Guisborough, St Paulinus  
Ingleby Barwick, St Thérèse of Lisieux  
Loftus, St Joseph and Cuthbert  
Marske-by-the-Sea, St Bede  
Middlesbrough, Corpus Christi  
Middlesbrough, Holy Name  
Middlesbrough, St Clare of Assisi  
Middlesbrough, St Francis of Assisi  
Middlesbrough, St Joseph  
Middlesbrough, St Mary's Cathedral  
Middlesbrough, St Patrick (Sacred Heart)  
Middlesbrough, St Thomas More  
North Ormesby, St Alphonsus  
Nunthorpe, St Bernadette  
Ormesby, St Gabriel  
Redcar, Blessed Nicholas Postgate (Sacred Heart & St Augustine)  
Saltburn, Our Lady of Lourdes  
Staithes, Our Lady Star of the Sea  
Teesville, St Andrew's Parish  
Thirsk, All Saints  
Thornaby, Christ The King  
Thornaby, St Patrick  
Yarm, St Mary and Romauld

# Employee Benefits and Wellbeing



**NPCAT recognises the importance of staff welfare and a managed workload and this is reflected in the way we treat our people.**

As a responsible and caring employer, we appreciate and value each of our staff. Their holistic health and wellbeing are vital to enabling all of us to maintain the optimum work-life balance.

We see exceptional staff welfare as an essential element towards enabling us to develop a rich, nurturing climate for learning across all our schools.

We offer a broad package of emotional and practical support to our colleagues.

We are clear about our expectations of employees and offer a positive, transparent and supportive working culture in return.

**We offer:**

- Competitive pay
- Defined benefit pensions
- Performance-related pay progression and recognition of additional responsibilities
- Annual cost of living adjustment
- On-site parking at our school premises
- Support with parking and subsistence costs where appropriate.

**Additional benefits include access to:**

- Everybody Benefits discount and reward platform
- Health Cash Plan
- Cycle2Work scheme
- Corporate offers at the five-star Rockliffe Hall Hotel, Golf and Spa in County Durham

NPCAT is committed to equality of opportunity and will not tolerate any harassment, intimidation, discrimination or victimisation.

We encourage staff to undertake training and development and to explore new challenges within the Trust wherever appropriate.

# Training, Development and Progression



**We offer a comprehensive training package that caters for all staff from future Initial Teacher Training pupils through to chief executive officer, as well as non-teaching staff.**

This is delivered via our partnerships with national continuous professional development (CPD) trainers such as the Ambition Institute.

Our evolving team of standards advisers support school leaders in providing individually tailored coaching and mentoring.

We also offer a range of appropriate courses for staff in a variety of roles, including business and school administrators, teaching assistants and pastoral support staff.

Early career teachers benefit from a comprehensive professional development programme delivered in collaboration with the Ambition Institute.

A combination of face to face and remote sessions involving online training videos and materials cover the range of competencies in the Early Career Framework.

Teachers with between two and four years' experience currently have access to the Accelerate Programme, a Department for Education sponsored development course covering key aspects of pedagogy.

Aspiring middle leaders and aspiring senior leaders engage in National Professional Qualification for Middle Leadership (NPQML) and National Professional Qualification for Senior Leadership (NPQSL) courses through Inspiring Leader.

Leaders currently in post engage with the Ambition Institute on, for example, Excellent Middle Leaders Courses or School Curriculum Leadership.

Aspiring headteachers undertake National Professional Qualification for Headship (NPQH) and existing headteachers can continue to progress through their National Professional Qualification for Executive Leadership (NPQEL) qualification.

Teaching assistants can benefit from full and comprehensive training courses delivered by our own St Clare's Catholic Primary Teaching School in Middlesbrough.

All staff can access training relevant to current needs, through partnerships with organisations such as the Research School's Network and Leeds Carnegie Centre of Excellence for Mental Health.

In addition to face to face sessions, staff at all levels can undertake accredited courses from Level 1 upwards covering bespoke topics specific to their roles, such as Understanding Autism and Managing Challenging Behaviour.

Central Services and business and administrative staff receive training on key aspects of their roles identified in conjunction with their team leaders.

# Job Advert

## Required for September 2021

We are seeking highly motivated and inspirational teachers who are committed to providing the highest quality of Catholic education for our pupils. You will be joining our team of experienced and highly capable staff already in place across all of our schools.

