

ST MARK'S CATHOLIC SCHOOL



HEAD OF YEAR WITH RELIGIOUS EDUCATION RECRUITMENT PACK


Ofsted
Outstanding



HEADTEACHER'S WELCOME

Thank you for your interest in the current vacancies at St. Mark's Catholic School.

St. Mark's is recognised as being one of the top non-selective secondary schools in the country and in our recent Ofsted Inspection (September 2022) we achieved 'outstanding' in every category.

St. Mark's enjoys an outstanding reputation for academic achievement based on a consistent record of excellent examination results. We are proud of the exceptional progress that our pupils make, and we are committed to the pursuit of excellence in teaching and learning throughout the curriculum. Our staff are central to the success of the school. They are experienced, highly skilled, and professional.

St. Mark's is a truly inclusive community, and we celebrate our pupils' achievements, together with providing outstanding pastoral support. Our students have an excellent work ethic, are polite and respectful. We expect all pupils to work hard, to show respect and courtesy for others and to take pride in their appearance. The continuing success of St. Mark's School is based on a positive partnership between parents, and they are overwhelming supportive of the school and appreciate the commitment of staff.

Our thriving Sixth Form greatly enhances the character of the school. Most of our Year 11 pupils continue their Sixth Form studies with us, and this is a testament to the very positive pupil-teacher relationships which are established at St. Mark's. The curriculum is challenging and enriching, and the excellent results achieved by our pupils enables them to access some of the best universities including Oxbridge. We also equip them with the skills and confidence to make a positive difference in their local communities and in the wider world, and the Faith in Action programme is an important element of our Sixth Form provision.

Academic standards and aspirations are high, but we also offer pupils the opportunity to participate in a wide variety of extra-curricular activities which develop their unique gifts and talents, together with their self-esteem and positive relationships. I encourage you to read our school newsletter 'Veritas' to discover the wide range of opportunities available to our pupils and browse our website to gain a greater insight into our school community.

If you have any questions about the post or the school, please do not hesitate to contact us. I hope that you pursue this opportunity to work at St. Mark's. We would be delighted to receive an application from you.



Andrea Waugh-Lucas
Headteacher

A DISTINCTIVE AND INCLUSIVE CATHOLIC COMMUNITY

St. Mark's Mission Statement

'Committed to putting our faith into action and embracing excellence in all that we do'.

St Mark's is a Catholic community inspired by Gospel values where relationships are rooted in love. At the heart of our mission is a commitment to live out our faith and a dedication to embrace excellence in all that we do. We believe in education that instils possibilities, transforms lives and enables all to fulfil their potential.

We take pride in our core values which underpin everything that we do:

1. St. Mark's is a loving and joyful Catholic community centred around a love of God, and the person of Jesus Christ, whose values and attitudes inspire us to live out our faith in action.
2. Our unwavering dedication to academic excellence enables all students to make outstanding progress and have the best possible opportunities in life.
3. We strive for all members of our community to fulfil their God-given potential and to develop skills, abilities and attitudes that enable them to transform society and bring about a better world.
4. Exceptional relationships enable us to achieve success in all we do, and we nurture compassion and understanding, helping one another to develop the confidence to thrive and be the best that they can be.
5. We are a diverse and inclusive community, and we show love, care, and respect for each other as equal and valued members of our community and children of God.
6. We ensure students are at the heart of everything we do, and we are committed to their spiritual, intellectual, moral, cultural, and social development.
7. We have a clear and shared vision of the different attributes we want a St Mark's student to demonstrate: Strength, Teamwork, Mission, Ambition, Respect, Knowledge and we celebrate and reward our students for displaying them.
8. We work closely with parents to help our students develop clear moral principles which will guide them throughout their lives.
9. We support the spiritual development of staff and students through prayer, reflection and collective worship, and provide opportunities for all to respond to the challenges of Catholic Social Teaching.
10. We are dedicated to providing all students with inspirational learning experiences, through our own passion for life-long learning that extends beyond school.

St. Mark's is an inclusive community, and we welcome members of staff from all faiths or no faith. This diversity enriches our school community. We seek to develop and utilise the gifts and talents of all staff and students, and we are committed to equal opportunities.

COMMITTED TO EXCELLENCE

Our School Improvement Plan is set firmly within the context of our Mission Statement, and it includes the key areas which will be further developed as we continue to pursue excellence in all that we do. There are 6 key aims that will form the basis of the annual School Improvement Plans over the next three years:

1. To provide a distinctive and all-inclusive Catholic education that demonstrates our commitment to Catholic Social Teaching.
2. To ensure that all students make excellent progress from KS2 to KS4 due to high-quality teaching, learning and assessment across the curriculum.
3. To provide outstanding pastoral care, within a safe and secure environment.
4. To ensure that St. Mark's students flourish as a result of effective provision for personal development.
5. To further develop the Sixth Form as a centre of excellence.
6. To ensure that leaders at all levels contribute to the outstanding education at St. Mark's.



