

ST CUTHBERT'S
— CATHOLIC HIGH SCHOOL —

Inclusion and Intervention Officer

Candidate Information Pack

Required as soon as possible

Full Time, Permanent

37 hours per week, Term time only

Monday – Thursday 8.30am – 4.30pm with ½ hour lunch. Friday 8.30am – 4.00pm with ½ hour lunch

The closing date for applications is: 9.00am on Monday 9th December 2024

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Thank you for your interest in St Cuthbert's Catholic High School. For over one and forty hundred years, St Cuthbert's has been nurturing fine young men, preparing them to take their rightful place in the Church and in the world. We have provided our pupils and students with a challenging yet supportive environment within which to discover and develop their own God-given gifts.

There are great schools of all kinds. The experience of working in a school like St Cuthbert's is made distinctive by our expertise in educating boys. In a world that demands ambitious action and bold thinking, our vision, mission, and values reflect our responsibility to help to form great men ready to do good in our world. Characterised by a balance of tradition and innovation, we are resolute in our commitment to 'forming great men'.

Of course, what matters most is the quality of education on offer. We offer a high-quality Catholic education to boys of all faiths and none. St Cuthbert's is a truly comprehensive school, but the St Cuthbert's experience is so much more than a comprehensive education. A good test of this is to see the quality and range of destinations that our pupils have the confidence to pursue beyond St Cuthbert's. We are proud to see our boys progressing to world-class universities and degree apprenticeships, choosing a varied range of courses.

St Cuthbert's prepares young men to find their God-given calling and answer it with energy and passion. In our school, in our local community and around the world, our young men serve, lead, and strive to make a difference in the lives of others. If you believe that you can contribute to such a community, if you believe that you have the energy, passion, and commitment to help our boys to excel and to become great men, then I look forward to receiving your application.

Daniel P Murray
Headmaster



Values

Vision

To be a premier Catholic learning community for the 21st century, preparing young men to witness to Christ and so create a world of justice, peace, truth and love.

Mission

St Cuthbert's Catholic High School is a community gathered together by God, to form fine young men of integrity who will live according to the pattern of life given to us by Jesus Christ. We will strive, through dedication to academic excellence and the formation of the whole person, to form young men of competence, conscience, compassion, and commitment, who, educated in faith and for justice, will live their lives in the service of others.

Faith– to give boys of all faiths and none, a profound, life-changing experience that focuses on God's unconditional love and a deeper understanding of themselves as persons of faith and confidence in themselves.

Catholic Spirituality– to root students in the Catholic faith and the rich diverse spirituality of the Catholic tradition To focus on loving service to God and neighbour. To discover and share one's gifts and talents with the world.

Formation of the Whole Person– to thoughtfully and intentionally integrate the fullness of human experience through spiritual, intellectual, emotional, social and physical development.

A World Affirming Perspective– to provide a spiritual dimension which sees creation as good. To promote a dialogue between faith and culture, which fosters the capacity for critical and original thinking. To appreciate the gifts of life.

Diversity– to create and sustain a vibrant, inclusive community reflecting the expansive demographics and rich mixture of Newcastle's population.

Scholarship– to build a culture of lifelong learning and inquiry through a rigorous and innovative Catholic curriculum.

Service– to be informed by a faith that does justice. To challenge our boys to be "Men for and with Others." To be in companionship with-and learning from- the disenfranchised, the marginalized and the most in need. To serve as Jesus did.

Leadership– to develop young men who are compassionate, intellectually distinguished and morally courageous. To create young men of integrity who become effective "agents of change" for the world.

If you come to work in one of the many Catholic schools in the United Kingdom, you will become part of a vibrant and wonderfully rich educational tradition that is centuries old and has global reach. The Catholic Church has, in collaboration with parents, been providing a Catholic education in almost every country in the world, working with millions of young people. As a global organisation with a universal mission, working in a Catholic school will offer you shared goals and a collective mission wherever you find yourself.

