

Application Pack

Nurture Teacher



Derby
CATHEDRAL
SCHOOL

Welcome to our school

Dear Applicant,

Thank you for expressing an interest in a vacancy at Derby Cathedral School. On behalf of the whole school community, I extend you a very warm welcome.

I am really proud to be the Headteacher of a relatively new school for the city of Derby.

Derby Cathedral School is the first ever Church of England Secondary School in the Derbyshire Diocese. The 11-19 secondary school was established jointly by the Derby Diocesan Academy Trust (DDAT) and Derby Cathedral. The principle aim of the school was to help meet the need for additional high-quality secondary places in the Derby area. The school has had a successful start and is currently over-subscribed for every year group. We have welcomed an additional year group every year until reaching capacity in September 2024 including a sixth form provision which opened in September 2023.

Our aim is to be an outstanding school for our community with high aspirations for all of our students both academically and socially no matter what their starting point. As a school based on Christian values, we celebrate the diversity in our city and welcome students of all faiths and none. Our FAITH (fellowship, aspiration, integrity, tenacity and humility) values are a thread that runs through all aspects of school life.

Derby Diocesan Academy Trust (DDAT) are committed to Safer Recruitment practices and use a variety of methods throughout the selection process to ensure we are satisfied with candidate's suitability working with children within our schools. Upon offer of employment, we will apply to the Disclosure and Barring Service (DBS) for an enhanced disclosure which will give details of a person's criminal record.

Please also note that if you have lived anywhere outside of the UK since the age of 18, you will require a certificate of good conduct from all the countries of residence.

Please do take some time to read the key information below about our vision for the school and this post. Further, more detailed information can be found on our school website.

The next few years will be a very exciting time as we grow and develop together and we are looking for staff with a flexible approach and a desire to be part of an excellent new educational provision.

Jenny Brown
Headteacher

School Vision



Derby Cathedral School is a Christian community that welcomes students, families and visitors of all faiths and none. The diversity and richness of such a family brings depth and a vibrancy to our core.

Students of Derby Cathedral School are given every opportunity and challenged to be the best that they can be, demonstrating FAITH in all they do.

- **Fellowship** Collaborating with others, we treat everyone with respect, dignity and kindness.
- **Aspiration** We are ready to learn and grow, striving to be the best that we can be in every aspect of our lives.
- **Integrity** We demonstrate fairness, equality and honesty.
- **Tenacity** We are determined and resilient when faced with challenges.
- **Humility** We are gracious, calm and understand the importance of forgiveness.

All students will be well prepared for their next step into future education, training and employment. They will be happy, healthy, confident, life-long learners who 'experience life in all its fullness'

(John 10:10)

Job Description

Job Details

Job title: Nurture Teacher

Department: English

Reports to: Head of English

Hours of work: Full time

Salary: MPS / UPS

Job purpose:

- Provide a nurture curriculum for some of our younger or vulnerable students who need additional support particularly with their literacy skills
- Under the direction of the Head of English and in liaison with key Heads of Department, deliver some of our core curriculum and basic skills to identified groups of students who need support and guidance to be 'secondary ready'
- Build strong relationships with the identified groups of students and help to instil in them a sense of belonging in our school community.
- Secure high-quality teaching and effective use of resources to achieve the highest standards of achievement for all pupils.
- Contribute to the development and realisation of the whole school core values, the aims, vision and ethos of the school.
- Ensure effective outcomes for the identified group of students which meet the high standards expected by the school and enable them to integrate into mainstream lessons and an appropriate KS4 curriculum.

Job Description

Main duties/responsibilities

Teaching

- Use diagnostic assessment to plan and deliver a reading intervention programme for the lowest level readers.
- Plan and deliver schemes in core curriculum subjects (predominantly English) to identified groups of students who need additional support with their literacy skills.
- Teach an agreed timetable ensuring lessons are planned that engage pupils, provide challenge and are accessible to all.
- Lead by setting an example, achieving your own high standards of classroom practice and behaviour management.
- Partake in effective quality assurance in line with the school policy which leads to standards and progress which are above the national level.
- Monitor the academic progress of all pupils and implement appropriate strategies to address any underachievement.
- Be prepared to teach outside subject specialism, if directed.
- Provide effective and timely feedback to pupils in line with school policy
- Set homework in line with department and school policy
- Register the attendance of pupils in every lesson

Curriculum

- Develop and implement policies and practices for the nurture provision which reflect the school's aims and ethos.
- Liaise with the core departments to ensure that schemes of work and planning for all lessons are properly differentiated and prepared.
- Review and refine schemes of work and all curriculum planning to ensure that they meet the needs of pupils of all ages and abilities.
- Ensure the requirements of the national curriculum, national strategies and examination boards are met.
- Ensure the planned and delivered curriculum includes wider aspects such as: literacy, numeracy, SMSC, FBV, careers and relevant aspects of the SIAMs framework.

