



St John Fisher
Catholic High School

Assistant Headteacher (Behaviour)

Additional Information

St John Fisher Catholic High School has seen rapid improvement in recent years and is now well on its way to being judged outstanding. The journey has been steady but continuous and we now find ourselves in a position where we have the basics in place, are performing well and are able to consider additional support and provision for our students.

We are strong on structures, systems and processes and what we have in place now is working very well. Therefore we are looking to sustain and further develop our leadership rather than implement a different approach. Within the current structure, the senior leadership team comprises myself and the business manager, two deputies, and three assistant heads responsible for Sixth Form, Curriculum, and this Pastoral position. We appreciate that applicants who wish to proceed to a deputy headship will wish to gain experience in more than one of these roles and so are committed to making this possible over time. We are committed to providing relevant professional development and support for all staff.

The role concerns leadership of the pastoral system and in particular, behaviour and attendance. Our practices and processes have evolved over several years and are now effective and embedded. Behaviour in the school is good, supported by our Behaviour for Learning policy. The school is orderly and calm, especially during lessons. A system of consequences is used in class with the ultimate (C4) resulting in removal from lesson, leading to an after school detention the following day. SLT run a lunchtime detention for students who arrive late to a lesson. A full-time Seclusion Manager operates a seclusion room for students who have been removed from lessons on three occasions, or who have done something more serious. Exclusion is used for more serious offences such as swearing at staff or assault.

Complementing this is a Rewards Policy. Students are able to gain merits and save them during the year towards a selection of rewards, including a trip. House Colours and Half-Colours are awarded for meeting certain criteria, we have Learning Leaders, House Ambassadors, House and School Councils, and other student leadership opportunities. Sixth Form students act as mentors to younger students and are employed as lunchtime supervisors. Not all of these roles are currently within this vacancy but I hope that listing them helps to give a summary of the extent of our provision. Neither is the list set in stone.

Attendance monitoring is as strong as behaviour monitoring. Sound systems are in place, including weekly meetings between pastoral staff and the local authority Attendance Officer. I will not list here the range of processes that are used depending on each student's attendance, but suffice it to say that they are effective. Punctuality is equally picked up with students who arrive late in the morning – who are not on site when the bell rings – being collected for detention at the end of the same day. Lateness to a lesson has been mentioned above.

The pastoral structure of the school is arranged vertically with each student in one of four houses, each named after a place associated with John Fisher (Beverley, Cambridge, Rochester and Westminster). Each House has a Head of House (a teacher) and a Student Support Officer (SSO). There is an additional SSO for the Sixth Form but oversight of those students is with another Assistant Headteacher. Each House has its own charity, council and student leadership positions. Each has a weekly assembly taken alternately by the Head of House or a member of SLT, or our Chaplain. Activities are provided by the Heads of House for the other mornings each week. A fortnightly Inclusion Forum is held for each House, chaired by this post holder, at which students causing concern are discussed and monitored. Line management of the four Heads of House and their SSOs is part of this role.

As a member of the senior leadership team you would take a share in delivering assemblies and attending governor meetings. Although there is no requirement for you to be a Catholic, you will be expected to support the school's Catholic ethos and rich cultural diversity. Currently our students are 50% Catholic, 20% Muslim, and the remainder mainly from other Christian denominations.

A key aspect of the school's improved performance has been the unrelenting focus on the quality of teaching. For some time now we have sustained a situation where over 80% of lessons are judged good or better. We are therefore looking to appoint an outstanding teacher to this position and interviewees will be asked to teach a lesson.

There are 800 students on roll, including Sixth Form, and just over half have English as an additional language. Student turnover is higher than national and many do not have Key Stage 2 data. We operate a four-period day on a two-week timetable. We are fully staffed and the size of the school enables the whole staff to meet daily for a briefing: we pride ourselves on knowing both staff and students well. The school was rebuilt in 2009 so our facilities are modern and in good order.

There is additional information about us on our website and you may also like to view the (many) Ofsted reports on their website: the most recent inspection was October 2017 and judged us to be Good. The corresponding Section 48 (Diocesan) inspection judged us to be Outstanding. Additional information will be available for those applicants invited to interview but if you have further questions at this stage please do ask them.

The best way to judge a school is to see it for yourself so you are encouraged to visit during the day when we are in session. Please ring my PA, Angela Goulding, on 01733 355505 to make an appointment. Please note that it will not affect your application if you are unable to do this.

We hope that you are encouraged to apply and look forward to hearing from you by 28 June. We plan to interview in the week commencing 4 July.



Kate Pereira
Headteacher