



Position: Main Scale Teacher

Salary:	Main / Upper Pay Range (M1 – U3)
Contract:	Permanent
Disclosure Level:	Enhanced

For a confidential discussion about this post with the Principal, please contact Lisa Jones, HR Manager, via email on ljones@saintgabrielscollege.org

We will all fulfil our unique God-given potential



SAINT GABRIEL'S COLLEGE



Saint Gabriel's College is a small, inclusive 11-16 Church of England secondary school in the heart of Lambeth where every member of the community is valued. All our students are encouraged to achieve excellence by working hard, continuously improving, growing spiritually and thinking of others. We believe that all our students are made in the image of God and, as such, are of intrinsic value. Our mission is to help everyone in our school flourish and fulfil their unique, God-given potential. We seek to educate the whole child, pursuing academic excellence through the principles of wisdom, hope, community and dignity.

The recruitment and development of an exceptional team of practitioners is a top priority for us. Our team comprises committed professionals who are invested in ensuring that each member of our community fulfils their unique God-given potential. We are clear that our aim for students to secure the very best outcomes relies upon our ability to deliver high standards of teaching and learning as well as our provision of high quality professional development.

WHY WORK FOR US?

We have high ambitions for our students and we want them to have access to a world-class education. In 2018, we were delighted to be recognised by Ofsted as a 'good' school whose provision for students' personal development and welfare is 'outstanding'. We are a successful, well-led school with a supportive staff who are friendly, collaborative and enjoy enriching the lives of our students each day. Saint Gabriel's College is a great place to work. We have an excellent team of dedicated staff and we understand that we are privileged to work with such wonderful young people.

STAFF BENEFITS

- Funding for a range of Masters qualifications to support your development
- Access to our Professional Development Pathways programme
- Confidential coaching and/or counselling sessions
- Cycle to work scheme
- Annual travel season ticket loan
- The opportunity to request flexible working arrangements
- Full annual membership to the Chartered College of Teaching
- Support to complete funded National Professional Qualifications

OUR IDEAL CANDIDATE

- You are relentless in ensuring strong outcomes for students
- You have an acute understanding of current educational research and its application to the classroom
- You are an excellent teacher with a proven track record of success
- You are committed to working in challenging communities
- You are able to form positive relationships with all members of our community

We encourage you to visit the school for a tour to get a sense of what life at Saint Gabriel's College is like and let us answer any questions you may have.

JOB DESCRIPTION

ACCOUNTABILITY

Main Scale Teachers at Saint Gabriel's College are directly accountable to the Head of Faculty.

JOB PURPOSE

- To ensure that students achieve strong outcomes no matter their starting point.

GENERAL RESPONSIBILITY

All teachers at Saint Gabriel's College accept responsibility for school improvement and for providing an atmosphere in which students have the opportunity to fulfil their unique God-given potential for intellectual, emotional, physical, spiritual and psychological growth. We expect all staff to support the Christian ethos of the school, in word, manner and deed, maintaining the highest professional standards and contributing actively to the development of the school as a thriving community.

KEY RESPONSIBILITIES

TEACHING AND LEARNING

1. Meet the needs of all students through promoting progression, continuity and high-quality learning.
2. Be aware of national curriculum priorities and apply this to the implementation of the school's curriculum.
3. Ensure that students understand and emulate the concept of the SGC Learner so that it leads to improved outcomes.
4. Take every opportunity in all school activities to raise standards of literacy, numeracy, ICT and other key skills to give students access to all curriculum areas, as well as enabling them to become lifetime learners.
5. Use effective classroom management strategies to ensure a purposeful environment for teaching and learning to take place.
6. Maintain good order and discipline in order to raise standards and maximise expectations.
7. Use data to inform target setting and raise individual standards of achievement.
8. In line with school policies and procedures, plan, deliver and evaluate differentiated lesson plans and, where appropriate, schemes of work.
9. Use a variety of suitable teaching and learning strategies and clearly communicate learning aims and expectations.
10. Use agreed procedures for assessing, recording and reporting on attendance, development, progress and attainment of students.
11. Prepare students for internal and external tests and examinations using whole-school data to raise expectations and standards of achievement.
12. Use the whole school behaviour policy to create a positive learning environment.
13. Ensure that homework is appropriate and set in accordance with whole-school expectations.

