

History Teacher



St Mary's School
CAMBRIDGE

September 2024

St Mary's School
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Welcome from the Head

Thank you for showing interest in this role at St Mary's School, Cambridge.

We are an independent day and boarding school for girls aged 3 to 18. We have a school roll of over 600 students. Approximately 10% of the students are boarders. Reflecting the cosmopolitan community of Cambridge, on average 25% of students originate from overseas, from 30 countries.

The School offers a secure and welcoming learning environment for girls: we are delightfully situated in the heart of the academically renowned and culturally vibrant city of Cambridge. The Junior School is adjacent to the famous backdrop of Coe Fen, and the Senior School and Boarding House overlook the University of Cambridge Botanic Gardens.

Cambridge is an outstanding place to live and work. As a university city, Cambridge has the cultural advantages of a much larger settlement but with a population of approximately 145,000, it is a safe, clean and attractive location. The city has an international reputation owing to its world ranking university and the school benefits from its proximity to the digital and enterprise communities in the various high-tech science parks and enterprise hubs. We are within easy travelling distance of London, less than an hour by train and a short hop from London Stansted Airport.

There has been major investment in new facilities at the School over the past decade: a new Junior School; a new Sixth Form Centre; new provision of Art & Photography; the creation of our Science Hub; and our new boarding facility, Mary Ward House. We have developed our sporting facilities through an ambitious collaboration with Homerton College, University of Cambridge and have invested in a new boat house in a joint partnership with City of Cambridge Rowing Club and Homerton College. We are proud to be opening our Mary Ward Educational Suite in January 2024 which will provide new state of the art teaching spaces.

High quality facilities are only as good as the people who work in them, so we invest heavily in our staff, who we know are our greatest asset. We encourage staff to develop themselves through training and facilitate bespoke CPD opportunities for all.

Above all, St Mary's School, Cambridge is a very happy place. We have an excellent local reputation for being very friendly and nurturing, and yet ambitious, for the young women in our care, enabling strong progress to next steps at university, the world of work or a gap year. Our girls are genuinely delightful, the teachers and support staff are exceptionally dedicated; we are a very close-knit, loving, joyful and purposeful community.

St Mary's really is a warm and welcoming environment for all staff, whatever their role, and we look forward to receiving your application.

Charlotte Avery

The St Mary's Approach

We are proud to be a Christian school in the Catholic tradition and founded on the principles of our 17th century foundress, Mary Ward, our vision is that 'By God's grace, women in time will do much' (Mary Ward 1585-1645). The challenge for women is not over, and whilst there are now more opportunities for 'women to do much' there are still considerable barriers and so our work continues via our mission to develop curious, creative and compassionate young women with the aspiration, confidence and integrity to shape a better world for the common good. Our approach is based on the core values of Freedom, Joy, Justice, Love and Truth and we live these values in school through our HEART habits of

H – Hard work	We show perseverance and sustain focus.
E – Empathy	We are kind, joyful, generous, value friendship and celebrate diversity.
A – Adaptability	We adjust to difficult situations, are open minded, discerning and take calculated risks.
R – Responsibility	We act justly and strive to uphold truth and lead by example.
T – Thoughtfulness	We are creative, reflective, attentive, show gratitude, hear others and disagree well.

Our unique approach to education fosters a love of life and of learning, while growing the academic curiosity and spiritual wellbeing of each individual girl so that they can look beyond themselves and enter adulthood aspiring to be more and to give more, not just to have more. We warmly welcome girls, and staff, of all Christian denominations and other faith and secular backgrounds to join our thriving community.

This year the school celebrates its 125th anniversary. Building on our 400-year tradition, St Mary's School, Cambridge belongs to an international network of approximately two hundred Mary Ward schools.

Innovative Learning at St Mary's

We empower all our students to aim high. As an accredited High Performance Learning World Class School there has never been a more exciting time to join our team.

High Performance Learning (HPL) is a research-based, pedagogy-led philosophy that responds to our growing understanding of human capability. It sees all students as potential high performers who are not limited by 'ability'. HPL makes the goal of high performance the expectation for all students and uses a unique teaching and learning framework to systematically grow minds and develop the cognitive skills, values, attitudes and attributes needed to reach success.