Nicholas Postgate Catholic Academy Trust is a family of 27 schools, a sixth form and teaching school from across the north of the Diocese of Middlesbrough. With more than 9,000 students and 1,200 staff, the Trust is now the North East's largest Catholic Trust and the second largest Catholic Multi Academy Trust in the UK.

### The successful candidates will:

- Demonstrate the highest standards of teaching and learning and have high expectations of all children and themselves.
- Be supportive of our Catholic ethos and contribute in a positive and proactive way towards the distinctive nature of our schools.
- Be able to work as part of a team and contribute to the wider school context.
- Have excellent interpersonal skills.
- Have high expectations of achievement and behaviour.

### We can offer:

- Pupils who love to learn and are a credit to their school in all areas.
- Friendly, passionate and dedicated colleagues who are hardworking and dedicated to maintaining high standards.
- A creative and engaging curriculum tailored to the needs of our pupils.
- Positive relationships with supportive parents, governors and colleagues working across the Trust.
- A firm commitment to your continuing professional development and career progression through our NPCAT Leadership pathways.

Please refer to the back cover of the application pack for details of how to apply.

**If you wish to be considered for more than one position, please complete one application form along with a covering letter clearly stating which school and position you wish to apply for.**

*Nicholas Postgate Catholic Academy Trust is committed to equality of opportunity, safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The post is subject to an enhanced DBS check along with other relevant employment checks. The successful candidate will be required to sign a Catholic Education Service contract.*

# Vacancy Details

## **St Mary's Catholic Primary School, Middlesbrough**

### **Permanent, Full Time, MPS**

If you require an informal discussion or would like to arrange a visit, please speak to Mrs Anna McClurey, Headteacher, by contacting the School on 01642 455309.

## **Sacred Heart Catholic Primary School, Middlesbrough**

### **Permanent EYFS, Full Time, MPS**

If you require an informal discussion or would like to arrange a visit, please speak to Mrs Pauline Laverick, Head of School by contacting the School on 01642 816083.

## **St Paulinus Catholic Primary School, Guisborough**

### **Permanent Key Stage 2, Full Time, MPS**

If you require an informal discussion or would like to arrange a visit, please speak to Mrs Rachel Bircham, Head of School by contacting the School on 01287 637978.

## **St Mary's Catholic Primary School, Middlesbrough**

### **Fixed Term to 31st August 2022, Full Time, MPS**

If you require an informal discussion or would like to arrange a visit, please speak to Mrs Anna McClurey, Headteacher, by contacting the School on 01642 455309.

## **Christ the King Catholic Primary School, Thornaby**

### **NQT in EYFS, Fixed Term to 31st August 2022, Full Time, MPS1**

If you require an informal discussion or would like to arrange a visit, please speak to Miss Helen Lickess, Head of School, by contacting the School on 01642 765639.

## **St Margaret Clitherow's Catholic Primary School, Middlesbrough**

### **Fixed Term to cover Maternity Leave until July 2022, Full Time, MPS**

If you require an informal discussion or would like to arrange a visit, please speak to Miss McNicholas, Headteacher, by contacting the School on 01642 835370.

**Closing date: Monday 10th May 2021 at 9am**

**Shortlisting: Wednesday 12th May 2021**

**Interview date to be confirmed**

**If you wish to be considered for more than one of the above positions, please complete one application form along with a covering letter clearly stating which school and position you wish to apply for.**

# Job Description

This post is with the governors of the school under the terms of the Catholic Education Service contract signed with the governors as employees.

The job description adheres to the conditions laid down in the School Teacher's Pay and Conditions Document and Diocesan guidelines.

In addition to this, teachers undertake to develop the pupils in the understanding and knowledge of their faith. In all the undertakings, the Mission Statement of the Trust should remain central.

The Trust is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment.

**Post Title:** Classroom Teacher

**Responsible to:** Executive Headteacher / Headteacher / Head of School

## Job Purpose

- To teach in accordance with the ethos, Mission Statement, organisation and policies of the school as a fully committed member of the teaching team and as detailed in the specific duties below.
- To facilitate and encourage learning which enables students to achieve high standards; to share and support the corporate responsibility for the well-being, education and discipline of all students.
- The post holder will be expected to meet the requirements of the current Teachers' Standards document (DFE).
- To provide leadership in the development and management of a curriculum area
- To carry out such other associated duties as are reasonably assigned by the Headteacher/Head of School.