“Pupils thrive at this school. Leaders are ambitious for all pupils and they are determined that all pupils will be given the opportunities they need to succeed. Behaviour in lessons and around the school is exemplary, and pupils show high levels of respect to each other, to staff and to visitors. The work of the school is held in high regard by others, and leaders share their practice with other schools in the trust and in the diocese.”

Ofsted Outstanding September 2022

WORKING AT ST. MARK'S

St. Mark's will provide you with the opportunity to:

- Work in one of the top non-selective schools in the country. Our latest Progress 8 figure at GCSE was 1.35, resulting in St Mark's being ranked the 14th highest-performing school in the country and the second highest Catholic school. At A Level students achieved 61% A*-B in their recent examinations. St Mark's has been judged as outstanding by Ofsted and Section 48 (Catholic School Inspection).
- Join an experienced, enthusiastic, friendly, and highly effective staff.
- Contribute towards and be invigorated by the school's strong Catholic ethos.
- Work with positive students whose behaviour is "exemplary" (Ofsted).
- Develop professionally and personally.
- Make a real difference to the lives of young people, particularly those in greatest need.

We value our staff, and we are committed to supporting their professional development and wellbeing.

1. Commitment to ongoing professional learning

- New staff induction programme tailored to the role.
- Commitment to sharing best practice within and across departments – contributes to workload reduction and efficient ways of working.
- Performance Management process that is supportive of career progression.
- Professional development opportunities – from Early Career Teacher induction to Leadership development.
- Flexible CPD available to all staff through The Skills Network and the National College.

2. Supporting staff wellbeing

- Governors are committed to staff wellbeing, and we have signed up to the DfE Wellbeing Charter. Workload is constantly being reviewed.
- We have a staff wellbeing coordinator.
- We are committed to ensuring equality and celebrating diversity.
- One meeting per week limit and no meeting weeks.
- Weekly staff briefings to ensure key ideas are communicated.
- Regular line management meetings and open-door policy with SLT.
- Committed to flexible working - considered on request and according to the role.
- All teachers have a Chromebook to support teaching and learning.
- Employee Assistance Programme to support staff health and wellbeing with access to free 24 hours counselling in different formats.
- Excellent staff facilities including free tea and coffee.
- Staff association which provides gifts, flowers and cards for leavers and staff with significant life events. The Staff Association also provides opportunities to participate in staff activities and social events.
- Opportunities to participate and support in local, national, and international fundraising and awareness opportunities.
- Priority places at St. Mark's for the children of staff (after completing two consecutive years in post). Please refer to the school Admissions Policy for further details.

TRANSPORT LINKS AND THE LOCAL AREA

St Mark's Catholic School is located in the London Borough of Hounslow, which is a western suburb of London. There are excellent transport links in this area.

London Underground and Southwest Railways

There are three London Underground stations in Hounslow and the nearest, Hounslow Central, is within 10 minutes walking distance from the school. In addition, there is a Southwest Railways service at Hounslow Station which is a 19-minute walk away from the school. This means that St Mark's is perfectly located for staff living in central London and the wider suburban areas to the west of the city.

Buses

The school is located on the Bath Road and has bus links with all areas in West London. This includes Twickenham and Teddington to the south, Ealing to the east and Hillingdon and Hayes to the north. Bus routes from Hounslow include Kingston upon Thames, Richmond upon Thames, and Slough.

Road

St Mark's is easily accessible by road and has secure free onsite car parking for all members of staff. The school is close to the A316 and major motorways such as the M4 and the M3.

Location

The school is in a rich multicultural area of West London. The River Thames runs nearby at Isleworth and Brentford and there are several parks nearby including Osterley, Lampton and Syon. For those interested in sport, there are two Premiership sports teams: Brentford (Football) and London Irish (Rugby Union). In addition, Twickenham Rugby Stadium and Wembley Stadium are in the local area.

Richmond Upon Thames, Bushy Park, Kingston upon Thames, Hampton Court Palace, and the Royal Botanic Gardens at Kew are all within a short drive, train, or bus ride away.