Here at St Mary's, we are proud to be developing our own approach to HPL and welcome applications from like-minded colleagues who are ambitious for their students and committed to research-based approaches to teaching and learning.

For further information please visit <https://www.highperformancelearning.co.uk/>

Digital St Mary's

St Mary's is a digital school which supports the School in its goals through

- developing a community of staff and students which learns in, responds to and engages with an ever-changing digital world;
- preparing students for their future by giving them the confidence to work in a digital environment;
- establishing creative teaching and learning environments;
- employing teaching staff who are trained and supported to be technologically and digitally skilled.

All members of St Mary's work digitally using Microsoft 365 as a platform. All students in the Senior School and Sixth Form have access to an individual device (Microsoft Surface Pro) which are used extensively in lessons and for home learning.

Job Description: HISTORY TEACHER

Reporting to:	Head of History
Hours of Work:	Full-time
Salary:	£28,939 - £40,841 FTE (dependent on experience)
Direct reports:	none

Department Summary

The History department is a forward thinking and creative department committed to supporting students to progress beyond their current level of attainment, moving them on to reach their full potential. We work collaboratively. Dedicated to innovation, the department is always looking to try new pedagogical approaches. History has a high take-up at GCSE, with excellent results both at GCSE and A-Level. The department is a leader in the introduction of High-Performance Learning across the school. The department has a whole school role, leading assemblies on a range of historical topics.

At Key Stage 3 we teach our own courses using the Kerboodle e-textbook. We are dedicated to delivering both a skills-based and content-based curriculum appropriate to our students' needs and interests. Students at Key Stage 3 also develop their independent learning skills through coursework projects on topics such as 'How powerful were Medieval Women?'.

At Key Stage 4 we teach Pearson Edexcel IGCSE.

Our units of study are:

- Germany: The Development of Dictatorship, 1918-45
- A World Divided: Superpower Relations, 1943-72
- The USA 1918-41
- Diversity, Rights and Equality in Britain, 1914-2010

At Key Stage 5 we teach the OCR A Level syllabus.

Our units of study are:

- England 1547-1603: The Later Tudors
- The Cold War in Europe, 1941-1995
- Civil Rights in the USA, 1865-1992

Students write a topic-based coursework project from a range of topics including the Reign of Henry VIII, Life in Nazi Germany, and Life in Stalin's Russia.

Currently the department comprises of three teachers: Dr Andrew Flint (Head of Department) and Mrs Kate Latham (Assistant Head: Enrichment and Partnerships). This vacancy is for the third member of the department.

Key Responsibilities for a teacher

KEY AREAS	PROFESSIONAL DUTIES AND RESPONSIBILITIES
Teaching & Learning	<ul style="list-style-type: none"> • Planning and preparing courses and lessons • Teaching, according to the needs of each student • Assessing, recording and reporting on the development, progress and attainment of students • Setting high educational standards for every student within the classroom • Promotion of the general wellbeing of classes and the individual students within these • Provision of specific subject related guidance and advice to students on further education and future careers, including information about sources of more expert advice on specific questions and university/work experience interview practice • On school systems, keeping records of and writing reports on the academic progress and needs of students • Ongoing self-review of your methods of teaching and programmes of work • Where appropriate, moderation of non-examinable assessments, including Extended Project Qualification or other project based qualifications • Setting of cover work when absent, when appropriate to do so
Safeguarding & Pastoral	<ul style="list-style-type: none"> • To promote and safeguard the welfare of students at all times • To comply with the Safeguarding and Child Protection Policy of the School, and ensure that any concerns relating to the safety or welfare of children are reported to the appropriate person • Maintaining good order and discipline among the students when they are engaged in authorised school activities elsewhere • Maintaining student health and safety • Liaising with the Head of Boarding, the Heads of Year, tutors and the nurses regarding the welfare of students • Keeping records of and writing reports on the personal and social needs of students • Tutor duties including one-to-one meetings with tutees, attendance at assemblies, registration of the attendance of students and supervision of their attendance, organising form prayers and delivery of PSHEE, whether these duties are to be performed before, during or after school sessions
Enrichment & Extra Curricular	<ul style="list-style-type: none"> • Participation in the enrichment programme as part of timetabled lessons • Participation in the extra-curricular programme, both within the department and for the whole School, outside of timetabled lessons
Professional Responsibilities	<ul style="list-style-type: none"> • Adherence to the Staff Behaviour Policy of the School at all times • Participation in an induction programme • Attendance of all INSET meetings and completion of relevant training • Communication and consultation with parents • Communication and cooperation with persons or professional bodies outside the school, • Participation in meetings arranged for any of the purposes described above • Attendance at Briefings, Parent Evenings, and Open Events, or any other events reasonably required by the School • Participation in meetings at the school which relate to the curriculum for the school or the administration or organisation of the school, including pastoral arrangements • Participation in reviews and appraisal of your performance and that of other teachers, where appropriate • Participation in arrangements for further training and professional development including those aimed at meeting the needs identified in performance objectives or in appraisal statements • Teachers will be required to be available for cover as indicated on the reserve list but also at other non-contact times as the need arises • Assist with invigilation, as required • Participation in administrative/organisational tasks related to duties around the school • Other related duties as directed by the Headmistress, senior leader or line manager