## Duties and responsibilities

All teachers are required to carry out the duties of a schoolteacher as set out in the current School Teachers Pay and Conditions Document. Teachers should also have due regard to the Teacher Standards (2012). Teachers' performance will be assessed against

the teacher standards as part of the appraisal process as relevant to their role in the school.

## Expectations

- Work with the Headteacher/Head of School and colleagues in creating, inspiring and embodying the ethos of the school, securing its Mission Statement with all members of the community and ensuring an environment for learning and teaching that empowers both staff and children to achieve their highest potential.
- Take part in and lead acts of collective worship in accordance with the school policy.
- Attend and participate in celebrations intrinsic to the Catholic life of the school.
- Provide Religious Education in accordance with the agreed syllabus.
- Actively support the school's corporate policies relating to equality and diversity, inclusion and health, safeguarding and well-being, confidentiality and social networking.
- Promote the school and celebrate its success at every opportunity.

## Knowledge and understanding

- Have knowledge of the National Curriculum Framework and the Agreed Syllabus for Religious Education in a Catholic School.
- Be up to date with current thinking and relevant research relevant to current role and responsibility.
- Understand how pupils' learning is affected by their physical, intellectual, emotional and social development and understand the stages of child development.
- Be familiar with the school's current systems and structures as outlined in policy documents including the Health and Safety and Child Protection Policies.
- Be familiar with the SEN Code of Practice and identification, assessment and support of pupils with special educational needs.
- Understand and know how national and local comparative and school data can be used to set clear targets for pupils' achievement.

## Curriculum Planning and Provision

- Help develop and maintain a curriculum in line with the school policy to meet the needs of individual children in the class.
- Monitor and evaluate the curriculum and review planning, assessment, record keeping and reporting procedures as and when requested.

- Under the direction and guidance of the Leadership Team, actively contribute to and support the development of one or more specified curriculum aspects or areas of pupil and/or staff development.

## Teaching and Learning

- Formulate and produce coherent long, medium and short term planning which ensures continuity and progression, takes into account the needs of all pupils and encourages the development of independent learning.
- Set appropriate and demanding expectations for all pupils' learning and motivation. Set clear, challenging targets for pupils' learning, building on prior attainment.
- Present appropriately demanding subject content, skills and understanding in a clear and stimulating manner, thereby motivating and sustaining the interest of pupils and raising attainment.
- Analyse and evaluate children's learning to inform future planning and teaching and learning activities.
- Create and maintain an orderly, safe, stimulating and informative classroom environment where children feel part of a community, developing classrooms in line with school policy.
- Ensure effective teaching of whole classes, groups and individuals so that teaching objectives are met, momentum and challenge are maintained, and best use is made of teaching time.
- Use teaching methods which keep pupils engaged, including stimulating pupils' intellectual curiosity, effective questioning and response, clear presentation and good use of resources. Monitor and intervene when teaching to ensure sound learning and discipline and maintain a safe environment in which pupils feel confident.
- Identify pupils who have special educational needs and plan positive and targeted support. Implement and keep records on Individual Education Plans (IEPs).

## Monitoring, assessment, recording, reporting and accountability

- Assess and record each pupil's progress systematically in accordance with the school's practice.
- Provide reports on individual progress to the Head teacher and parents as required.

## Pastoral Care

- Develop positive relationships with all children and promote their general progress, achievements, well-being and participation in all aspects of school life.
- Identify pupils with special or more complex needs, write reports and contribute to discussions, meetings and make recommendations.
- Maintain a system of rewards and sanctions which is in line with school policy and is understood and appreciated by pupils and parents.
- Provide opportunities that contribute to the quality of the children's wider educational development, including their personal, spiritual, social, moral and cultural development
- Ensure the health and safety of all children on school premises and when involved in educational visits, off site activities etc.
- Ensure that Safeguarding procedures are understood and fully implemented.
- Set high expectations for and appropriately manage pupils' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships.