HEAD OF YEAR WITH RELIGIOUS EDUCATION REQUIRED FOR SEPTEMBER 2026

SCALE MPS/UPS INCLUDING OUTER LONDON ALLOWANCE
+ TLR 1B (£12,516)

FULL-TIME

We are looking for a Head of Year who is also a strong classroom practitioner in Religious Education to join our highly successful school. St Mark's Catholic School, graded 'Outstanding' by Ofsted in September 2022, is a vibrant and inclusive community where students are encouraged to excel and achieve their full potential. Our students are exceptional, and inspectors acknowledged the high standards of behaviour at St Mark's: *"Behaviour in lessons and around the school is exemplary, and pupils show high levels of respect to each other, to staff and to visitors."* (Ofsted). The Pastoral team are key to the success of the school, and this is an opportunity to make a real impact.

You would also be joining an RE department recognised as the heart of the school community. The department was graded 'Outstanding' in three consecutive Diocesan Inspections. Students achieve exceptional results, with 55% of grades awarded at 9-7 last year. Due to the distinctive nature of Religious Education in a Catholic school, we would particularly welcome applications from practising Catholics or practising Christians.

If you are passionate about making a difference and want to join a forward-thinking and supportive school, we would love to hear from you.

We are looking for someone who has:

- high expectations and a commitment to enabling all students to fulfil their potential.
- a passion for teaching Religious Education.
- excellent subject knowledge.
- highly effective communication skills.

What are we offering:

- a high achieving, enthusiastic and dedicated department and Pastoral team.
- opportunities for high-quality professional development in a school committed to staff wellbeing.
- students who have an excellent work ethic and are wonderful to teach.
- a school that is friendly and welcoming with a strong Catholic ethos.



HEAD OF YEAR JOB DESCRIPTION

ACCOUNTABILITIES

1. Effective leadership and management to support pupil progress.

- To establish and maintain effective communication with Tutors and Senior Staff
- To delegate tasks to Tutors, as appropriate.
- To develop members of the Year Team (including the induction of new Tutors in the Year) to ensure effective performance.
- To chair Year Team meetings focusing on pupil well-being and progress.
- To develop effective working relationships with staff, parents and external agencies.
- To organise and lead Year assemblies.
- To oversee the delivery of the PSHCE programme to support the development of the whole person.
- To organise the devising of pastoral priorities for the SIP and to ensure those priorities are implemented by Year team colleagues.
- To sustain the spiritual life of pupils by ensuring Tutors begin each day with a prayer and establish prayer boards in the Tutor rooms.
- To support the Catholic ethos of the school.

2. Monitoring and evaluation of academic progress within the Year Group to enable pupils to fulfil their potential.

- To identify, using IPMs and school reports, and support students with the greatest level of underachievement through intervention strategies.
- To delegate to Form Tutors the task of monitoring through the diaries, IPMs and Reports, those students who are slightly underachieving in order to improve their progress.

3. Maintaining a positive learning climate and student well-being to support pupil progress.

- To receive communications on students' behaviour from staff and take appropriate action to support pupil progress.
- To monitor students' behaviour on SIMS and address behaviour issues by liaising with tutors and communicating with home.
- To issue warnings to students about their behaviour and inform Form Tutors so that they can be involved in behaviour management strategies. To communicate as appropriate with parents regarding behaviour issues.
- To provide support and advice to those students who are encountering personal problems to enhance their well-being.
- To advise staff of students with particular needs and abilities to support their progress.
- To meet with parents to discuss pastoral and academic concerns so that effective progress is maintained.
- To be involved in EHCP annual reviews to support pupil progress as appropriate.
- To ensure good levels of attendance and punctuality.
- To liaise with the SENDCO, EAL coordinator and other key staff members as appropriate to ensure a coherent approach towards pupil progress and well-being.
- To engender a positive ethos within the Year Group which encourages good pupil progress and well-being.
- To support new students to ensure that they make good progress.

4. Effective communication to support pupil progress.

- Arrange for letters to be sent home, as needed, to keep parents well informed about progress and well-being.
- To oversee parents' evening for the year group.