Catholic schools are committed to academic excellence and the formation of the whole person. We want every young person to achieve his or her academic potential. However, there is more to being a human being than passing examinations. Catholic schools educate young people in faith, and for justice, so that they might live their lives in the service of others. Our schools are judged not merely by their academic outcomes, but also by how our young people grow to be competent, compassionate, conscientious and committed young adults.

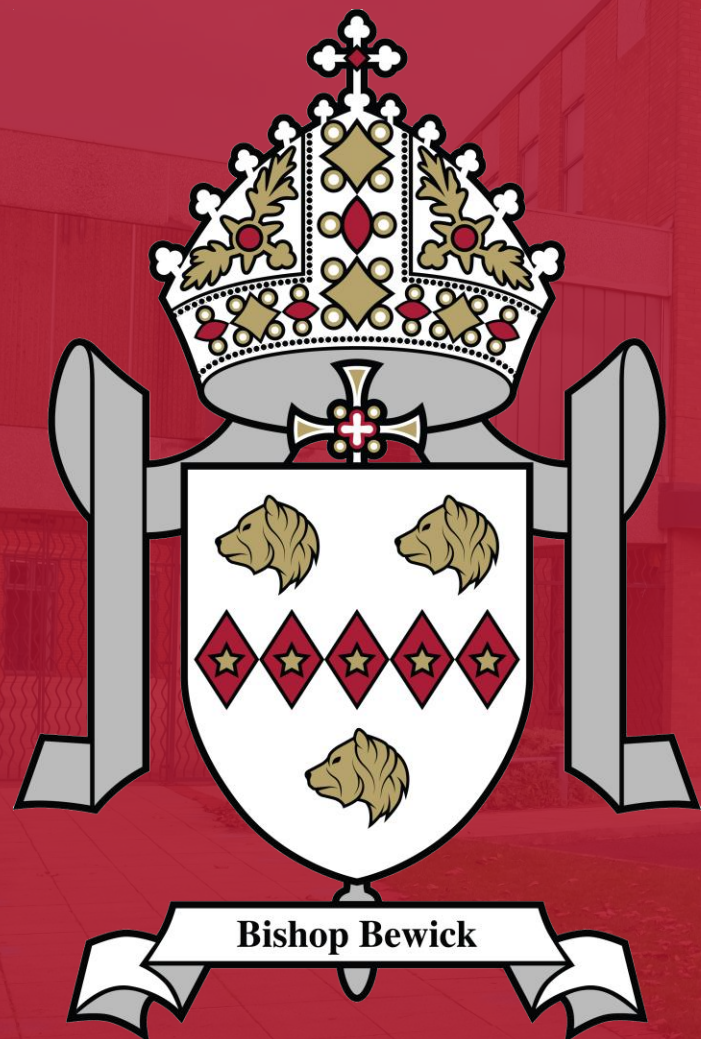
Catholic schools throughout the world share a commitment to helping parents bring up their children, encouraging reflection, prayer, religious commitment, and service to others. In this we are inspired by and faithful to the Gospel of Jesus Christ. We welcome those who are Catholic, from other Christian Churches, and those who belong to other faith or religious traditions or are of no religious tradition.

Anyone who wishes to teach or learn at a Catholic school, must come with an open mind ready to appreciate and learn from the Christian message and that of other traditions.



Why should you become part of a teaching tradition that is centuries

The Bishop Bewick Catholic Education Trust



St Cuthbert's Catholic High School is a proud member of the Bishop Bewick Catholic Education Trust (BBCET). The school joined the Trust on 1st December 2020.

BBCET is one of four Catholic Education Trusts in the Diocese of Hexham and Newcastle. Comprising 39 schools, five secondaries and 34 primary schools, BBCET includes all Catholic schools north of the Tyne and south of the Tweed.

As a member of the Trust, St Cuthbert's has access to a wider range of support and expertise to continue to develop and improve. Subject networks, high quality professional development and shared resourcing, ensure that we provide an education that can transform lives.

BBCET works to ensure that all of the children and young people in our schools experience the best education possible. The Trust is committed, as a community of schools, to come together and harness the very best of ourselves, to embed this fully and to support each other so that all schools thrive and learn.

