



# St Augustine's

PRIORY

'Our Girls Will Change the World'

CATHOLIC INDEPENDENT SCHOOL FOR GIRLS AGED 3-18



## Applicant Information

### Teacher of History

*'The quality of pupils' academic and other achievements is excellent'*

ISI Inspection Report - November 2021



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### Letter from Headteacher

Dear Applicant,

Thank you for the interest you have shown in the post of Teacher of History at St Augustine's Priory and welcome to our inspirational school! Our priorities are to deliver excellence in all aspects of school life and for each of our pupils to live out our mission of "our girls will change the world."

The position of Teacher of History is an exciting opportunity to work in an established department bringing new ideas for all the students in our school.

St Augustine's Priory is a leading Catholic, independent day school for



girls aged 3-18 (with boys in the Nursery). The four parts of the school (Pre-Preps, Preps, Seniors and Sixth Form) are located on the same site. We are an all-through school, and it is an enormous benefit to girls and parents that pupils who join us in the Prep School can move seamlessly up with us through to the Sixth Form years. As a Catholic school we hold the care of the whole person as central to what we do.

In November 2024, we were inspected by the Independent Schools Inspectorate (ISI) in which all the standards were met in both Educational Quality and Personal Development, and we were shown to be committed to the highest standards in student safety, welfare and wellbeing. Inspectors noted the high level of mutual respect throughout the diverse school community, and the inclusive environment for pupils of all faiths. They also commented on the high levels of challenge, critical thinking and problem-solving skills and the methods of teaching which excite and engage pupils – with the delivery of our curriculum empowering

pupils with a love of learning, a key feature of our mission statement. Our most recent Diocesan inspection (June 2023) graded us “outstanding” in all areas and the Good Schools Guide refers to us a “quietly brilliant.”

We have been in Ealing for over one hundred years and represent a continuity of expertise in educating women of the future. Our founders were exceptional, visionary women who strove to offer girls the best education possible, often in the most extraordinary of circumstances. We continue in this tradition and take great pride in the generations of staff and of families who continue to work and study here. Our examination results are outstanding, with exceptionally high value-added scores, and we pride ourselves on instilling in girls a love of learning and an alternative way of thinking. We offer a broad and varied curriculum with rich opportunities for personal development throughout the whole school, incorporating active community participation.

Our pupils know that they are not defined by their grades and are valued and loved for who they are in the round. They also know we are preparing them to be people of courage and determination, agents of positive change through their words and actions. Pupils are blessed with 13 acres of green space, unique in the heart of London and we have ambitious plans for continued development of the facilities. Our Farm, Forest School, Meadow, Astro-turf, Indoor Hall and Open-Air Theatre, all utilise the natural setting and pupils love the physical freedom offered by our beautiful grounds.

Girls are assessed on initial entry and move automatically through to the Senior School. External candidates who join us at 9+, 10+, 11+, 13+ and 16+ sit entrance examinations. Scholarships and Exhibitions are highly sought-after and are available in a wide range of disciplines, showcasing the breadth of opportunity at the school.

We pride ourselves on professional development for staff and provide support for post-graduate programmes including Masters degrees and NPQSL (National Professional Qualification for Senior Leadership). Staff enjoy numerous opportunities for progression and developing different areas of their expertise, modelling life-long learning. Members of the Senior Leadership Team have moved onto Headships and Bursar roles at prestigious schools.

We warmly welcome candidates from a range of backgrounds and the school and governors are committed to a diverse and inclusive community. Please contact Mrs Audrey Stringer (HR & Compliance Officer) at [hr@sapriory.com](mailto:hr@sapriory.com) if you have any questions.

Yours faithfully



Mrs Christine Macallister BA ACA  
Headteacher

## Mission Statement

We are an all-through, inclusive Catholic girls' school with boys in the Nursery. As a girls' school we are committed to preparing girls for lifelong effectiveness and success. As part of their journey, girls will learn of intellectual risk-taking and emotional strength, reflection and self-knowledge, persuasiveness and team building as well as a cultural curiosity for an enriched enjoyment of life.

In our stunning 13 acres of grounds, girls have a physical freedom unique in central London. We aim to instil in them the emotional freedom to grow intellectually and spiritually and to understand the truth about themselves, others and our complex world. We will give them the courage to be ambitious and compassionate and we will provide a secure, happy and nurturing community in which to explore all of the above.