WORKING WITH OTHERS

1. Establish good working relationships with all members of staff.
2. Work as an effective member of the Humanities Faculty, planning cooperatively, sharing information, ideas and expertise.

3. Communicate effectively with all members of the school's community.
4. Meet all agreed deadlines and respond promptly to enquiries and concerns.
5. Work to develop effective home-school partnerships and support the agreed home-school contract arrangements.
6. Participate in parents' and local community events as directed.
7. Communicate with parents in line with school policy and contribute to Parent Consultation Meetings.
8. Participate in key stage/phase liaison and transition activities.
9. Model good attendance and punctuality.
10. Perform duties to a good standard as directed.

PASTORAL SUPPORT FOR STUDENTS

1. As an Advisor (form tutor), undertake delegated responsibility for pastoral care of a group of students, fully implementing the school's pastoral philosophy.
2. Lead, manage and work collaboratively with students in assigned Advisory group.
3. Ensure that the school's Christian ethos is developed through Advisory group activities including worship.
4. Maintain good order and discipline in order to raise standards and maximise expectations.
5. As an Advisor, monitor students' progress and welfare so as to be aware of circumstances that impact on student development and standards.
6. Safeguard and promote the welfare of children and young people.
7. Provide guidance and advice to students on educational and social matters, future education and careers.
8. Record and report progress, attendance, punctuality and behaviour in line with agreed procedures.
9. Support students with extra-curricular and support activities.

MANAGEMENT OF FINANCES AND RESOURCES

1. Manage any delegated budget.
2. Organise and maintain a stimulating working and classroom environment.
3. Ensure that resources are organised and readily available to promote learning.
4. Teach students to take responsibility for resources and the environment.
5. Monitor and control the use of ICT and other equipment.
6. Make effective use of resources, including ICT and support staff.
7. Ensure that learning spaces are attractive and well kept, free from litter and graffiti, and are conducive to safe and stimulating working by reporting any 'faults'.
8. Contribute to the management of displays within the Faculty.

EVALUATION AND IMPROVEMENT

1. Monitor and assess students' work according to agreed policy and use assessment to identify individual needs and inform differentiated planning.
2. Keep student records in line with agreed school policy.
3. Monitor and evaluate progress made and standards achieved by individuals and groups. Use data to measure progress made against potential suggested by prior attainment.
4. Review own teaching and programmes of study as part of performance management with a view to participating in appropriate further training and professional development.
5. Participate in regular professional development activities as directed.

PERSON SPECIFICATION

Qualifications

1. A good degree
2. Qualified Teacher Status
3. Evidence of commitment to further professional development

Experience

1. Recent successful teaching across the age and ability range.
2. Effective teaching to secure improvements in student outcomes.
3. Contributing to the implementation of whole-school policies.

Knowledge, Skills and Competencies

1. The ability to apply knowledge and understanding of the characteristics of high quality teaching. The willingness to adopt new strategies for improving and sustaining a high standard of teaching, learning and achievement.
2. The ability and willingness to use ICT to aid teaching and learning.
3. The ability and willingness to effectively fulfil the role of Advisor.
4. The ability to identify, take direction and respond to key issues affecting students' achievement.
5. Knowledge and understanding of issues associated with inner city schools and commitment to promoting equality of opportunity in all aspects of school life.
6. The ability to promote and celebrate the school's linguistic and cultural diversity.
7. Knowledge and understanding of procedures for safeguarding and promoting the welfare of children and young people.
8. The ability to contribute positively to teams through good interpersonal skills and an ability to relate to people at all levels.
9. The ability to communicate effectively with a wide range of audiences

Personal Attributes

1. Willingness to support and promote the Christian ethos of the school.
2. Commitment to team working, enthusiasm and resilience.
3. Ability to deal sensitively with students, parents and colleagues.
4. Ability to act as an ambassador for the school in the wider community.
5. Ability to give and accept feedback to ensure consistently high standards.
6. Ability to diffuse tension by responding calmly under pressure.
7. Willingness to 'step up' and take on additional tasks when needed.
8. A sense of humour and an optimistic outlook.