



# JOHN HENRY NEWMAN CATHOLIC COLLEGE

*Heart Speaks To Heart*

## Recruitment Pack

Teacher of English  
MPS



Leading Parent  
Partnership Award

2017-2020



Artsmark  
Platinum Award  
Awarded by Arts  
Council England

# Message from the Chair of the Board of Directors



# Dear Applicant,

Thank you for your interest in the post at John Henry Newman Catholic College, part of Our Lady and All Saints Catholic Multi Academy Company ("the MAC").

Our leaders share our vision of the MAC as an outstanding provider of education, but education that is not only excellent academically, but also offers every child the opportunity to develop as an individual in mind, body and spirit.

The MAC works in partnership with the Birmingham Diocesan Education Service.

As part of the teaching team, you will be bringing your educational expertise and experience to this role with an approach rooted in excellence, best able to meet the needs of every child within the MAC.

The candidate appointed will play a pivotal part in the development of the MAC both as an outstanding educational provider and delivering its Catholic mission to ensure that we provide the opportunity for every child and member of staff to experience being 'Strong in faith' together as a family of schools, parishes and communities.

We look forward to receiving your application.

Yours sincerely



**Paul Gray**

**Chair of the Board of Directors**

**Our Lady and All Saints Catholic Multi Academy Company**



**Our Lady  
and All Saints**  
Catholic Multi Academy Company  
Strong in Faith

# Heart speaks to Heart



# Welcome

to John Henry Newman Catholic College



Thank you for your interest in our College. John Henry Newman Catholic College is an oversubscribed and high performing

11-19 College in the heart of Chelmsley Wood, Solihull.

We are, most importantly, a community of faith and take the life and teachings of Christ as our example. We are also a close community committed to developing the talents of all of our staff and students to give glory to God.

Our aim is simple – we want our students to discern their definite purpose in life through the relationships they build with others and with God. This enables our students to face life with confidence and a sense of identity through service.

John Henry Newman Catholic College strives to be at the forefront of school improvement and innovation and invests heavily in the creation of a learning community where we all have the responsibility to learn from others and to contribute to the professional development of our colleagues. It is through this collaborative culture that together we can break down barriers to learning and support our students to gain the competitive edge over other applicants to leading universities, prestigious apprenticeships and the subsequent world of work.

The Governors seek to appoint a committed and well qualified and enthusiastic Teacher of English. You will have the opportunity to work with an outstanding team and open the door to a future some students may never have imagined.

The successful candidate will support students to set the highest expectations and to make outstanding progress. This post offers the opportunity to make a significant impact and help shape and develop the learning and teaching for the future.

He/she will have the motivation and energy to inspire young people and a determination to never settle for second best.

The College Governors are proud of what John Henry Newman Catholic College has achieved to date and are keen to appoint someone who wholeheartedly shares our ambition and commitment to our mission. To join us on the next stage of our journey, contact us today.

Welcome to John Henry Newman Catholic College

A handwritten signature in black ink that reads "Kate Clarke". The signature is fluid and cursive.

**Mrs Kate Clarke - Principal**

# Our mission

For every child to know they are loved and to develop a relationship with Jesus through “Heart Speaks to Heart”.

St John Henry Newman chose “Heart speaks unto Heart” as the motto to go on his coat of arms when he became a Cardinal in 1879.

Inspired by these words spoken by St. Francis de Sales, Newman calls us to hear God speaking to our hearts and to listen for our mission from God. In the college we have embraced and adopted virtues that help us to fulfil our mission and guide us on the right path towards our ‘definite purpose’ and true God given vocation.

**Holiness** - Trying to live the life God wants us to live.

**Empathy** - Trying to always see how our actions affect others rather than ourselves.

**Altruism** - Trying to put the interests of all others before our own.

**Reconciliation** - Trying to rebuild relationships by being and saying sorry when we are wrong.

**Truthfulness** - Staying true to ourselves and to God by being honest.

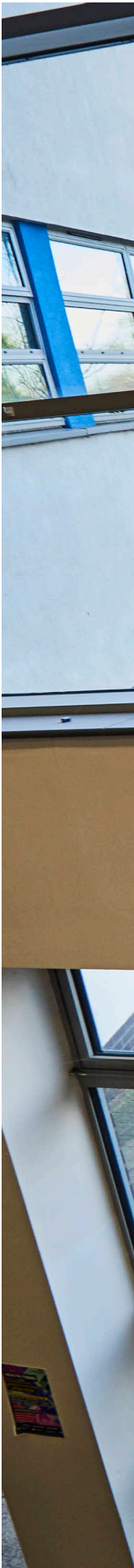
**Hard Work and Resilience** - Always try as hard as I can in all that I do.

