



NICHOLAS BREAKSPEAR CATHOLIC SCHOOL

Per Tuas Semitas

PEACE
JUSTICE
TRUTH
LOVE



NBS | Application Pack

Nurture | Believe | Succeed

Welcome

Welcome to Nicholas Breakspear Catholic School. Over the next few pages, we hope to give you an insight into what our school is like.

As educators, we are unashamedly aspirational and ambitious for all. We are in a very privileged position to shape young peoples' lives through supporting them so they achieve their very best academic potential. We also recognise the fundamental role that parents and carers play, working in collaboration with our school, to create confident and successful young people. It is this partnership which places us in the top 7% in the country for the progress of our students.

We've always believed that the best way to predict the future is to create it. We understand that as a member of staff you will be creating a school that provides a positive environment to ensure every young person is valued, and encouraged to explore their gifts and talents.

Our Mission is clear –


Empowered by the presence of God and each other, we nurture our unique gifts to build a better world.

This, combined with the warmth, care and dedication of our staff, enables our students to grow and flourish into well-rounded individuals who are ready to fulfil our Mission – *to build a better world.*

We make a commitment to support you to deliver our philosophy to Nurture, Believe and Succeed, which is integral to creating confident and compassionate citizens ready to make an impact on our society.

We look forward to welcoming you into our vibrant and dynamic NBS Community.

Declan Linnane, Headteacher



"The Headteacher's determination to instil in pupils the school's shared values of Peace, Justice, Truth and Love are evident in many aspects of the school's work."

Ofsted

Quality & Excellence

Our Ethos

Nicholas Breakspeare Catholic School is a vibrant place of activity, inclusivity and kindness. It is a unique environment where the character of young people is formed, developed and encouraged to flourish.

Our school thrives on the Gospel Values of Peace, Justice, Truth and Love. We believe that each

individual is a unique creation of God and that our role is to nurture every child's talents and gifts to their full potential.

The NBS Pupil Profile guides our students to grow into confident citizens to fulfill the school's Mission – *to build a better world.*



NBS Representatives - Transformational Leaders
Helping endorse the school's ethos and caring for all.

Faith-Filled

We pride ourselves on the Gospel Values of Peace, Justice, Truth and Love. We use these to strengthen the school's culture and ethos which is integrated into students' daily lives through our pastoral care system.

Faith is communicated through Form Time, masses, assemblies, reflective retreats and by the inspirational guests who regularly visit our school.

Our student chaplaincy team lead our school in all areas of worship and prayer to ensure that our diverse community grows stronger each day. All students enjoy the opportunity to be part of this family and participate in these times of reflection.

Students have the opportunity to visit the Emmaus Centre during PSHE and lunchtime, where they can experience prayer, reflection and time together.



"Religious Education is at the heart of the school."
Diocesan Inspection

Quality & Excellence



"Pupils' conduct around the school is exemplary. They are welcoming to visitors, socialise well at break and lunchtimes and are keen to talk, with pride, about their school."

Ofsted

Community

We are a diverse and dynamic community in which pupils are fully engaged. We have a comprehensive 'Year 6 into 7' Transition Programme. This gives us the opportunity to ensure we get to know our students to ensure that they have a positive introduction to the next chapter of their lives. We also reach out to the wider community through our charity programmes, including

Mission ADDO, HCPT, and The Borehamwood Foodbank. This involves numerous events, hosted by our Student Leaders, to raise awareness and vital funds.

We have a desire and commitment to help those around us and fulfil our school's Mission by striving *to build a better world.*

Quality & Excellence

Working at NBS

Sarah

Moving from Ireland and beginning my career as a teacher during the pandemic was an incredibly stressful and daunting time, but the staff, leadership and pupils at Nicholas Breakspear were incredible and quickly embraced me as part of their community.



“
The department heads are well-organised, supportive and constructive with regular feedback, allowing you to continually improve.
”

Sarah - Maths Teacher

The atmosphere at the school is indescribable and the school's values of peace, justice, truth and love are ingrained within the walls. The students and staff are passionate about our values and about the school's mission – to build a better world. In doing so, we have developed a learning environment that promotes creativity, effectiveness and prosperity – for students and staff alike! I had always feared the journey from teacher training to NQT would be stressful, demanding and limiting, but the incredible teachers and SLT members of Nicholas Breakspear have continuously supported me, personally and professionally. Effective and structured whole-school policies helped ease any classroom management nerves I had and the modern, pupil-centred curriculum helped any planning concerns.