Main duties/responsibilities – continued

Pupils	<ul style="list-style-type: none"> ● Ensure high standards of teaching and learning and assure preparation for examination across the department. ● Manage assessment, monitoring and reporting within the department, in line with school policy and procedures. ● Ensure that special educational needs are met within the subject areas through effective liaison with the SENDCO and other staff. ● Build strong relationships with pupils in line with our whole school relational approach ● Maintain, develop and apply effective rewards, sanctions, policies and procedures within the department, in line with those of the school.
Parents	<ul style="list-style-type: none"> ● Work with parents through home/school correspondence, phone calls and meetings to ensure pupil wellbeing and academic success.
Process management	<ul style="list-style-type: none"> ● If assigned as a budget holder, work with the SBM in order to manage your budget and any additional finance, keeping proper financial controls and records. ● If assigned as a budget holder, manage the processes for ordering, purchasing, and maintaining resources and equipment. ● If applicable, ensure appropriate risk assessments are completed and health and safety procedures are followed within the department.
Performance management and personal development	<ul style="list-style-type: none"> ● Co-operate with the appropriate member of the SLT to lead and/or partake in performance management arrangements, in line with school procedures. ● Create a team atmosphere and build effective working relationships with staff. ● Participate fully, in the school CPD programme.

Main duties/responsibilities – continued

Responsibilities of a form tutor

- Address any issues relating to the well-being, personal development and academic progress of all pupils in the tutor group.
- Take the register and check uniform and equipment on a daily basis.
- Monitor the behaviour of pupils in the tutor group
- Contribute to and deliver the school's pastoral programme and collective worship during tutor time.
- Liaise with parents of tutees about any concerns or points of praise.

Other professional requirements

- Be a role model for the school's vision and values including our FAITH character values of fellowship, aspiration, integrity, tenacity and humility.
- Operate at all times within the policies and practices of the Trust and the school.
- Set a good example through personal presentation and personal and professional conduct.
- Contribute to the school's extra-curricular programme.
- Participate in open evenings, parents' meetings, liaison events with community partners, and other marketing and liaison opportunities.

Job Description

Person specification

	Essential	Desirable
Qualifications and training	<ul style="list-style-type: none">● Good quality Honours degree in an appropriate discipline● PGCE or equivalent in primary or secondary education with relevant subject specialism.● Qualified Teacher Status	<ul style="list-style-type: none">● Current first aid certificate● Experience of pastoral/tutor role● If secondary trained – experience of teaching literacy and numeracy at KS3
Experience	<ul style="list-style-type: none">● Successful experience teaching the relevant subject(s) at Key Stage 2 or 3.● Working with students who can find learning challenging	<ul style="list-style-type: none">● Experience developing policies and practices● Experience teaching a range of core subjects at KS3 (English, maths, science, humanities)● Knowledge or experience of KS4 curriculum expectations
Knowledge and skills	<ul style="list-style-type: none">● An understanding of what constitutes outstanding teaching and learning and the ability to put this into practice● The ability to use data to monitor student progress and inform curriculum planning● The ability to put in place effective intervention for under achieving students● Good organisational skills● An understanding of the qualities of a successful scheme of work and the key principles of assessment● The ability to coach and mentor other teachers (in due course).	<ul style="list-style-type: none">● Understanding of particular needs of pupils with SEND

Person specification – continued

	Essential	Desirable
Knowledge and skills – continued	<ul style="list-style-type: none"> ● Understanding of current developments in teaching pedagogy (general and subject specific) and wider educational issues ● Good behaviour management skills ● The ability to motivate young people ● Capacity to use ICT as an integral part of teaching 	
Personal qualities	<ul style="list-style-type: none"> ● The ability to form good working relationships with colleagues and pupils ● The ability to prioritise and meet deadlines ● Confidence in leadership roles ● A commitment to continued professional development ● A desire and commitment to contribute to the wider school and its community ● A clear philosophy on teaching your subject ● A commitment to safeguarding and protecting and promoting the welfare of young people ● An open mind to change and the unique circumstances found in a new and expanding school ● A caring attitude 	<ul style="list-style-type: none"> ● A willingness to support the extra-curricular activities and events of the school.
Other	<ul style="list-style-type: none"> ● Good attendance/punctuality record ● Enhanced DBS certificate and barred list check ● Flexibility 	

As per the updated guidance in Keeping Children Safe in Education 2024, online checks will be carried out on all shortlisted candidates eg Google search, Social Media platforms etc.

Job Review

The details contained in this Job Description reflect the content of the job at the date it was prepared. However, it is inevitable that over time, the nature of the jobs may change. The content is not exhaustive and will be subject to periodic review. It may be amended to meet the changing needs of the school. Existing duties may no longer be required and other duties may be gained without changing the general nature of the post or the level of responsibility entailed. Consequently, the School will expect to revise this Job Description from time to time and the post-holder will be expected to participate in this process and we would aim to reach agreement on any changes.