



OLA
OUR LADY'S
ABINGDON



APPOINTMENT OF
HEAD OF TEXTILES

(fixed term, one year)

FOR SEPTEMBER 2024

MESSAGE FROM THE HEAD OF OLA

Dear Candidate,

This is an exciting time to be joining OLA and a future of opportunity awaits the successful candidate. As the Head of OLA, I am honoured and privileged to be leading a school which is high performing in all areas, and which has the full support of the Governing Board to grow the school pupil headcount, invest in futureproofing the school and develop the staff so that they can empower our pupils to be the best versions of themselves. The value-added for public exam results is excellent; pastoral care is child-centered and consistently of the highest quality, and; the co-curricular programme is growing from strength to strength. OLA is defined by its Catholic ethos and this underpins all that we do:

Each child who joins us embarks on an educational journey, directed by our mission statement, providing for each one in accordance with their needs and encouraged by our ethos summed up in our school motto, "Whatever you do, do it well". Our ethos provides an individual approach that ensures we uncover a child's potential and nurture them to achieve, enabling them to thrive both academically and as people.

Our ethos is reflected in the positive relationships that exist between all members of our school community. We are proud of our distinctive family atmosphere, which fosters a tangible sense of community and happy relationships between staff and pupils.

If you choose to apply for this post, we will give your application all the seriousness it deserves. OLA is a wonderful, vibrant and happy environment in which to work, with a palpable sense of belonging among our staff. The role we are looking to fill is important to the flourishing of the school and I hope you will feel that you are the right person to fill it.

Kind regards,

Daniel Gibbons

Mr. Daniel Gibbons
Head of OLA



ABOUT THE SCHOOL

OLA is a Catholic co-educational day school located close to Oxford in the heart of Abingdon, welcoming pupils of all faiths and none. It was established by an Order of Catholic nuns founded by the Venerable Catherine McAuley called the Sisters of Mercy, who came to Abingdon in 1860 at the invitation of Sir George Bowyer of Radley Park. Reverend Mother Clare Moore was a national heroine who had worked closely with Florence Nightingale during the Crimean War - their joint portrait, entitled 'The Mission of Mercy', hangs in the National Portrait Gallery. Recently returned from Constantinople, Mother Clare brought three young Sisters to Abingdon on January 10th 1860 and teaching commenced the very next day. The girls' and boys' schools, now Our Lady's Abingdon School, were actively run by Sisters for almost a century.

Our co-educational ethos provides an atmosphere where pupils are at ease with one another and natural relationships are fostered. OLA is a purposeful, outward- looking school with a happy, family atmosphere that gives children the freedom to develop within a structured framework. As our school motto says:

age quod agis – whatever you do, do it well



MISSION STATEMENT

Our Mission Statement reflects the reality of daily life at OLA, and encompasses the vision and values of our founding Sisters at Our Lady of Mercy. 'As God's family we learn to love, respect and forgive - guided by His Word'.

We believe that God created each of us as a unique person with gifts that need to be recognised, celebrated and developed. Inspired by the words of our foundress, Catherine McAuley, "*To each according to their needs*", we encourage a respect for every individual, regardless of background, beliefs or ability.

Our aim is to develop a loving, caring and welcoming community in which all may grow as children of God. In partnership with parents and the wider community we seek to respond to God's invitation to faith, mercy and love. To develop skills for life in an ever-changing world, we cherish integrity, compassion, openness, forgiveness and reconciliation, co-operation and courage. We nurture wisdom, the value of learning, independent thinking, a sense of self-worth and care for each other that all may reach their full potential.

AIMS AND ETHOS

The following are central to our Mission Statement and the school wishes to foster a happy, caring Christian atmosphere in which these aims may be realised:

AIMS

To encourage respect for the worth of the individual and in this way to develop self-confidence

To enable all pupils to achieve their full potential

To guide pupils to make informed moral choices

To develop independent thinking and a love of learning

ETHOS

We believe that every human being is created to become a unique person with gifts that should be accepted and valued.

Our foundress Catherine McAuley said: "*To each according to their needs*".

We owe it to our pupils to help them recognise and achieve the best of which they are capable to obtain the qualifications they need and to develop a sense of personal fulfilment.