To this end we seek, develop and retain the best teachers who value well-being and the individual progress of each girl as much as they are relentless in their pursuit of academic excellence. Their goal is life-long success for each girl and they set the pace of energy and dynamism within which the girls flourish.



## **A letter from the Head of History**

Dear Applicant

Thank you for your interest in the post of Teacher of History

History at St Augustine's is very strong and this is an excellent opportunity for the right, ambitious candidate to advance an already successful department. This is a school which values professional development and there are many ways in which the right candidate will be able to contribute to the wider strategic aims of the History department and the School as a whole.

The successful candidate will join a friendly and supportive team of enthusiastic teaching professionals. We pride ourselves in our exceptional results at iGCSE with recent cohorts achieving between 66%-85% grades 8+9.

The A Level results are also outstanding, achieving 100% grades A\*-B in the past 3 years. Students have secured place at university to study courses such as; History, History + Archaeology and Politics & International Relations.

We believe that the teaching and the study of History and Politics strengthens students' capacity for imagination and empathy, towards a variety of societies and social groups. We also aim to develop and harness their curiosity and interest in events and the people whose decisions and actions contributed to them. It is also increasingly relevant in our society to equip students with skills required to detect falsehood and misinformation, encouraging healthy scepticism and an evaluative approach to sources of information. We aim to create an environment which provides students with confidence to put forward their judgements based on evidence, whilst appreciating that historical conclusions and explanations are often provisional, partial or controversial. We ensure that lessons are varied with good pace to provide a stimulating environment for historical enquiry and enable all students to learn and achieve.

At St Augustine's we celebrate diversity and endeavour to provide opportunities for exploring the living past through students' own history, that of their families and their own cultures both within and outside the classroom. In addition, we feel it is important to enable students to trace the development of cultures other than their own, so they acquire an understanding of people who do not share their own values and background. We encourage wider reading and a love of learning for its own sake, so that the girls develop their own hinterland beyond the curriculum as well as enabling them to grapple with the rigorous demands of examinations.

Our small class sizes at Key Stages 4 and 5 enable us to give a more personalised learning experience. This, in turn, enables girls to gain confidence and life-long learning skills resulting in grades well above their expected targets.

If you would like to work in a friendly, dynamic, forward-thinking team then you should apply for this exciting opportunity. We strive for each pupil to enjoy learning and achieving their very best in public examinations.

There is a separate application form and applicants should pay particular attention to its accurate completion. I also enclose some information about the School.

Should you have any further queries please do not hesitate to contact the School. You are also welcome to arrange a preliminary visit to the School at a mutually convenient time.

I trust this brochure will be informative and helpful in making the decision to apply for this post, and I look forward to receiving your application.

Ms P Trybuchowska (Head of History)

Mr P Murphy (Head of Social Sciences)



## **Our History Department**

### **The Team**

The History department team is composed of:

Head of History

Two History & Politics Teachers

History is taught in the Juniors

### **Information by years**

Age 11- 18

The girls are taught in mixed ability classes in Year 7-Yr 9 (the first three years of Senior School). During Yr 9, pupils select their GCSE Options. In Years 10 and 11 girls continue to be taught in mixed ability groups.

### **KEY STAGE 3**

(Year 7, Year 8 and Year 9)

We take a broadly chronological approach to British History, whilst also examining themes such as change and continuity, cause and consequence, difference, significance and interpretation. In Year 7 we focus on the Medieval period investigating the Norman Conquest, its impact, as well as medieval life, dramatic protests and events such as the Peasants Revolt and Black Death. In Year 8, we continue the narrative of British History by studying the dramatic changes of the Reformation, including Elizabethan England. We then broaden our focus towards a more international approach by studying the introduction, development and abolition of transatlantic slavery. This continues in Year 9 (Upper IV) when we study aspects of the British Empire, focusing on British rule in India and the movement for Indian Independence. We also examine the Women's Suffrage movement in Britain, as well as the causes and events of the First World War.

#### **KEY STAGE 4 (IGCSE)**

(Last half term of Year 9 - Year 11)

Students follow the Cambridge International iGCSE-20<sup>th</sup> Century option, in which they study international relations 1919-91, encompassing the Treaty of Versailles, League of Nations, Causes of WW2 and the Cold war, as well as Russia 1905-41 as the depth study.

#### **KEY STAGE 5 (A level)**

(Year 12- Year 13)

The A level course offered in History is Edexcel.