## Relationships with Parents and the Wider Community

- Develop positive links with parents/carers, Governors, and the local community by supporting the school's approach to community involvement and cohesion, including participation in school events.
- Report appropriately to parents/ carers on the needs and progress of their children.
- Encourage the involvement of parents/ carers in the education of their children and respond promptly to queries and concerns.

## Manage Own Performance and Development

- Take shared responsibility for professional development by participating in a range of professional development opportunities eg. staff training, staff meetings, PD days, LA and other external training.
- Share corporate responsibility for the implementation of school policies and practices.
- Set a good example to the pupils in their presentation and their personal conduct.
- Evaluate their own teaching critically and use this to improve their effectiveness.
- Actively engage in the annual Performance Management review process in accordance with the school's policy and national guidance.

- Disseminate information from professional development activities undertaken and ensure colleagues receive feedback from monitoring and evaluation activities.

### Manage and Developing Staff and Other Adults

- Establish effective working relationships with professional colleagues including, where applicable, associate staff.
- Ensure the effective deployment of teaching assistant support in the classroom.

### Managing Resources

- Ensure efficient use and maintenance of all material teaching resources within the classroom and working environment and ensure available resources are used effectively to support the curriculum and enable teaching objectives to be met.

### Additional Responsibility

- TBD following selection if appropriate

**These duties are neither exclusive nor exhaustive and the post holder will be required to undertake other duties and responsibilities, which the Headteacher / Head of School may determine.**

**PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL ACADEMY TRUST POLICIES.**

**THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO FULL ENHANCED DISCLOSURE CHECKS – AND THESE WILL BE SUBJECT TO RECHECKING AS APPROPRIATE.**

# Person Specification

Criteria		Essential		Desirable
<b>Qualifications/ Training</b>	E1	Qualified Teacher Status	D1	Degree 2:1 or above
	E2	Degree or equivalent	D2	Evidence of further professional qualifications/study
<b>Faith &amp; Commitment</b>	E3	To fully support the Roman Catholic Mission aims and values of the school	D3	Be a practising Catholic
<b>Experience</b>	E4	Experience of working successfully in a primary setting.	D4	Experience in working or having placements in a range of schools
	E5	Can demonstrate high expectations of pupils' achievements and behaviour		
<b>Knowledge and Understanding</b>	E6	Clear knowledge of the structure and content of the National Curriculum Framework	D5	Specialist knowledge in at least one subject area
	E7	A clear understanding of the key principles of effective teaching and learning		
	E8	A good understanding of current educational issues		
	E9	Knowledge of how to monitor, assess, record and report pupils' progress		
	E10	Knowledge and understanding of the RE curriculum, or willingness to undertake training		
	E11	A secure understanding of EYFS Framework		

<b>Skills</b>	E12 E13 E14 E15 E16 E17	Communicate effectively Use ICT to support teaching and learning Create a safe learning environment Ensure quality of provision for all Use a range of successful teaching strategies Establish and maintain effective professional relationships within school	D6	Experience in the use of a systematic tracking system and the interpretation of data
<b>Personal Qualities</b>	E18 E19 E20 E21	Caring attitude towards pupils and parents Ability to demonstrate enthusiasm and sensitivity whilst working with others High expectations of self and pupils Flexible and willing to be involved in the extended life of the school and the wider community	D7	Evidence of being able to build and sustain effective working relationships
<b>Professional Development</b>	E22 E23	Attendance at relevant courses, conferences A commitment to furthering own professional development		



## How to Apply

Application form and further information is available from:  
[npcat.org.uk/current-vacancies](http://npcat.org.uk/current-vacancies)

Applicants should complete and return a **Teacher Application Form**, a **Covering Letter**, **Recruitment Monitoring Form**, **Rehabilitation of Offenders Form** & **Consent to Obtain References** to: [recruitment@npcat.org.uk](mailto:recruitment@npcat.org.uk)

**Job Description:** This informs you of the main responsibilities for the post and explains what we are looking for. It informs you about the personal and professional qualities you need for this post. These criteria will be used to make the appointment.

**Person Specification:** This specification sets out which criteria will be used to shortlist candidates for interview.

If you require any additional information about any of the posts, please contact the relevant school.

Thank you for your interest in NPCAT. We look forward to receiving your application.

Please note that if you do not hear from us within 2 weeks from the closing date you are to assume your application has been unsuccessful on this occasion.

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