A sound Christian framework is important as a basis for the whole of their lives

This is the basis of life-long learning

ACADEMIC

OLA promotes a challenging and progressive curriculum, which reflects the learning requirements of each individual pupil. It aims to nurture independent, analytical and creative thinking and to build the confidence in our pupils to articulate clearly their views of the world around them.

The School achieves strong academic results, as a result of effective and well-developed relationships between pupils and staff and a positive attitude to learning. In 2023, an 95% pass rate was achieved at GCSE, with 69% of all grades at 9 to 6. Our 2023 results were higher than 2019, which was a great achievement. In addition, 46% of pupils achieved at least one 9 grade, demonstrating that pupils can achieve at the highest level in any subject for which they have an aptitude and passion. A Level results were equally impressive, with 57% of all grades at A* to B. Similar to GCSE, almost half of our students achieved at least one A grade. OLA's value-added is outstanding, year on year, and belies our raw results which reflect our relatively broad ability intake. Upper Sixth leavers achieved places at a range of prestigious universities, including Cardiff, Bath, York, Warwick, Kings, Leeds and Birmingham.

In Years 7, 8 and 9, pupils study Mathematics, English, Science, a Modern Foreign Language (French or Spanish), Geography, History and Religious Studies as core subjects, alongside other practical-based subjects such as Art, Drama, Music, Design Technology, Food and Nutrition, Latin, PE, Textiles, and Computer Science. Year 9 pupils choose up to four of these practical subjects to study in greater depth.

At GCSE, pupils choose up to three optional subjects in addition to their core subjects of Mathematics, English, Science (Double or Triple) and Religious Studies. There is the option to study Further Maths as an extra GCSE, and also an additional Modern Foreign Language (eg French, German, Mandarin, Spanish, Russian).

This wide range of options is also offered at A Level, in addition to Economics, Philosophy, Ethics and Religion, Psychology and Business Studies. OLA Sixth pupils study three A Levels, with many choosing the additional option of the Extended Project Qualification. University application and career choice guidance is excellent, and the majority of OLA Sixth leavers go on to their first choice of university and to study a diverse range of subjects.



ACADEMIC (continued)

A new faculty structure was introduced from September 2022, the aim of which is to improve the efficacy of the academic leadership structure and create a clear middle leadership level within the School. The faculty structure comprises:

1. **English, Drama and Film and Media** (including responsibility for Academic Enrichment and Literacy)
2. **Mathematics and Computer Science** (including responsibility for Academic Scholarship and Numeracy)
3. **Science** (including Academic PE)
4. **Religious Studies** (including responsibility for Chaplaincy, PSHE and RSE)
5. **Creative Arts** (Art, Design Technology, Food Technology, Textiles and Music)
6. **Humanities** (Business, Economics, Geography, History and Psychology)
7. **Languages** (Modern Languages and Classics) (including line management of the EPQ Coordinator)

Within the above are Subject Coordinators (Heads of Departments), for each subject who report to the Head of Faculty. Academic staff report to the Subject Coordinator who, in turn, report to the Head of Faculty. The Head of Faculty is also a 'Subject Coordinator' and, as such, will line manage the staff within their own subject. Each Head of Faculty reports to the Deputy Head Academic.

OLA provides academic enrichment beyond the classroom and curriculum. A strong track record exists of enriching pupil experiences by applying their learning in real contexts through a varied trips programme. The School runs a McAuley Lecture programme for scholars in all years, which seeks to enrich pupil experiences and extend their learning beyond the classroom. Lower Sixth pupils benefit from tailored programmes in preparation for life beyond school, and there is a parallel path for those who have expressed an interest in Oxbridge.



THE WHOLE PERSON

OLA offers a growing programme of activities that enable our pupils to explore passions and to develop important skills and characteristics, including teamwork and determination, all within the safety of a caring and compassionate community. The rich programme of activities caters for broad tastes, from creative arts, coding and textiles to a variety of academic clinics.

The School has a particularly impressive offering in the performing arts. Several choirs and orchestral groups provide regular music performance opportunities, and take-up of instrumental lessons is high. Music partnerships with local schools are strong, and visiting musicians provide a series of masterclasses. OLA has its own drama studio and theatre. Pupils across the school community are involved in productions, including an annual inclusive whole-school musical. The School is also a LAMDA (London Academy of Music & Dramatic Art) centre through which pupils can develop skill and confidence in public speaking, articulation, presentation and acting skills.