We are one Trust, and we work as one Trust. However, our schools maintain their individuality, uniqueness, and a great deal of autonomy. BBCET encourages school leaders and staff to be creative and innovate to ensure that we provide the best practice available.

Each school brings skills, strengths, and talents. Each new member of staff joining one of our schools brings skills, strengths and talents. Working together we can enhance the work that we do, offering a great Catholic education to the children and young people that we serve.

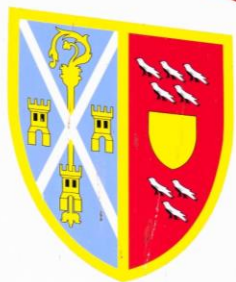
The history of St Cuthbert's is a cause for genuine pride. Academic achievements and sporting successes in abundance are on record. Our former pupils grace all the professions and make a very valuable contribution to the life of the Church in many parts of the world. On the 16th August 1881, the Right Reverend James Chadwick, Bishop of Hexham and Newcastle, entered the premises of 62-64 Westmorland Road, Newcastle upon Tyne, and proclaimed the opening of St Cuthbert's Grammar School. The school soon outgrew its central location. The search began for larger more suitable premises to the west of the city. Benwell Hill House, the home of the Westmacott family, came up for sale and was bought together with the grounds which extended to 28 acres. It was in July 1922 that the pupils of the school were told to report after the summer holidays to the new school on Benwell Hill. The new school was officially opened by Cardinal Bourne in September 1922.

In the 1950s, the school began a period of expansion. The curriculum was developed, and new subjects introduced. The site was improved with the refurbishment of one of the old buildings as a biology laboratory and a language laboratory in a classroom in the Old Hall. During this time, many new appointments to the staff were made, recruiting in the main from former pupils of the school as well as from others with different educational backgrounds and with experience in other schools. In the late 'seventies the provision for Catholic education in Newcastle was enhanced and St Mary's became a mixed school serving pupils from the east side of the city, and Sacred Heart and St Cuthbert's each formed single sex comprehensive schools serving the west and northern areas of the city.

In 2012, the school converted to Academy Status and on 1st December 2020, it joined the Bishop Bewick Catholic Education Trust. The school continues to strive for a balance of tradition and innovation. The school has a proud history and an exciting future.



Our History



ST CUTHBERT'S
— CATHOLIC HIGH SCHOOL —

WELCOME

ALL VISITORS PLEASE REPORT TO MAIN RECEPTION

***St Cuthbert's
today...***

Newcastle has grown, changed, and developed since the late nineteenth century and in 2024 is very different from the city of 1881. Newcastle has transformed itself into a cultural landmark and is now renowned for being the business, scientific, and social hub of the North East. While the maroon blazers of our boys' uniform and our school crest have remained unchanged since our foundation, St Cuthbert's today has transformed itself into a vibrant and dynamic school, reflecting the community it serves.

There are over 1200 boys on roll, the majority of whom join St Cuthbert's from one of our 13 feeder primary schools. However, the school also attracts boys from all over the city and beyond. The school community is inclusive and diverse. There are other 30 home languages and a global representation of different cultures and traditions. As the only comprehensive school for boys in Newcastle, we are uniquely placed to recognise and celebrate the unique value that an all-boys' education offers. We offer a safe place for boys to take chances, express their emotions and discover subjects such as the creative arts and classic literature. With gender stereotypes and gender distraction out of the picture, the boys can concentrate on their learning and on co-curricular interests. Some experts say that this lack of pressure and competition gives rise to more welcoming attitudes toward peers and the easier formation of lasting friendships. The boys describe the school as a 'brotherhood' and many of our boys form strong friendships that last well beyond their time with us.

St Cuthbert's benefits from an excellent, supportive and collaborative staff, both teaching and support staff. The exceptional co-curricular programme at St Cuthbert's is often cited by pupils as one of the school's greatest strengths. From basketball, football, and athletics to chess, board games and crochet, the opportunities for pupils and staff to be involved in, and enjoy, activities beyond the classroom are endless. The sheer number, the quality and the variety of sports, arts and clubs available are impressive. These numerous opportunities for the boys reflect the commitment and dedication of the staff.

