

ST IGNATIUS COLLEGE



KEY STAGE COORDINATOR OF RELIGIOUS EDUCATION INFORMATION PACK

READY TO SET
THE WORLD ALIGHT





DEAR CANDIDATE

I am delighted that you are interested in joining our community. This role is critical to our further development of curriculum and teaching and learning to ensure that students gain the powerful knowledge they need and deserve. We want their experience in the classroom to be engaging and stimulating, supporting them to think for themselves. Our key priority is what happens in the classroom. I hope this application pack will encourage you to visit our very distinctive community and help you to decide whether this post and our College are right for you at this stage of your career.

We are at an exciting time in our development especially in terms of reshaping students' experience in classrooms. We are also part of the School Rebuilding Programme and are excited to be planning our future building. If you wish to help shape this very special community, then I encourage you to pursue your application and visit the school to meet with me and my team. I very much look forward to meeting with you in the near future.

With every best wish
Mary O'Keeffe, Headteacher

CONTEXT

We are proud of the rich cultural and socio-economic diversity of our community. Over 60% of our students come from the most deprived areas but our students and families are highly aspirational and truly value education. We are a Catholic, Jesuit school but, our students and staff also belong to other faiths and other Christian traditions. We encourage all of them to play a full part in the spiritual life of the school and to gain a deeper understanding of their place in the world. We have all boys aged from 11 – 16 and a mixed Sixth Form. Boys only education during those critical years of development at KS3 and KS4 enables our boys to be themselves, develop at their rate, focus on their studies and interests, and pursue the areas that are often dominated by girls in mixed schools, areas such as music, dance, food and drama. We have over 150 boys engaged in extracurricular music, often the same boys who excel on the rugby or football pitch or are in the Combined Cadet Force.

We celebrate and nurture a caring masculinity and aim to combat and challenge stereotypes of both men and women. Welcoming girls into our growing and thriving Sixth Form has enriched our community and as such we believe that St Ignatius College offers students the best of both worlds, all boys up to KS4 and a mixed Sixth Form to prepare our young men and women for adulthood. Our key focus is academic achievement and our results are a testament to our commitment to ensuring the best possible outcomes for our students: at KS4 our boys achieve far higher than boys, both nationally and locally, and this is similarly the case at KS5, for both our boys and girls. We believe that with the right support, all can achieve regardless of their starting points or background.



RELIGIOUS EDUCATION DEPARTMENT

As we are a Catholic school, Religious Education is of the highest importance in the College and is considered the 'core of the core'. The subject is well respected and enjoyed by students and we ensure that we fulfil the recommended curriculum time as outlined in the Bishop's Directory. We are delighted that Religious Education is now very popular at A Level. The department is well resourced at GCSE and teachers plan lessons collaboratively. The Chaplain is a member of the Religious Education Department and we work very closely to develop Religious Education but also the Catholic life and mission of the school and collective worship in the College. The successful candidate will work closely with other leaders in the department to ensure excellence in these areas and prepare us for the Section 48 inspection. Over the last few years, the department has been working to review and reshape the KS3 curriculum, which has its foundations in a knowledge rich curriculum. This is an exciting opportunity for a successful candidate to collaborate in this work. We are currently following Eduqas Route B at GCSE and all KS4 pupils take Religious Education at GCSE. This year will be our first year of externally validated results with this Board and we are very optimistic that we will exceed our track record of excellent progress for all. At A Level, we are studying Edexcel Religious Studies in Philosophy, Ethics, and New Testament and we are one of the highest performing A Level subjects in the school.

Over recent years we have increased our uptake, with the current Year 12 cohort seeing a significant number of female students join the course, and there is an opportunity for the right candidate to develop this further. Our core Religious Education programme for Sixth Formers is rich and valued by students and covers such topics as racial justice and the Church, wellbeing, the meaning of love, and Ecological Conversion and Human Trafficking.

Our core curriculum is strengthened with a rich range of experiences and opportunities for students to develop their understanding of their place in the world, their faith and Catholic social teaching. Our students lead prayer and liturgy. This is best seen at 12:20pm every day, when the whole school community stops to pray the Examen together. We pride ourselves on developing men and women for others and social justice is key to that goal. For example, students partake in our Sleep Out challenge to raise funds for the homeless, our CAFOD ambassadors, and the Ignatian Hands programme, a programme of volunteering.