HEAD OF YEAR PERSON SPECIFICATION

ASPECT	ESSENTIAL	DESIRABLE	EVIDENCE
QUALIFICATIONS	Degree QTS, including successful completion of ECT1 and ECT2.	Further qualifications relevant to Pastoral work.	Application Form
TEACHING	Experience of teaching in Key Stage 3+4 Excellent results Good discipline and classroom management Good relationships with students Highly effective form tutor	Experience teaching KS5	Observation
CPD	Commitment to own personal development and the development of the team	Leadership development e.g. NPQ, Pastoral courses	Letter of Application
WILLINGNESS TO SUPPORT THE ETHOS OF THE SCHOOL	Commitment to promoting the Catholic ethos of the school	Commitment to Christian Values.	Letter of Application
LEADERSHIP	Vision for Year group Ability to translate that vision into a strategic year plan Ability to lead, develop, manage and motivate a team Ability to monitor and evaluate the work of the Year team Ability to manage pupil progress through accurate use of data Ability to contribute to Pupil Progress Leader meetings	Experience of successful leadership. Experience of Departmental or Year planning.	Letter of Application Interview
QUALITY OF RELATIONSHIPS	Excellent interpersonal skills Ability to work as part of a team Ability to inspire trust in students and parents		Interview Observation
COMMUNICATION	Good writing skills, Good listening skills Ability to present to large audiences (e.g. assemblies, parent and presentation evenings)		Letter Observation Interview
PERSONAL ORGANISATION	Good time management and organisation Ability to meet deadlines and prioritise Strong administrative ability to maintain records and analysis of Year team's performance Excellent ICT skills for data and administrative purposes		Interview Letter
PERSONAL QUALITIES	Energy & enthusiasm for and interest in young people. Commitment to young people achieving their full potential. Objectivity, stamina and resilience, flexibility and patience, Conflict resolution/ability to manage challenging situations		Interview Letter

TEACHER OF RE- JOB DESCRIPTION

- To be able to teach RE across Key Stage 3 and Key Stage 4. To be able to teach KS5 (either experienced or a willingness to prepare to teach KS5 in the future).
- To deliver all aspects of the curriculum for RE and to be involved in the development of materials for the KS3 and KS4 Schemes of work.
- To support, promote and nurture the Catholic ethos of the School.
- To support the Liturgical life of the School.
- To be committed to mixed-ability approaches to teaching and learning.
- To follow and implement Departmental policies as described in the Department handbook.
- To liaise with the Subject Leader to ensure coverage of the course requirements for KS3, KS4, Sixth Form non-examination RE and A Level.
- To liaise with the SEN Department in order to ensure differentiated approaches to teaching and learning.
- To participate in the extra-curricular provision offered by the Department, for example revision sessions.



TEACHER OF RE PERSON SPECIFICATION

ASPECT	ESSENTIAL	DESIRABLE	EVIDENCE
QUALIFICATIONS	Have a good relevant Honours degree and a PGCE or QTS.	CCRS	Application Form
TEACHING	Excellent subject knowledge. Ability to teach RE across the ability range at KS3, KS4 and ideally KS5. Excellent discipline and classroom management. Positive relationships with students. Excellent student outcomes.	Experience teaching A Level	Reference Observation
CPD	Commitment to own professional learning and the development of the team.		Application Form
WILLINGNESS TO SUPPORT THE ETHOS OF THE SCHOOL	Practising Christian and commitment to the Catholic ethos of the school. Supportive of Catholic ethos and values.	Practising Catholic	Letter Reference
QUALITY OF RELATIONSHIPS	Good interpersonal skills. Ability to work as part of a team. Ability to inspire trust and confidence in students and parents.		Interview Observation Reference
COMMUNICATION	Effective writing skills. Excellent listening skills.	Effective presentation skills	Letter Observation Interview
PERSONAL ORGANISATION	Ability to meet deadlines. Excellent ICT skills.		Reference
PERSONAL QUALITIES	Energy, enthusiasm, objectivity. Commitment to equality and inclusion. Resilience.		Interview Reference



HOW TO APPLY

We encourage you to arrange an informal conversation with our Subject Leader for Religious Education or a member of the Senior Leadership Team to discuss the role in more detail. We're also delighted to offer visits to St Mark's, giving you the opportunity to experience our school community first-hand and see our ethos in action.

You can access our school website for further information and an application form: www.stmarks.hounslow.sch.uk.

Completed applications should be emailed to Mrs Sarah Gregory, PA to the Headteacher: gregorys@st-marks.hounslow.sch.uk.

The closing date for applications is: 9am on Friday 8th May 2026.

St. Mark's Catholic School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. References will be requested prior to interview, and all appointments are subject to a satisfactory, enhanced DBS check. Please note that an online search of all applicants will be carried out as part of our legal duty to meet the safeguarding duties set out in Keeping Children Safe in Education (2025). Any questions arising from this online search may be discussed at interview.

We are an Equal Opportunities Employer and we warmly welcome applications from all suitably-qualified candidates. All applications will be considered solely on merit and we will be using the Person Specifications and Job Descriptions when shortlisting.

We reserve the right to appoint at any stage in the recruitment process and we will begin shortlisting and interviewing as applications are received.

St. Mark's Catholic School is a member of
The Diocese of Westminster Academy Trust (DoWAT).
Please visit <https://www.dowat.co.uk/> for further information.



Diocese of Westminster