

Recruitment

The Romero Catholic Academy



Applicant Information



Our Vision

"A Beacon of Excellence for Catholic Education"

Our vision illuminates our commitment to be a 'shining light' in the Birmingham Diocese of schools.

As a group of faith communities we strive for all who take steps in their journey of learning and faith with us, to reach their God-given potential. We celebrate the unique contribution of all who work, learn or govern in our partnership of schools.

Furthermore, we treasure the individuality of each of the eight schools and its contribution to wider MAC family.

We seek to foster curiosity and innovation for the greater common good; we know that 'rising tides raises all ships' so we all benefit from that uniqueness shared.

Our guiding principle is that all children are made in the image of God. All 3,500 pupils should have an equality of experience through the values lived out, the vibrant curriculum on offer and our Romero Child Charter.

Working together, we strive always to ensure effective practice is across the MAC. Our actions, where possible, are evidence-based, leading to economies of scale in terms of time, resources and pace/ quality of school improvement.

We are committed to 'Putting Staff First' in the wider offer for employees.



Welcome from CSEL

Catholic Senior Executive Leader/ CEO

Helen Quinn



I am delighted to introduce you to The Romero Catholic Multi-Academy Company. As a group of eight schools, one Secondary and seven Primary we came together when we converted to a MAC on August 1st 2015. Located in the North East area of Coventry, the schools serve five Parishes. Through our established links, we are active in our communities and proud to be a part of the city of Coventry.

Our pupils are the 'jewels' of our organisation. From when they join our school, our commitment is to ensure that they thrive and flourish through the partnership of home, school and parish. Together, we seek to unlock potential, so all may realise their vocation.



All of our schools are judged as at least Good by Ofsted, with several having at least one area judged as Outstanding. With over 3,500 pupils from Nursery to Year 13, our children are at the heart of our actions and decisions so that they can realise their God given talents and skills.

Working collaboratively and innovatively together, we have co-designed a curriculum that is progressive. Carefully chosen skills alongside a cumulative body of knowledge within each subject form the curriculum that we design to move from Primary to Secondary as smoothly as possible.



Our organisation benefits greatly from a strong performing team of staff, a highly skill and specialised central team, actively engaged parents and supportive, challenging governors who act as a critical friend.

We know that the single most important in-school factor that can make a positive different to children's learning is the quality of teaching. We know by investing in our staff our children will access a high quality education; this in turn will open doors to destinations for our pupils and transform their life chances for the better.



Our Mission

"We are a Christ-centred Community dedicated to faith formation, academic excellence and individual growth for all of our young people, all rooted in the Gospel message of Jesus Christ"

Our Vision

"A Beacon of Excellence for Catholic Education"



Our Values

Respect Integrity Service Excellence



Cardinal Wiseman

Cardinal Wiseman is of the Romero Academy within our seven partner primary schools which helps all young people to succeed in their learning from the age of 2-19. Staff at the school work incredibly hard to provide a safe and happy learning environment for every young person so that they can develop a love of learning as they prepare for an active working life.

We want to provide every opportunity for your child to develop their talents. The core aim of our school is to provide every pupil with a Compass for Life.

We aim to provide an outstanding academic and pastoral education which will allow all pupils to acquire the skills needed to guide them through the challenges that they will face during their school life and beyond. Our Compass for Life has been built upon the four core values of the school; Knowledge, Ambition, Resilience, and Respect, which are the foundation of all the strategic and operational decisions made within the school. By focusing upon these core values, we believe we can support our young people as they take on the challenges of living as a Christian in the Century.



Strategic aims

"Rising Tide Raises all Ships."

Our aim is to nurture leadership and teaching; we share and align the best practice and engage in research to ensure evidence informed practice drives school improvement. The schools within Romero are unique and each one serves a distinct faith community. 'One size does not fit all' so central to our approach to School Improvement is a Universal and Tailored offer. Through our Continuous Improvement review, we ensure that each school is supported and challenged appropriately whilst realising our vision that collectively we are responsible that every school moves from Good to Great.

Across Romero you will see the very highest expectations in respect to the culture, curriculum design and delivery, safeguarding, inclusion, personal development underpinned by a strong vibrant Catholic ethos.

OUR YEARLY CORE OFFER:

- Continuous Improvement Review at least twice a year; HR/Estates/Finance/Education
- Engagement with external consultants
- Pupil Premium review and/ or SEND review where appropriate
- Safeguarding review
 - Regular 'Deep Dives' in each of our schools
- Bespoke collaborative working with a named person from the system leadership team on an area of particular need.



