



# ST. MARK'S CATHOLIC SCHOOL

## RECRUITMENT PACK

# HEADTEACHER'S WELCOME



Thank you for your interest in the current vacancies at St. Mark's Catholic School.

St. Mark's is recognised as being one of the top non-selective secondary schools in the country and in our recent Ofsted Inspection (September 2022) we achieved 'outstanding' in every category.

St. Mark's enjoys an outstanding reputation for academic achievement based on a consistent record of excellent examination results. We are proud of the exceptional progress that our pupils make, and we are committed to the pursuit of excellence in teaching and learning throughout the curriculum. Our staff are central to the success of the school. They are experienced, highly skilled, and professional.

St. Mark's is a truly inclusive community, and we celebrate our pupils' achievements, together with providing outstanding pastoral support. Our students have an excellent work ethic, are polite and respectful. We expect all pupils to work hard, to show respect and courtesy for others and to take pride in their appearance. The continuing success of St. Mark's School is based on a positive partnership between parents, and they are overwhelming supportive of the school and appreciate the commitment of staff.

Our thriving Sixth Form greatly enhances the character of the school. Most of our Year 11 pupils continue their Sixth Form studies with us, and this is a testament to the very positive pupil-teacher relationships which are established at St. Mark's. The curriculum is challenging and enriching, and the excellent results achieved by our pupils enables them to access some of the best universities including Oxbridge. We also equip them with the skills and confidence to make a positive difference in their local communities and in the wider world, and the Faith in Action programme is an important element of our Sixth Form provision.

Academic standards and aspirations are high, but we also offer pupils the opportunity to participate in a wide variety of extra-curricular activities which develop their unique gifts and talents, together with their self-esteem and positive relationships. I encourage you to read our school newsletter 'Veritas' to discover the wide range of opportunities available to our pupils and browse our website to gain a greater insight into our school community.

If you have any questions about the post or the school, please do not hesitate to contact us. I hope that you pursue this opportunity to work at St. Mark's. We would be delighted to receive an application from you.

**Andrea Waugh-Lucas**  
**Headteacher**

# A DISTINCTIVE AND INCLUSIVE CATHOLIC COMMUNITY



## **Vision Statement**

*The community of St. Mark's believes that every individual is created by God and is precious to God. Each person is called to serve God and their neighbour and to fulfil their potential.*

## **Mission Statement**

*St. Mark's is a Catholic School which has at its heart a love of God, the education of its students, and a mission to serve our neighbours and community. We seek to foster a spirit of truth, reconciliation, justice, and peace. We are committed to developing the spiritual, intellectual, moral, cultural, social, and physical potential of all our members within a safe and supportive environment.*

Our primary aim as expressed in our vision statement, is to enable all members of the community to fulfil their God given potential and we seek to develop and utilise the gifts and talents of all staff and students. St. Mark's Catholic School is founded on the Christian values expressed in the gospels: peace, truth, justice, and love. These values underpin everything that we do within the school, and they unite us as a Christian community, so it is important that all members of staff support our vision and ethos.

St. Mark's is an inclusive community, and we welcome members of staff from all faiths or no faith. This diversity enriches our school community, and we are committed to equal opportunities for staff and students. All new members of staff will be provided with induction, and this will include an introduction to working in a Catholic school.



# COMMITTED TO EXCELLENCE

There are 10 key aims that form the basis of the annual School Improvement Plan as we continue to pursue excellence in all that we do:

1. To provide a distinctive and all-inclusive Catholic education including commitment to the Common Good.
2. To ensure that St. Mark's students flourish as a result of effective provision for personal development and pastoral care, within a safe and secure environment.
3. To ensure that all students make excellent progress from KS2 to KS4.
4. To further develop the Sixth Form as a centre of excellence.
5. To maintain a broad, balanced, and engaging curriculum.
6. To ensure high-quality teaching, learning and assessment across the curriculum.
7. To support the professional development and wellbeing of staff and sustain high quality leadership at all levels.
8. To develop effective partnerships with parents and promote collaboration within the wider community.
9. To develop the use of digital technology to enhance the quality of learning and teaching across the school, improve communication and help staff to manage their workload.
10. To ensure the efficient and effective deployment of financial resources to support student progress and enhance their learning environment.