OLA offers a range of sports for all ages and abilities to encourage participation, fitness and an enjoyment of team sport. Sports on offer include swimming, gymnastics, cricket, athletics, rugby, netball, hockey and football. OLA has generous facilities including a heated indoor swimming pool and access to the extensive range of facilities at the Tilsley Park Centre. The Duke of Edinburgh's Award scheme is also popular at OLA, with many pupils supported through to the Silver and Gold Awards.

In the development of our pupils, OLA pays special attention to pastoral care and spiritual nourishment, and we provide opportunities for pupils to develop spiritually such as masses, collective worship and prayer. Our beautiful Chapel is a real centre for prayer and our Catholic ethos ensures all pupils, whatever their background, have opportunities to step back from the busy school day and benefit from quiet reflection. We have a justified reputation for being a caring, compassionate and nurturing school with a calm purpose that gives all pupils the opportunity to thrive in a safe environment.

OLA prepares children for life. Pupils leave us at 18 as young adults not only equipped academically for university, but as well-balanced individuals with the confidence to make their way successfully in the world beyond school. Following their chosen paths with enthusiasm and confidence, they can use the broad skills they have acquired at OLA to become valuable members of society.



JOB DESCRIPTION

A well-qualified, inspiring and enthusiastic Head of Textiles is required to lead this successful department on a fixed-term, one-year contract from September 2024. During the course of next academic year, the School will review this post and a permanent post may be available from September 2025.

At GCSE, pupils study OCR Art & Design (Textiles Design) and AQA Design & Technology (Fashion & Textiles). All pupils at OLA study Textiles in Years 7 and 8, with the subject becoming optional in Year 9. Pupils benefit from being taught in small groups throughout the school, and GCSE and A-level Textiles is becoming increasingly popular. The school is fully supportive of trips and extending pupils enrichment opportunities and the department offers a biannual trip to New York, with the next trip scheduled for October 2025..

Textiles is based within the Creative Arts Faculty, along with Art, Design Technology, Food and Academic Music. Candidates who are able to teach another subject should make this clear in their application.

THE TEXTILES DEPARTMENT

The Textiles department has two very well-equipped practical rooms with a dedicated CAD Suite attached. The department consists of one full time member (Head of Department) and one part-time member of staff. The department enjoys excellent working relationships with the other departments within the Faculty and benefits from the sharing of equipment, space and expertise. At GCSE and A-level, the small class sizes allow for more individual support and regular intervention.

Our Textiles students achieve good examination results and in recent years have progressed to study Textiles, Fashion, Mixed Media, and Theatre Design at university.

OTHER ASPECTS OF THE POST

All teachers are expected to share in supervision duties, attend relevant parents' evenings, staff/departmental meetings, Open Days etc. and to contribute to the extra-curricular life of the school.



RESPONSIBILITIES OF A SUBJECT COORDINATOR

Academic Standards

- Strive for highest academic standards within subject.
- Coordinate Development Planning, Quality Assurance and Performance Development for subject teachers in consultation with HoF.
- Plan schemes of work which are progressive, and enable pupils to acquire key knowledge and develop understanding and subject-specific skills throughout their learning.
- Coordinate assessment, both informal and formal, which will provide key data on pupil progress, and inform future learning.

Leadership

- Liaise with the HoF in producing the Faculty Development Plan.
- Liaise with the HoF in coordinating the Quality Assurance, Performance Development and Tracking and Monitoring systems.
- Liaise with the HoF in identifying CPD needs for subject staff.
- Submit annual budget proposal in consultation with HoF.
- Deputise for the HoF as necessary.

Management

- Line manage subject teachers.
- Produce Subject Handbook.
- Participate in recruitment of subject staff.
- Induction for new staff within subject.
- Chair regular subject meetings.
- Manage subject resources.
- Coordinate resources for staff and pupils.
- Make library provision for subject.

Curriculum

- Review choice of exam specifications in consultation with HoF.
- Annual review of schemes of work and key assessments in consultation with HoF.
- Coordinate an academic enrichment programme.
- Provide support and guidance for pupils applying for subject-related courses at university.
- Mentor pupils applying for university courses with separate admissions requirements eg Oxbridge, Medicine.
- Be lead teacher on subject trips.
- Coordinate setting in consultation with HoF.
- Ensure subject meets requirements for public exams.
- Provide key subject information for the School's publications.