The department heads are well-organised, supportive

and constructive with regular feedback, allowing you to continually improve, and make you feel like an established member of your department. SLT are incredibly approachable and encourage you to share any suggestions with them, whether they relate to the whole school, or are on a smaller scale. Weekly Teaching & Learning briefings and regular department and year team meetings, ensure you are constantly learning from SEND leads, experienced teachers and members of SLT. The opportunities for development are amazing at NBS and after my first year I was given the opportunity to become an Assistant Head of Year, allowing me to experience the more pastoral side of teaching, and develop the necessary skills and qualities involved. I am also now the PSHE Co-Ordinator, giving me the opportunity to improve my curriculum planning skills and develop academic side of my career. I truly believe that NBS is a place where I will be continually given opportunities for development in whichever path my career takes me.

At NBS, there is a real commitment from each staff member to continually improve the experience of every pupil that comes through our doors. The pupils are caring, polite and well mannered, but also incredibly passionate about becoming the transformational leaders we continually encourage them to be. The pupils at our school make me immensely proud to be a member of the team at NBS, and I am excited to continue my journey with them.

Anabele

I've been here at NBS for five years in a support role as the Student Transition Coordinator and Sixth Form Pastoral Care Assistant. Everyone remembers their first day at school, I just remember how welcoming and kind everyone was and this hasn't changed though out my time here. I talk about the school as 'our NBS community' and this is reflected in the way

Working at NBS

we support each other as staff members not just in the school setting, but beyond the school gates.

The staff here are passionate about our students not just academically and helping them to achieve their individual potential, but also in their wellbeing and this is reflected in the extensive pastoral work we do in school and with our families.

I often hear of support staff not being 'included' in their settings but have found the opposite here at NBS. There are lots of opportunities for professional development which are fully supported and this has helped me to progress my career in pastoral support. Also, the management team are receptive to new ideas and supportive in their development and implementation. This support has developed my confidence in being able to contribute to our community.

I feel privileged to be part of NBS, greatly supported by our Governance and Management team led by an inspirational Headteacher.

Holly

I am very proud to work at NBS. Since joining as a trainee teacher in 2017, I have had many opportunities to continue my professional development and I am now Head of Humanities. The support from SLT and other members of staff has been wonderful as I have moved into my role as head of department. Creativity and innovation is celebrated at NBS, from both staff and students.

NBS has well established systems and this supports teachers as they navigate daily life. Because of these strong systems, it is possible to really celebrate student success in lessons. The strong ethos and mission of the school weaves through everything we do, and the students feel loved and supported.

Ellis

In 2019 I left my job in a restaurant to begin my career as a teacher here at NBS. I wanted to work in a school that was passionate about building a bright future. The words "Peace, Justice, Truth and Love" were emblazoned on the wall in the main reception, and Mr. Linnane, our head teacher, explained to me how the School Mission permeates everything at Nicholas



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The School Mission permeates everything at Nicholas Breakspear. I quickly knew that I was in the right place.

”
Ellis - RE Teacher

Breakspear. I quickly knew that I was in the right place.

Having worked here for almost three years now, I could not be happier with my progression and have obtained a QTS. I have been, at every turn, helped and supported by the community of staff. Every day I am taken aback by the amount of love and care displayed by teaching staff, support staff, those in pastoral care, and those even more deeply embedded behind the scenes.

Benefits of working at NBS

Superb Working Conditions

- Free car parking for all members of staff
- Staff facilities that include free tea and coffee and microwaves and fridges in the staff room as well as access to a cafe selling hot drinks/snacks.
- Staff association which provides gifts, flowers and cards for leavers and staff with significant life events
- Flu vaccinations for all staff
- Commitment to staff wellbeing through DfE Wellbeing Charter for Educational Staff
- Free access to professional counselling service and employee assistance programme
- Priest Chaplain who provides staff support and guidance
- Annual staff retreat
- Email protocol to support work life balance
- Staff well-being morning once per term
- Occasional day in December
- End of term celebrations with refreshments
- Active Staff Association which organises termly well-being mornings and social events
- Regular staff surveys and staff forum meetings to ensure staff views are taken into consideration