# WORKING AT ST. MARK'S

## **St. Mark's will provide you with the opportunity to:**

- work in a highly successful school (2022: GCSE Progress 8, 1.2, A Level A\*-B 71%) judged as outstanding by Ofsted and Section 48 Inspections.
- join an experienced, enthusiastic, friendly, and highly effective staff.
- contribute towards and be invigorated by the school's strong Catholic ethos.
- work with positive students whose behaviour is "exemplary" (Ofsted).
- develop professionally and personally.
- make a real difference to the lives of young people, particularly those in greatest need.

## **We value our staff, and we are committed to supporting their professional development and wellbeing.**

### **1. Commitment to ongoing professional learning**

- New staff induction programme tailored to the role
- Commitment to sharing best practice within and across departments – contributes to workload reduction and efficient ways of working
- Performance Management process that is supportive of career progression.
- Professional development opportunities – from Early Career Teacher induction to Leadership development
- Flexible CPD available to all staff through The Skills Network and the National College.

### **2. Supporting staff wellbeing**

- Governors are committed to staff wellbeing, and we have signed up to the DfE Wellbeing Charter. Workload is constantly being reviewed.
- We have a staff wellbeing coordinator
- We are committed to ensuring equality and celebrating diversity
- One meeting per week limit and no meeting weeks.
- Weekly staff briefings to ensure key ideas are communicated.
- Regular line management meetings and open-door policy with SLT.
- Committed to flexible working - considered on request and according to the role
- All teachers have a Chromebook to support teaching and learning.
- Employee Assistance Programme to support staff health and wellbeing with access to free 24 hours counselling in different formats.
- Excellent staff facilities including free tea and coffee
- Staff association which provides gifts, flowers and cards for leavers and staff with significant life events. The Staff Association also provides opportunities to participate in staff activities and social events.
- Opportunities to participate and support in local, national, and international fundraising and awareness opportunities
- Priority places at St. Mark's for the children of staff (after completing two consecutive years in post). Please refer to the school Admissions Policy for further details.



## Transport links and the local area:

St Mark's Catholic School is located in the London Borough of Hounslow, which is a western suburb of London. There are excellent transport links in this area.

### London Underground and Southwest Railways

There are three London Underground stations in Hounslow and the nearest, Hounslow Central, is within 10 minutes walking distance from the school. In addition, there is a Southwest Railways service at Hounslow Station which is a 19-minute walk away from the school. This means that St Mark's is perfectly located for staff living in central London and the wider suburban areas to the west of the city.

### Buses

The school is located on the Bath Road and has bus links with all areas in West London. This includes Twickenham and Teddington to the south, Ealing to the east and Hillingdon and Hayes to the north. Bus routes from Hounslow include Kingston upon Thames, Richmond upon Thames, and Slough.

### Road

St Mark's is easily accessible by road and has secure free onsite car parking for all members of staff. The school is close to the A316 and major motorways such as the M4 and the M3.

### Location

The school is in a rich multicultural area of West London. The River Thames runs nearby at Isleworth and Brentford and there are several parks nearby including Osterley, Lampton and Syon. For those interested in sport, there are two Premiership sports teams: Brentford (Football) and London Irish (Rugby Union). In addition, Twickenham Rugby Stadium and Wembley Stadium are in the local area.

Richmond Upon Thames, Bushy Park, Kingston upon Thames, Hampton Court Palace, and the Royal Botanic Gardens at Kew are all within a short drive, train, or bus ride away.

*St. Mark's Catholic School is a member of The Diocese of Westminster Academy Trust (DoWAT).  
Please visit <https://www.dowat.co.uk/> for further information.*