Pupil Progress

- Plan marking, feedback and assessment in consultation with the HoF to inform tracking and monitoring systems.
- Implement intervention strategies to support underperforming pupils.

Timetable

- Liaise with HoF in determining setting and staffing needs for subject.
- Liaise with HoF in allocating staff to sets.

Options

- Liaise with HoF, HoS and tutors in providing advice on pupils' suitability for subject at GCSE and/or A level.
- Provide key subject information for the School's publications on options.

Digital Learning

- Coordinate implementation of digital learning within the subject's curriculum.
- Develop use of digital learning within the subject.

Teaching

- Teach 36 periods (2-week timetable with 5 60-minute lessons per day) (maximum teaching load is 40 periods out of 50 per 2 weeks)
- To be an excellent teacher.

Health and Safety

- Ensure staff are aware of H&S requirements.
- Review subject risk assessments.

Other

- To report to HoF upon request.
- Attend Faculty meetings.
- Liaise with other staff on cross-curricular projects.
- Support the School at School events.
- Support the HoF in preparing for inspections.



PERSON SPECIFICATION

Qualifications	Essential	Desirable
A good degree in Fashion/Textiles or a related discipline	X	
Understanding of current and planned examination requirements		X
PGCE or equivalent		X
Experience		
Teaching experience across the full age and ability range of the School	X	
Exam Board and coursework moderation		X
Experience of working in a Catholic School		X
Skills/ Knowledge and Abilities		
Outstanding classroom practitioner	X	
Track record of motivating learners and raising achievement	X	
Team player with ability to work flexibly as part of a diverse team	X	
Excellent written communication skills	X	
Excellent organisational skills	X	
Excellent oral communication skills with staff, students & parents	X	
Positive, enthusiastic, flexible with a pro-active 'can do' attitude	X	
Ability to adapt to changing situations	X	
Flexibility	X	
Excellent IT skills	X	
Involvement in departmental planning		X
Personal Qualities		
A sense of humour and genuine understanding and liking for our pupils	X	
Excellent interpersonal skills	X	
Enthusiasm	X	
Creativity	X	
Approachable, open and honest	X	
Dedicated, conscientious and hard working	X	
Stamina and emotional resilience	X	
Commitment to safeguarding and the welfare of students	X	
Understanding of and commitment to OLA's ethos	X	

WORKING AT OLA

Salary

OLA has its own salary scale. Experience and qualifications are considered when setting starting salaries.

Benefits

Lunch is provided at no cost during term time

Free on-site parking.

CPD and training are encouraged

Staff have agreed access to the School's equipment and facilities, including the indoor swimming pool.

Pension

The School currently participates in the DfE Teachers' Pension Scheme and also offers a generous contributory pension scheme for all support staff.

School Fee Reduction

Teaching staff benefit from a staff discount on basic tuition fees of 50% for full-time staff, pro rata for part-time staff, and qualify for this benefit after completing two years of service.

Non-contractual benefits are given at the discretion of the Governing body and can be withdrawn without notice.

Location

The school is located in Abingdon-on-Thames, an historic market town situated eight miles to the south of Oxford with its world-renowned reputation as a centre of academic excellence. The town supports a mixed, international community which enjoys a good selection of facilities situated a just few minutes' walk away from the river and gardens of Abbey Meadows. The town benefits from excellent bus links to Oxford, which is just a 15-minute ride away and provides a wealth of social and cultural opportunities.



SELECTION PROCESS

- Application deadline: **4.00pm, Tuesday 12 March 2024**
- Interview date: **Monday 18 March**
- Applicants are asked to submit a completed school application form. No other form of application will be accepted.
- Ensure that your application form is completed in full with no gaps in your education/employment history.
- Two referees should be provided, one of whom must be your current or most recent employer.
- In addition to the interview, candidates can expect to complete other selection exercises.
- Applicants will be required to prove their right to work in the UK at interview. The School cannot offer sponsorship to candidates who do not already have the right to work in the UK.
- The successful candidate will be required to undertake an Enhanced Disclosure and Barring Service (DBS) and social media check, in addition to other necessary safeguarding measures.
- For any outstanding queries please contact Mrs Julie Braley at headspa@ola.org.uk

Our Lady's Abingdon is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