A thriving community where you can enjoy teaching

- Oversubscribed school with close links with the community and supportive parents
- Excellent school behaviour supported by a consistent behaviour management system and centralised detention
- Trust in teachers to decide the best approaches for planning their lessons using Rosenshine as their guiding principles
- Reprographics support to produce classroom resources
- Class Charts information system to enable quick and easy creation of knowledge-rich seating plans
- Class Charts Homework system to allow simple and quick setting, sharing and saving of homework resources
- All teachers issued with a laptop
- Streamlined marking system set by Departments and constantly reviewed
- Three data drops per year with no written subject reports

A serious commitment to professional development

- Staff induction programme for all new staff
- Comprehensive support for ECTs
- Encouragement and opportunities to take part in NPQs, Alban Federation courses, and DOWAT curriculum groups.
- T&L Breakfast briefing once per week and INSET days three times per year
- Wide range of leadership opportunities available across the school

Your Development

Our Staff Development Programme supports our school mission not only to ensure that our students excel academically and fulfil their potential, but also see themselves as a fundamental part of building a better world. We passionately believe that our students need more than an education which follows the curriculum, and we support teachers through our development programme to ensure that the principles of Catholic Social Teaching are an important part of our pedagogy in every subject area. Through our training and development programme, Catholic teachers as well as those from the full spectrum of other faiths and none are fully included, and give their total support to the NBS mission, which is based on positivity, acceptance and freedom.

Our aim is to create passionate and motivated teachers through a sense of curiosity, challenge and fun in all our CPD, which is guided by the T&L Impact group: teachers who have volunteered to help research, develop and steer the NBS programme. There is a comprehensive in-house training programme which is ongoing and focusses on areas which support us in delivering an outstanding education for all our students

across all Departments. Our teaching is based on Rosenshine's principles, and focuses on the basis of our professional development programme. Our in-house CPD is delivered through a series of Breakfast Briefings (Friday mornings), through Department meetings, and through our interactive INSET days.

We also support colleagues in attending numerous external events including Herts for Learning's comprehensive programme of training courses. These include induction conferences for ECTs, to help deal with the challenges of the first years; training for leaders on how to prepare for the new curriculum; and everything in between, including subject-specific training.

Each year, all staff have an opportunity to review their work and set objectives at an appraisal meeting. There is a robust system of pay progression in place for teaching and support staff. Support for Early Career Teachers includes a reduced timetable, planned induction programme starting in July and mentor support. NBS frequently hosts work experience visits for those interested in a career in teaching, and we regularly provide placements for PGCE students.

Our Location

Nicholas Breakspeare Catholic School is located on the outskirts of St Albans. As a result, the school benefits from large playing fields and views over the countryside. This location also means the school has easy access to major transport links such as the A414, A1 and M25.

St Albans is a town rich in history. Previously the site of Verulamium, once one of the largest towns in Roman Britain, a Roman amphitheatre, hypocaust and wall can all still be viewed. Nowadays St Albans is known as a historic market town, with medieval buildings, cobbled streets, Tudor architecture and Georgian houses. The one-thousand-year old Abbey dominates the skyline.

St Albans is a vibrant city. Many bars and restaurants can be found in the city centre, whilst there are also a number of theatres, museums, a twice weekly market and an art deco cinema. Within St Albans there are many parks and green spaces such as Verulamium Park, and the countryside is easily accessible. Heartwood Forest and the Ashridge Estate are both short drives away.

St Albans also benefits from its close connections with London. Within twenty minutes passengers from St Albans City train station can arrive at London St Pancras.



Our School, Your School



Nicholas Breakspeare Catholic School - 7 Lisieux, 2021

Nicholas Breakspeare Catholic School is a positive and vibrant community that is constantly evolving. Our pupils are fully engaged with their studies and interests which enables them to fulfil their true potential. We are proud to be a school that is

dedicated to enhancing the lives of students who have entrusted us with their education. Our school is a warm and welcoming environment founded on our Christian principles and we treat each individual as a unique creation of God.

This is our NBS Community



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We look forward to welcoming you.

For further information or to arrange a personal tour of our school, please contact the school office on 01727 860079 or e-mail admin@nbs.herts.sch.uk

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www.nbs.herts.sch.uk

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