**Excellence** - Always try to make all that I do the best it can be.

**Articulacy** - Always try to present my thoughts clearly, accurately and politely and practise doing this.

**Reading** - Always treat reading with the respect it deserves by committing to it regularly.

**Teamwork** - Always respect the team and put its needs before my own.





Heart  
Speaks  
to  
Heart

## Quality of Education

The planned curriculum:

- Develops students so they build up their knowledge over time, within and between subject areas, which becomes more complex as students develop through the curriculum.
- Provides opportunities for students to develop a wide range of skills that enable them to use their developing knowledge with confidence.
- Provides opportunities for a range of enriching experiences, building cultural capital and instilling a love of learning.
- Values creativity which encourages individuality and diverse thinking.
- Shows our commitment to social justice by being underpinned by powerful knowledge and deep learning, which strives to combat barriers that could limit the potential of our students.
- Ensures students are supported in building strong literacy, numeracy and oracy skills which support learning and develop confidence.
- Promotes the importance of learning languages, the study of which enables our students to appreciate culture and diversity in our society.
- Encourages a strong and informed sense of social and moral responsibility, ensuring that all students are valued and respected as individuals.
- Is relevant to our students and our community, and prepares students for the opportunities that exist globally, nationally and locally, and the responsibilities for the next stages of their life.
- Is complemented by a clear careers programme to enable students to develop a personal vision relating to their next steps, so that they may be helped to fulfil their definite purpose.
- Nurtures students to be responsible, safe and healthy citizens in the real and digital world.





## The taught curriculum

Curriculum implementation at the John Henry Newman Catholic College is guided by Barak Rosenshine's Principles of Instruction.

Rosenshine's Principles of Instruction stem from three different sources. Firstly, research in cognitive science and how the brain encodes and stores information. Secondly, research on cognitive support with strategies to help students learn complex material. Finally, evidence based on the work of 'master teachers.' In addition to this the curriculum is implemented via careful sequencing of lessons using spaced practice and interleaving of content to promote long term learning through retrieval practice.



Based on principles of instruction, techniques from Doug Lemov's 'Teach Like a Champion' are then embedded into lesson planning to ensure that concepts are sequenced and modelled and effective questioning strategies are in place to check for students' understanding. In addition to this, guided practice builds up to independent practice and material is reviewed regularly and fluently.



Key assessment points are designed to make inferences about deep learning and not just short-term performance. These carefully designed diagnostic assessments inform responsive teaching in the classroom and also serve as great opportunities for students to practise knowledge recall and strengthen their knowledge of key subject matter.



This process of developing long-term learning increases students' fluency, freeing up working memory so that they can successfully connect and apply these facts to a range of diverse contexts.

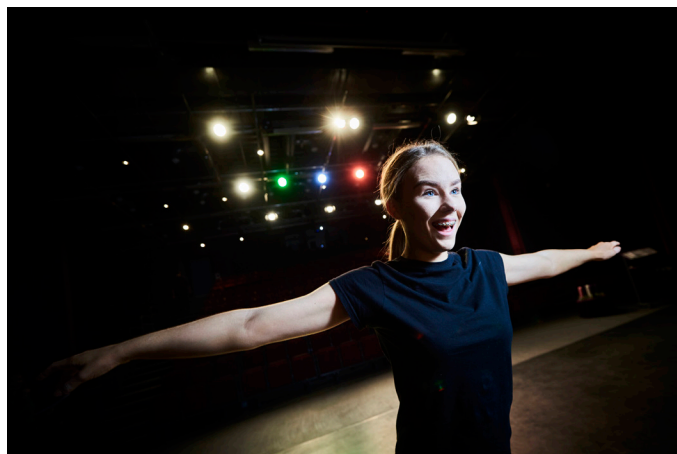
Within day to day teaching, staff utilise opportunities for low stakes quizzing to promote knowledge recall, together with elaboration to deepen students' understanding of why specific knowledge is important in the wider world, rather than just having to remember a series of unconnected facts.