We have an extensive school site of high-quality facilities where all teachers benefit from the privilege of their own classroom. Each department has its own area of specialist rooms and additional staff facilities. In 2024 we are beginning a period of expansion of facilities adding an impressive Dining Room extension, an additional multi use games area and 4G pitch to our already impressive facilities.

St Cuthbert's is a community that is always working to improve and to deliver the best possible outcomes for the boys in our care.

St Cuthbert's is enjoying a period of exceptional growth and development, and we are looking for talented people from all backgrounds with a wide variety of skills, interests, and opinions to join our inclusive and welcoming community. Everyone at St Cuthbert's is working to achieve our vision of 'forming great men'. We are seeking to achieve that aim by promoting scholarship, by delivering excellence and by inspiring and celebrating commitment to service, both within and beyond the school community.

This is an exciting opportunity for an industrious and conscientious practitioner join our strong pastoral team. The ideal candidate will have experience of working in a secondary school setting and experience of working as part of a team as well as working individually.

In 2024, Ofsted rightly recognised that 'pupils benefit from the school's vision of 'forming great men'. The successful candidate will help us to continue to help each boy to grow and develop. This is a varied and responsive role that supports our commitment to ensure that every pupil/student experiences a sense of 'belonging'. As a result, the postholder approachable, affable, and able to respond to the varied demands of the school day.

This is an opportunity to join an established and aspirational team in an impressive, all-boys Catholic School that has enjoyed a reputation as a centre of educational excellence for over one hundred and forty years.



The Role



The Role continued

Core Purpose	To provide support to the pupils and pastoral staff to ensure that the school Behaviour policies are implemented. To implement and monitor strategies to develop good behaviour in the school and the local community. To support and monitor pupils who access Alternative Provision ensuring successful reintegration with SCCHS. To provide effective support to the pastoral staff
Reporting to	Deputy Head: Pastoral and Assistant Head: Pastoral
Hours of Work	Monday – Thursday 8.30am – 4.30pm with ½ hour lunch Friday 8.30am – 4.00pm with ½ hour lunch
General	The following is typical of the duties the post holder will be expected to perform. It is not necessarily exhaustive and other duties of a similar nature and level may be required from time to time.
Main Duties	<ul style="list-style-type: none"> • to provide appropriate personal support and guidance for pupils in the target population and help to develop pupil self-esteem and personal qualities as part of a clear strategy and plan for individual abilities • assist with the co-ordination of the provision of work for suspended pupils and to monitor the work and progress of pupils accessing alternative provision • liaise closely with the pastoral leaders and the SENCO (Special Educational Needs Co-ordinator) in planning for the support of individual pupils for whom sanctions including internal exclusion and suspension are not leading to the required improvement on behaviour • to, in liaison with the Deputy Head (Pastoral) and the Assistant Head (SENCO) visit all pupils accessing alternative provision on a regular basis, to ensure they are positively engaging and achieving, providing detail feedback to key pastoral staff • to, in liaison with key pastoral staff support the transition of pupils from off-site direction back to St Cuthbert's and to actively support this process to ensure its success • to, in liaison with key pastoral staff support the transition of pupils admitted to St Cuthbert's via Newcastle City Council's Fair Access Protocol and the Local Inclusion Panel and to provide any interventions as necessary • to, in liaison with key pastoral staff, develop target small group intervention work to addressing presenting behaviours • to support existing small group intervention work with pupils whose presenting behaviours are preventing them from accessing the curriculum • to work with identified pupils who lack aspiration or direction and whose lack of engagement is acting as a barrier to their progress • to work with the Deputy Head and Assistant Head(s) Pastoral to review and evaluate relevant school policies