We currently teach the following units.

Britain Transformed 1918-97,

The USA, Boom, Bust and recovery 1920-1955,

Ireland and the Union 1774-1923, as well as coursework.

The A level course offered in Politics is Edexcel, including the Global Politics option, whilst in past years students have studied the American Politics option. The British politics part of the course is compulsory.

#### **University destinations**

The list below includes some of the courses and destinations of our A Level History and Politics students over the past three years.

History – Cambridge, St Andrew's, Edinburgh

History, History and Archaeology- Exeter

Politics and International Relations- Warwick, Nottingham, Edinburgh

PPE- LSE

Economic History- LSE

## **Job Description: Teacher of History**

### **Line of Responsibility:**

The Teacher of History is directly responsible to the Head of History.

### **Job Content:**

The basic duties of a teacher and a Form Tutor are outlined in the staff handbook and include other duties such as the form teacher role.

All members of staff are expected to contribute to the rich extra-curricular life of the school which includes running a weekly extra-curricular activity as well as History related educational visits and invitation of visiting speakers.

### **Responsibilities**

#### **Teaching**

- Teach History as required from KS3 through to A level.
- Plan work in accordance with departmental Schemes of Work.
- Take account of students' prior levels of attainment and use them to inform planning.
- Set work when required for absent students.
- Maintain good discipline by following the school's policies and procedures.
- Establish a purposeful working atmosphere during all learning activities.
- Set appropriate and challenging work for all students.
- Identify and work appropriately with 'Special Educational Needs and Disabilities' students and 'Able, Gifted and Talented' students.
- Run drop-in help sessions, as required.

#### **Assessment, Recording and Reporting**

- Keep appropriate records of students' work.
- Mark and return work set, including homework within an agreed and reasonable time.
- Carry out assessment programmes, as agreed by the School or department, including writing appropriate school examinations.
- Complete student reports in line with School Policy.
- Attend parents' evenings as required and keep parents informed about their daughter's performance and future targets.

#### **Pastoral Duties**

At all times the welfare of pupils is paramount, and the post-holder has a professional duty to exercise sound judgment in upholding the School's systems and to make all necessary referrals to line-managers in a timely fashion. As a Form Teacher the post-holder will be required to:

- Ensure that registration of pupils is completed in accordance with the school's agreed procedures and be aware that this is a legal duty for children of school-age
- Care for children in the form as a reasonable parent might be expected to do

- Be respectful of appropriate boundaries in the exercise of professional duties and care
- Support other staff with regard to the pastoral care and academic welfare of members of the form
- Support members of the form in their dealings and relationships with parents, school staff and other pupils
- Ensure all administrative tasks in relation to the duties of a Form Teacher are carried out within the agreed deadlines and to an acceptable standard
- Accompany the form during school functions e.g. Mass and assemblies
- Develop positive working relationships and communicate effectively with parents and carers
- Deliver the school's PSHEE programme
- Provide pupils with a positive role-model

### **Performance Management and Professional Development:**

The teacher will be part of the School's Performance Management Scheme. S/he will have an appraiser who will set agreed targets and monitor professional development.

### **General**

In addition, the post is subject to compliance with: -

- School policies and guidelines on the curriculum and school organisation
- Local area safeguarding procedures

The duties and responsibilities detailed within the job description should be supplemented by those accountabilities, roles and responsibilities common to all classroom teachers as set out in the Staff Handbook.

### **School Involvement**

For all staff appointed to the School there is an expectation that they will: -

- Play a full part in the organisation and decision making of their specific department in the School generally through the structure of formal and informal meetings and thus contribute to the consultative process by which the School attempts to operate.
- Undertake a pastoral role such as a form tutor or member of a pastoral team thus contributing to the support of students in the widest context.
- Within their individual interests and capacities contribute to the wider, extracurricular activities on offer to students.
- Carry out other duties that are reasonably assigned by the Headteacher.

### **Conditions of employment:**

The above responsibilities are subject to the general duties and responsibilities contained in the written statement of conditions of employment (the Contract of Employment).

The post-holder is required to support and encourage the School's ethos and its objectives, policies and procedures as agreed by the Governing Body.

The post-holder must uphold the School's Policy in respect of all matters related to safeguarding and Child Protection.

The post-holder may be required to perform any other reasonable tasks, after consultation.

This Job Description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so constructed.