Person Specification

SPECIFICATION	DETAIL
Qualifications	<ul style="list-style-type: none">• Undergraduate Degree in relevant area• PGCE, QTS or equivalent desirable• Further professional qualifications associated with this role
Qualities and Attributes	<ul style="list-style-type: none">• Commitment to academic excellence• Ability to work effectively in a team• Excellent organisational skills and attention to detail• Ability to communicate articulately and confidently with all stakeholders• High levels of personal and professional responsibility and integrity• Resilient, flexible and responsive to challenge• Prioritise deadlines and work under pressure• Self-motivation, enthusiasm and approachability• Good rapport with students, colleagues and parents• Appropriate levels of personal presentation
Experience, Knowledge and Skills	<ul style="list-style-type: none">• Excellent secondary school classroom practice• Confident use of ICT• Effective planning, teaching and class management• Preparing and sharing teaching resources• Motivating and inspiring students• Creative and innovative in teaching and learning• Commitment to improve, monitor and self-evaluate teaching and learning• Involvement in all elements of school life including enrichment activities• Commitment to best practice in pastoral support and student welfare• Promotion of safety and wellbeing of students
Personal Values	<ul style="list-style-type: none">• Commitment to the ethos of the school• High expectations for student attainment and conduct• Commitment to own personal development• Commitment to a culture of continuous improvement• Readiness to contribute to the whole school when required

Child Welfare and Child Protection Issues

The interview for this post will include exploring issues relating to safeguarding and promoting the welfare of children including:

- motivation to work with children and young people;
- ability to form and maintain appropriate relationships with children and young people;
- emotional resilience in working with challenging behaviours;
- attitudes to the use of authority and maintaining discipline.

Any relevant issues arising from the take up of references will be discussed at interview. The school is an equal opportunities employer. We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. Successful applicants are subject to an Enhanced Disclosure and Barring Check.

Benefits

At St Mary's you will enjoy an exceptional career and comprehensive benefits including a contributory pension scheme, 33% discount (pro rata for part-time staff) on school fees, BUPA cash plan, an occupational sickness scheme, free lunches and refreshments, a season ticket discount and much more.

Process

Application is welcomed by completing the Application Form and Equal Opportunities Form which can be found on the Vacancies page of our website. This may be accompanied by a covering letter and a curriculum vitae. We are unable to accept applications supported by a CV alone.

Interviews will be conducted in person, and they will explore candidates' suitability to work with children. Candidates are required to bring with them the necessary ID documentation and any relevant qualification certificate(s), all of which must be originals. Further information of the interview format will be provided if you are shortlisted for interview.

If you have any question, please contact the HR Team by email: hr@stmaryscambridge.co.uk or call: 01223 353253.

Closing date: 0900 Monday 29th January 2024

Interview date: from 0800 Friday 9th February 2024

We will review applications on receipt. Suitable candidates may be interviewed before the closing date, and we reserve the right to withdraw the position if an early appointment is made.

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