There are plentiful opportunities for internal and external professional development including for those in leadership positions. We also provide training courses for anyone who is new to Eduqas and encourage our staff to become examiners. We work closely with the London Jesuit Centre, with the Diocese and other Catholic and Jesuit schools to develop our provision and expertise.



ETHOS AND VALUES

Founded in 1894, our College has a rich history but we are also forward thinking and outward looking.

Whilst we are proud of our high academic standards, we are about much more than academic results. Our Jesuit educational philosophy, *cura personalis* – the care of the entire person, underpins all we do. We nurture our students academically, socially, culturally, emotionally, spiritually and physically. Intellectual formation is fundamental and a knowledge rich curriculum supports it. Our aim is for all in our community, staff and students, to be happy, safe, respected as individuals and to thrive in every way. It is our ambition that our students develop into men and women with the skills, qualifications and confidence to make a positive difference to the world and to live happy, successful, fulfilling lives.

Discipline and self-discipline are key to our success. We firmly believe that teachers have the right to teach and students have the right to learn. Our behaviour approach is 'Disruption Free Learning' to ensure that this is a reality. Relationships define our community. We are an open, welcoming and warm community. We are confident of our future as we work to become an outstanding College in all respects meeting the needs of the twenty-first century. Yet we excel at maintaining our distinctive Jesuit identity. The candidate appointed to this post will have a wonderful opportunity to play a key leadership role in making this vision a reality, to grow in professional confidence and to experience great personal fulfilment.

CURRICULUM

We have reviewed our curriculum, paying close attention to what we want students to know, understand and do, especially at KS3. We have developed an academically rigorous, knowledge rich curriculum that is challenging, engaging and stimulating, and supports students to gain the powerful knowledge in each discipline. We invest time and resources into this development, including providing subject areas with curriculum planning days and working with external curriculum experts to develop our curriculum and pedagogy. Our curriculum teams map the key powerful knowledge, concepts and skills that students need to gain in order to achieve mastery in their disciplines, and the successful candidate will have a deep understanding of knowledge rich curriculum and will lead others to realise this vision.

We aim to equip our students for the modern world: we are experiencing rapid economic, political and social change and our students need to be ready to take their place in that world. For example, we teach Mandarin and are proud members of the Mandarin Excellence Programme in order to provide our students with additional challenge. We have designed a Magis curriculum at KS3 to teach explicitly a range of issues such as emotional literacy and intelligence, keeping good mental health, teamwork, positive relationships, dealing with conflict and compromise, self-belief, self-management, and interpersonal skills. Our extracurricular programme is fundamental to achieving our goal of developing each individual. We aim to be leaders in innovative curriculum design and pedagogy over the coming years.



TEACHING AND LEARNING

We are striving to be a community with a genuine passion and excitement about how students learn and how teachers teach; where teachers' practice is research and evidence based, and risk taking is the norm, where teachers are learners, collaborating with and developing one another. This work is led by our Teaching & Learning Team, a committed group of staff with a passion for developing pedagogy and sharing their practice with colleagues. We believe that we can only develop practice by ensuring that teachers have the opportunity to reflect, challenge and support one another. We undertake regular learning walks to capture good practice and film lessons so that colleagues can analyse their own practice before their professional dialogue meetings. Staff are our most valuable resource and we invest in staff development. Every week, we have our teaching and learning briefing and all our training takes place on weekly Professional Thursdays from 3.20 – 4.50 pm. We also close the school early one day per half term to support our work on curriculum development.

Staff work collaboratively on areas of practice grounded in research and our focus over the last few years was developing a knowledge rich curriculum, implementing Rosenshine's principles and train our staff through ELKLAN to cater for those with speech, language and communication needs and to develop staff expertise in mediating text i.e. developing students' reading skills. We work closely with other organisations and schools and our staff have access to a range of middle and senior leadership programmes including a number of colleagues undertaking the new National Professional Qualifications. However, we find that our best CPD is delivered in school. We are an evaluative and self-reflective professional community and the successful candidate will lead on evaluation and development in their area/s. Please see our website and prospectus for a further insight into life here at the College including our pastoral life, extracurricular offer and Sixth Form. I hope that you will take the time to visit us and see our practice for yourself and will see St Ignatius College as somewhere that you can grow and develop.