This Job Description is not necessarily a comprehensive definition of the post. The job description will be reviewed and may be amended annually, within the terms of your Conditions of Employment.

### Person Specification: History

Applicants should:	Essential	Desirable	Primary means of assessment
<b>Subject Delivery</b>			
Have a good Honours Degree and a teaching qualification to deliver History from KS3 to A Level.	x		Application Form
Show they maintain an up-to-date knowledge of subject and teaching methodologies	x		Supporting Letter
Have good understanding of assessment and curriculum reforms	x		Supporting Letter
Have Qualified Teacher Status or have completed a PGCE	x		Application Form
Have high expectations of students	x		Interview
Be able teach a second subject up to A Level		x	Application form, Interview
Be able to communicate effectively with students	x		Interview, Teaching
Be able to communicate effectively with Colleagues	x		Interview
Manage and work well within a team	x		Interview

Act upon advice	x		Interview
Have good range of teaching strategies	x		Interview, Teaching
Be able to use data to help children learn	x		Supporting Letter
Show knowledge of how to plan for effective learning	x		Interview, Teaching
Be able to teach challenging, organised and sequenced lessons	x		Interview
Know how to adapt teaching strategies to needs of all learners	x		Interview, Teaching
Make effective use of assessment	x		Interview
Promote independent learning	x		Interview
Use homework tasks effectively	x		Interview
Give developmental feedback to girls	x		Interview, Teaching
Have good ICT skills	x		Supporting Letter Teaching
<b>Whole School</b>			
Have a sound understanding of Safeguarding	x		Interview
Understand Special Educational Needs	x		Supporting Letter
Deal effectively with parents	x		Interview
Be willing to participate in the wider extra-curricular life of the School	x		Interview
Understand the roles of colleagues and managers in the school	x		Supporting Letter

## Employee Benefits

 <b>PLACE OF WORK</b> Close to Central Line, Piccadilly Line, Elizabeth and other main lines and local buses	 <b>MEALS</b> Lunches are provided free by the school during term time	 <b>PENSION</b> Contributory employer's pension scheme is available
 <b>STAFF DISCOUNT</b> 50% Fee discount for pupils of staff		 <b>PARKING</b> Free car parking is available on site & Plug in car charger points for electric cars
 <b>BIRTHDAY LEAVE</b> Half day paid birthday leave	 <b>CYCLE SCHEME</b> Tax-free Cycle to Work Scheme is offered by salary sacrifice	 <b>PROFESSIONAL DEVELOPMENT</b> Strong commitment to support professional development with a dedicated people development budget

## Hours and Remuneration

The post holder will be paid on the appropriate point of the St Augustine's Priory Pay Scale. The salary will be commensurate with experience and will recognise the level of responsibility that this post entails. Generous contributory pension scheme, holiday and PPA time.

## An inclusive and diverse workplace

We are fully committed to sustaining a positive and mutually supportive working environment free from harassment, discrimination, bullying and victimisation where staff can work collaboratively and productively together, and where all staff are equally valued and respected.

Through working collaboratively with Staff, Students, Parents, Volunteers and Governors we aim to remove barriers that you may face and promote equality of opportunity so that you can achieve your full potential at our School.

### **The Application Process**

Candidates should complete the St Augustine's Priory Application Form, available from <https://www.sapriory.com/admissions/staff-vacancies/>

You should also write a letter of application detailing how your skills, knowledge and experience match the school's requirements for the Teacher of History. Please send both via email to [hr@sapriory.com](mailto:hr@sapriory.com) to arrive by midnight on Monday 12 May 2025. Interviews will be held during the week or 12<sup>th</sup> May 2025, subject to change.

St Augustine's Priory is committed to safeguarding and promoting the welfare of children and young people and expects all who work here to share this commitment. St Augustine's Priory is an inclusive employer. We welcome candidates from all sectors and backgrounds.

Interview candidates will be required to deliver an observed lesson, complete a written task, and participate in a formal interview.

The successful candidate will be offered the position via telephone. However, unsuccessful candidates will only be notified after the contract has been signed. Please note that this procedure is standard practice, and candidates should not make any assumptions based on a short delay.

For an informal confidential discussion about the role please email [hr@sapriory.com](mailto:hr@sapriory.com). If you have not received acknowledgement that your application has been received within five working days of sending it, please contact [hr@sapriory.com](mailto:hr@sapriory.com) call St Augustine's Priory by telephone (020 8991 7506).