Main Duties & Responsibilities Continued	<ul style="list-style-type: none"> • to, in conjunction with pastoral staff, monitor the application of relevant school policies using information from the school's internal systems • support pastoral staff in responding to the immediate welfare and emotional needs of pupils • support pastoral staff in working closely with parents of particular targeted pupils • attend, as necessary, internal, and multi-agency meetings relating to particular targeted pupils • to attend Year 6 Summer Annual Summer School to help identify emerging barriers to effective transition from Year 6 pupils and work to remove these identified barriers • to, in liaison with key pastoral staff, provide targeted co-curricular opportunities and educational visits for identified groups of pupils • to provide targeted in-class support for pupils returning from alternative provision, off-site direction or presenting behavioural challenges • to provide supervision cover for the Savio Centre (support unit) and/or Damascus (internal isolation unit) in the event of staff absence
General	<ul style="list-style-type: none"> ▪ to promote and implement the school's Equality policy in all aspects of employment and service delivery. ▪ To assist in maintaining a healthy, safe and secure environment and to act in accordance with the school's policies and procedures
Child Protection	<ul style="list-style-type: none"> ▪ the postholder will have responsibility for promoting and safeguarding the welfare of children and young persons s/he is responsible for or comes into contact with.
Catholic Life of the School	<ul style="list-style-type: none"> ▪ to play a full part in the life of the school community, to support its distinctive Catholic vision and ethos and lead pupils to do the same ▪ to actively support BBCET and the school's corporate policies and aspirations ▪ to adhere to the staff professional code of conduct ▪ to comply with the School Health and Safety Policy and undertake necessary risk assessments



The Role Continued



The person

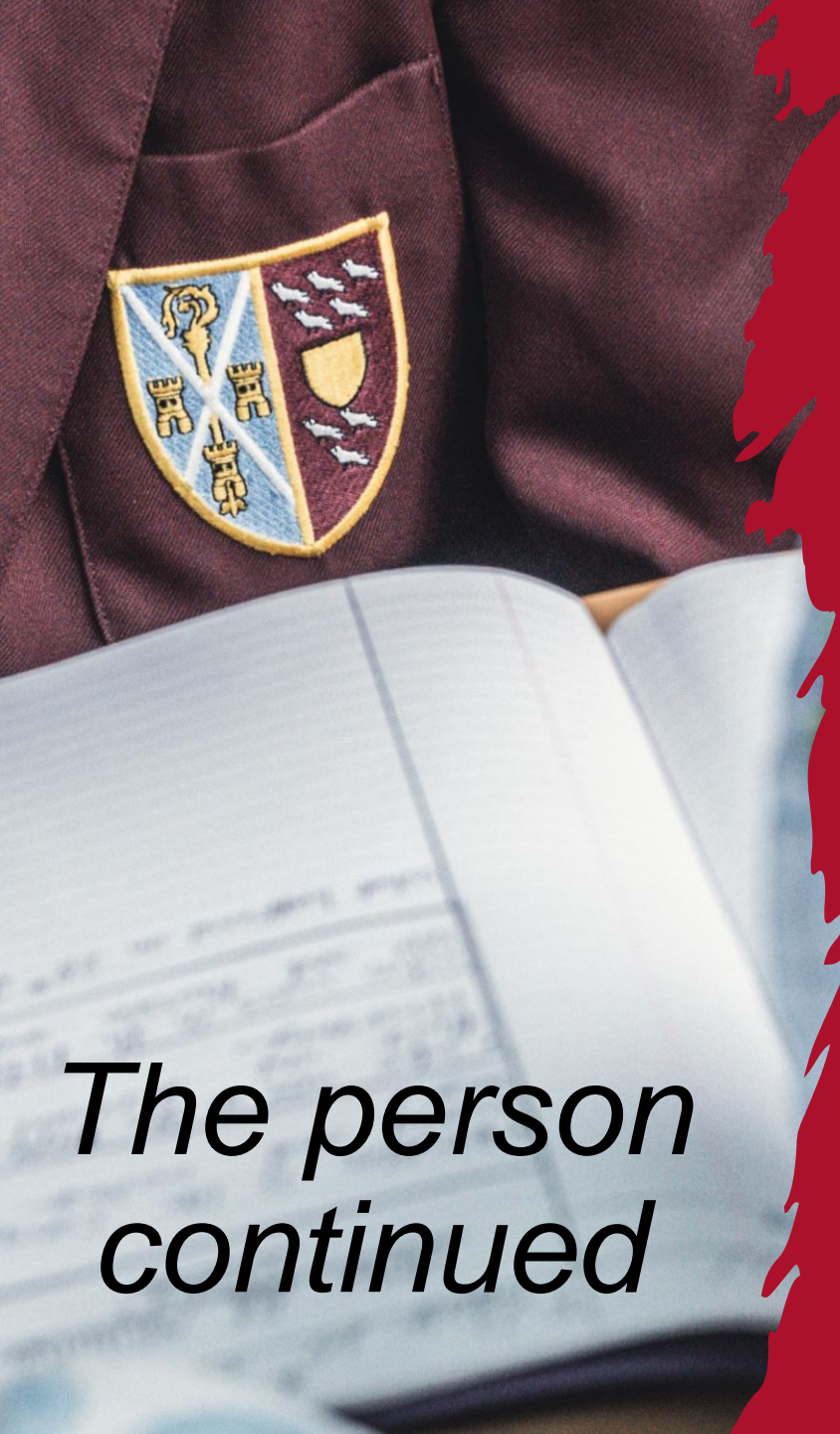
Source Key: A = Application Form, I = Interview, R = References, CC = Checking Certificates