## Staff wellbeing and workload

Staff workload and wellbeing is a priority and to protect time, we insist on a culture wherein, beyond the Senior Leadership Team, there is no expectation to send or respond to emails past 5.30pm or at weekends. We have rationalised our approach to data and reporting, parent evenings and marking/feedback. Staff briefings and whole staff meetings are kept to a minimum.

To protect our culture and ethos, leaders at all levels do not expect teachers to spend hours designing lessons and resources to meet the needs of individual students. We insist only on high quality adaptive teaching pitched to the more able with appropriate scaffolding in place to support SEND and disadvantaged students to access our curriculum and the cultural capital therein.



## Behaviour and attitudes

All of our staff have the highest expectations of excellent behaviour for all students. Time is invested regularly by the Principal and Senior Leadership Team to ensure that staff know exactly what these expectations are and how they can be taught effectively in lessons and tutor time. This CPD and teacher support forms part of a regular staff conversation about maintaining the highest standards of student behaviour.

John Bosco, the Patron Saint of young people said that “children not only need to be loved, they need to know they are loved”. Our approach to pastoral care is underpinned by this philosophy in tandem with our Christian ethos

and values. There is a highly effective pastoral system within the College to ensure all students are supported, particularly those who have the greatest need. Each year group has a dedicated and specialised team working with them. All staff use Class Charts to monitor behaviour standards effectively across the year group and to identify key trends and issues. This data is used to inform line management meetings and support action planning.



## Vocation and careers

We have an extensive IAG Programme which is spearheaded by the online Unifrog programme. This is used within Personal Development lessons in Years 7, 8 and 9. For two years running we have taken part in a national competition called the Enterprise Challenge in Year 9. We have recently engaged with virtual speakers in Year 10, Aim Higher workshops in Year 11 and seminars run by our own careers specialist in Year 13. Our Careers Education Programme against the Gatsby benchmarks have always remained high.



## Facilities

Our staff and students benefit from a new state of the art, well equipped College with a theatre, music practice rooms, drama and dance studios, sports block, 3G football pitches, extensive playing fields, multi use games area, learning resource centre, science labs, Sixth Form area, conference facilities, media suites and our innovative Specialist Centre for SEND. We have invested heavily in technology and teachers have access to chrome books to enhance their teaching and learning.



## Conclusion

John Henry Newman Catholic College is a vibrant school with a welcoming Catholic community. The staff and students have created a wonderful, supportive and nurturing environment in which to work. Visitors to the College remark upon the warmth of the atmosphere and the positivity displayed by everyone. The best way to find out what John Henry Newman Catholic College is about is to see us in action. You are very welcome to come and look around before you submit your application.



## Application Procedures

For further details, please email the recruitment team: [recruitment@jhnc.org](mailto:recruitment@jhnc.org)  
John Henry Newman Catholic College, part of Our Lady and All Saints Multi Academy Company, has a responsibility for and is committed to safeguarding and promoting the welfare of children, young people and vulnerable groups.

All employees and volunteers are expected to share this commitment and to obtain an Enhanced Disclosure and Barring Service check (DBS) and where relevant, a childcare disqualification check.

Any offer of employment will be subject to satisfactory references and other satisfactory pre-employment checks. This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

An online search will also be carried out as part of due diligence on all short-listed candidates.

We reserve the right to close the online vacancy when we are in receipt of sufficient applications. Therefore, should you wish to apply for this post you are advised to complete and submit your application as soon as possible.

## Safer Recruitment Procedures

John Henry Newman Catholic College is committed to safeguarding and promoting the welfare of children and young people. In order to meet this responsibility, we follow a rigorous selection process to discourage and screen out unsuitable candidates.

## Disclosure

This post is classified as having substantial access to children, and appointment is subject to enhanced police check of previous criminal convictions (DBS), Applicants are required, before appointment, to disclose any conviction, caution or binding-over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily de-bar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

## Long Listing

Only those candidates meeting the right criteria will be taken forward from application.

## Interview

1. Those shortlisted will take part in an in-depth selection process.
2. Candidates will be asked to address any discrepancies, anomalies or gaps in their application form

## Reference Checking

References from the previous and current employer will be taken up for shortlisted candidates prior to interview, and where necessary employers may be contacted to gather further information.

## Contact Details

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