

Dear Applicant

Thank you for your interest in joining us at St. Paul's. I know that the decision about whether to invest time in making an application for a post is a difficult one, especially if you do not know very much about the school. I will try, therefore, to give you something of the flavour of St. Paul's and I hope you will apply to join us here. St. Paul's is a happy and increasingly successful school. Our highest priorities are the quality of teaching and learning at St. Paul's and the care of the pupils here. We have a clear sense of direction. We are currently working across all areas to develop the skills and talents of pupils as learners, as well as exploring the qualities that we seek to develop in our pupils. We offer a broad and balanced curriculum and we have developed a 5 year curriculum from Year 7 to Year 11 to enable pupils to make excellent progress during this time. We are also developing the use of ICT in the learning process, both within the classroom and the use of the learning platform. Since 2016 we have concentrated on promoting academic excellence at St. Paul's, as well as reinforcing our status as a Catholic and fully inclusive School. The key messages during this time have been:

- St. Paul's is a Catholic school in which we achieve academic excellence and where we love, serve and do the best that is possible

We are committed to providing a holistic education where pupils can achieve the highest academic standards, ensuring that they are well known as individuals and that their unique personality, talents and gifts are nurtured and developed to the full. In practice, this has meant that we have focused on the following priorities:

- Excellent examination outcomes
- Impeccable behaviour
- Outstanding teaching and robust intervention
- The widest possible range of high-quality extra-curricular experiences for all pupils

We have also worked hard to develop the skills of leaders at all levels, ensuring that they can reflect and articulate at a high level. This has had a significant impact over the last four years. There has been a substantial improvement in the holistic quality of education that we provide at St. Paul's. Our pupils are becoming active participants in their learning and behaviour is generally impressive in lessons. Our systems have been reviewed and refined to ensure that they are robust and efficient, maximising the impact on pupil outcomes whilst ensuring that they are manageable for staff within the context of reducing workload. We aim to continue to transform our school so that St. Paul's continues to be the very best school that it can possibly be for the good of the pupils in our care. Our current focus, underpinned by our commitment to achieving academic excellence, is on three areas: articulating ambition, ensuring engagement and reflecting on impact. We all, including myself, know that we can always learn more about, and improve, our craft of teaching and our understanding of the learning process. We spend time as groups of professionals in departments and as a staff on training days

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working towards this. We are committed to the development of teachers through our work as a Training School in partnership with the Tommy Flowers Scitt. We have developed an extensive CPD programme and most of the training at St. Paul's is led by staff from within the school. We support each other and learn from each other. Our mentoring scheme for staff helps us to reflect and improve, and the personal and professional development gained has helped many staff to move to promotions within St. Paul's or elsewhere. You will be part of a friendly and committed group of people who have the interest of the pupils at heart. We try to increase the support to help you do your job and changes in recent years have seen an increase in administration support, a laptop loaned to each teacher, and the provision of offices for departments. Relationships between staff and pupils are very good and parents are very supportive of our work. This is the case because teachers are actively interested in the progress and care of pupils. They want pupils to do as well as they can and most pupils respond positively to this interest. There is a mentoring system for all pupils through which challenging targets are set and help is given to achieve them. Our approach means that we can emphasise academic excellence and acknowledge effort. We also see each pupil as an individual and ensure that the most vulnerable are not lost in the system.

Our most recent Section 5 Ofsted Inspection judged the school to be good with outstanding features. Personal development, behaviour and welfare were judged to be outstanding. Ofsted said: "Pupils are extremely supportive and caring of each other. They are fiercely proud of their school and live up to the school's inspiring values and ethos." We were delighted by the findings of the report which were confirmed during a Section 8 inspection in November 2019. We have now begun our journey towards outstanding. Catholic school inspections always come in pairs so I would also encourage you to read our Section 48 Ofsted inspection which took place in June 2019 and which can be found on the school website.

St Paul's is a Catholic school and some staff are Catholics, some are practising Christians but all are supportive of the way in which we work. I know that if you are not a Catholic you may be wary of applying! Please do not let this be a barrier. If you are committed to the care and success of pupils and working in a setting where the values of forgiveness, concern for others and respect for each person are important then you share the core values of the staff at St. Paul's. We benefit collectively from the generosity of spirit of all staff and most pupils here! I look forward to receiving your application but if you would like to discuss any aspect of the school before you apply please contact me.

Yours sincerely



Jo-Anne Hoarty

Headteacher

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