Faith Commitment	Essential	Desirable	Source
a practising Catholic (fulfilling the requirements of the <i>Diocesan Briefing Note</i>)		✓	A/I/R
secure understanding of the distinctive nature of the Catholic school and Catholic education		✓	A/I/R
involvement in parish community		✓	A/I/R
Qualifications	Essential	Desirable	Source
sound educational background including GCSE's Maths and English (A* - C) or equivalent	✓		A/CC
relevant NVQ3 or relevant qualification	✓		A/CC
relevant Level 4 Higher Level Teaching Assistant Qualification		✓	A/CC
first aid qualification or a willingness to take such a qualification	✓		A/I
Skills	Essential	Desirable	Source
ability to motivate and encourage individuals and small groups of pupils under supervision	✓		A/I/R
ability to assess, record, monitor and report on the progress of learners	✓		A/I/R
excellent planning and organisational skills	✓		A/I/R
ability to work independently to organise own workload	✓		A/I/R
strong interpersonal skills	✓		A/I/R
highly motivated individual with an innovative approach	✓		A/I/R
problem solving and analytical skills	✓		A/I/R
ability to demonstrate engaging oral and written communication	✓		A/I/R

Experience and knowledge	Essential	Desirable	Source
experience of working with pupils who present with challenging behaviours	✓		A/I/R
experience of working with young people who are vulnerable and/or who have special educational needs	✓		A/I/R
an understanding of safeguarding issues	✓		A/I/R
an understanding of the principles of child development and learning processes	✓		A/I/R
an up-to-date knowledge and understanding of the practices and procedures within SEND relating to the welfare, safety and education of pupils	✓		A/I/R
experience of delivering to deadlines and achieving set targets to a high standard	✓		A/I/R
experience of allocating and prioritising workload effectively to gain maximum productivity	✓		A/I/R
strong IT skills including Microsoft PowerPoint, Excel, Word and Outlook	✓		A/I/R
experience of delivering intervention to small groups of pupils or on a one-to-one basis	✓		A/I/R
an understanding of the current provision for pupils with special educational needs and current developments in SEND	✓		A/I/R
experience of developing student profiles		✓	A/I/R
experience of working collaboratively with parents to secure better outcomes for pupils	✓		A/I/R
evidence of working with outside agencies linked to school		✓	A/I/R
experience of working in a school environment	✓		A/I/R
experience of working with confidential information		✓	A/I/R
awareness of current issues in education		✓	A/I/R



The person continued



The person continued

Personal Qualities	Essential	Desirable	Source
ability to make effective decisions	✓		A/I/R
ability to work accurately and methodically	✓		A/I/R
excellent time management	✓		A/I/R
ability to remain calm under pressure	✓		A/I/R
flexible	✓		A/I/R
good team player	✓		A/I/R
willingness to undertake further training	✓		A/I/R
full driving licence	✓		A/I/R
appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: <ul style="list-style-type: none">▪ motivation to work with children and young people▪ ability to form and maintain appropriate relationships and personal boundaries with children and young people▪ able to work in partnership with other agencies	✓		A/I/R
Confidential References and Reports			
only written references will be considered			
references will confirm professional and personal knowledge, skills and abilities as referred to above			
positive recommendation from current employer required			
<p><i>This job description is current at the date shown, but, in consultation with you, may be changed by the Headmaster to reflect or anticipate changes in the job commensurate with the grade and job title. Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified and, therefore, this specification is not exhaustive. All employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers. In the best traditions of Catholic education, we seek to 'welcome the guest as Christ himself, for He will say 'I was a stranger and you made me welcome' (Rule of St Benedict) and we recognise the intrinsic value all people. St Cuthbert's Catholic High School will endeavour to make any necessary reasonable adjustments to the job and working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.</i></p>			

Our commitment to safeguarding

Any offer made to a successful candidate will be conditional upon relevant pre-employment checks, including:

- two satisfactory references, one of which must be from your most recent employer
- proof of identity, address and right to work in the UK
- verification of relevant qualifications
- candidates who have worked or been resident overseas for three months or more within the last five years will be subject to criminal record checks from the relevant jurisdiction(s)
- confirmation that the applicant is not named on the Children's Barred List, administered by the DBS
- a satisfactory enhanced disclosure from the DBS. The applicant will be required to complete the application form for an Enhanced DBS Check and start dates will be delayed if a result is not received
- candidates in managerial roles will be subject to a Prohibition from Management check.

Diversity: St Cuthbert's Catholic High School and the Bishop Bewick Catholic Education Trust are fully committed to the principles of equal opportunity, diversity and inclusion. The Bishop Bewick Catholic Education Trust does not discriminate on the grounds of sex, disability, age, sexual orientation, marital status or racial ethnic or national origin and applications are welcome from a diverse range of backgrounds. As a Catholic school and an apostolate of the Roman Catholic Diocese of Hexham & Newcastle preference may be given to a practising Catholics.



Key Information



N6 £31,586 – £34,314 (Actual pro rata salary £27,121 – £29,464)



If you wish to visit us or to arrange an informal conversation about this post, please contact Lynn Anderson on 0191 274 4510 or by emailing recruitment@scchs.org.uk



The closing date for applications is **9.00am Monday 9th December 2024**.
(Interviews will be held on a date to be confirmed.)



The successful candidate will be contacted by telephone in the first instance and the appointment will subsequently be confirmed in writing. Unsuccessful candidates will be notified by telephone and by email; we will be willing to provide a debrief on request.



Application Process

Apply

Candidates should complete our Catholic Education Service Form which includes details of key achievements and experience. Completed forms should be returned to recruitment@scchs.org.uk

Shortlist

The hiring team will short-list the candidate based upon the information provided at application. Applicants will be assessed against the specifications provided. Those who best fulfil the criteria will be invited for interview.

Interview

The short-listed applicants will be invited to attend an interview. The interview process will consist of a variety of tasks to showcase your skills and experience.

Offer

The successful candidate will be made an offer as soon as is practicable after the interview date. Offers will be conditional, subject to satisfactory pre-employment checks.



forming great men



St Cuthbert's Catholic High School, Gretna Road, Newcastle-Upon-Tyne, NE15 7PX
Tel: 0191 274 4510 Email: admin@scchs.org.uk
www.scchs.org.uk



St Cuthbert's Catholic High School is a member of the Bishop Bewick Catholic Education Trust. The **Bishop Bewick Catholic Education Trust**, is a company limited by guarantee registered in England and Wales. Company Registration No. 7841435. It is an apostolate of the Roman Catholic Church under the episcopal jurisdiction of the Bishop of Hexham & Newcastle. **Registered Office:** Fenham Hall Drive, Newcastle upon Tyne, NE4 9YH