Our strategy is possible, with the strength of our leadership teams, middle leaders and teachers, with the School Improvement Team. We build teacher and leadership capacity driving a culture of learning in all our schools. The School Improvement Team will ensure that a rapid and sustainable programme of improvement so all schools flourish. Through a collaborative approach centrally, we develop, implement and evaluate policies and practice, specifically those which focus on school improvement, and leadership development promoting collective responsibility for implementation which in turn may lead to agreed models of working across Romero.

Our Community

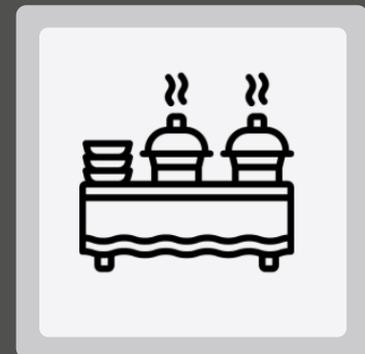
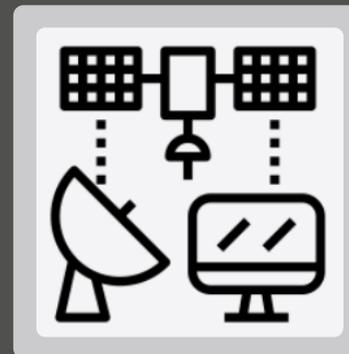
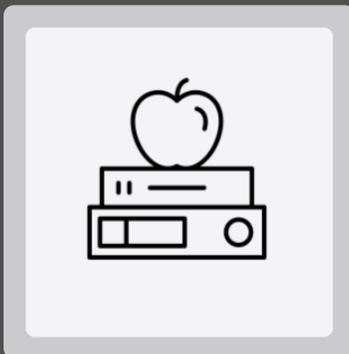
"Kasserian Ingera" "How goes our children?"



Catholic schools educate our pupils, first and foremost, through the living context, i.e. the climate that both pupils and staff establish in the environment where teaching and learning activities take place. This climate is pervaded not only by the values that are lived out, but by the quality of interpersonal relations between staff and pupils amongst each other, by the care staff devote to pupils and beyond into the Parish and local community.

Our staff are a vital heart beat to the success of Romero, working in partnership with parents, parishioners and our local community. We invest time and professional development in our staff to maintain a work life balance and ensure staff wellbeing. We know well-trained staff know how to do their work well, and this means they perform at a higher level for our children.

Working with our Shared Services Team, we offer bespoke services centrally by our staff for our school community in School Improvement (Blue Sky), HR, Finance, IT and Catering along with Estate services. Over time, our central team have meant that our pupils benefit from additional benefits such as bespoke training for IT, a mobile dining unit for enrichment experiences and opportunities for work experience and apprenticeships within the Company.



Our aims



Spiritual Growth

An ethos in which the Gospel message is proclaimed, community in Christ experienced, service to each other and the wider world community is recognised, and thanksgiving and worship of our God is cultivated.

Formation of the Whole Person

Providing well rounded high quality education that empowers and enables pupils to recognise their full potential and respond to what God calls them to be.



Inspire, innovate and excel

Building on the collaborative success of the Romero Partnership our schools will be inspirational, academically rigorous and innovative, achieving standards of excellence in all settings, supported by exceptionally caring staff who reflect the light of Christ.

Family Partnership

Partnering with, upholding, supporting and understanding parents and guardians in their role as primary educators of their children.

Vibrant Communities

Ensure diverse, dynamic, welcoming, compassionate communities available to all.

Global awareness

Nurture the personal integrity and faith development of pupils that also challenges them to know and understand communities around the world.

Stewardship

Ensuring a vibrant sustainable future for our schools through unified support and prudent management of resources.



What do our staff say about working in Romero?



Great support, listen to our opinions, feel part of a team, fantastic management.

Catering staff

The Academy is committed to the expression of the Catholic faith, both explicitly and – more importantly – in our daily life in the school community.

Support staff



A great strength of the MAC is to indeed 'nurture the talent of tomorrow' and from starting as an NQT, the nature of school to school support that I have received has been invaluable and I have been able to progress in my own personal journey through secondment opportunities across schools that would not have been possible without the academy.

Leader of a school

'Job families are able to share their knowledge and expertise across the MAC to solve problems more quickly and to strive for the best outcomes for all our children.'

Member of Office

One of the best things about working for Cardinal Wiseman and the wider Romero Family is that we are exactly that, a family! Staff wellbeing is at the very heart of Wiseman and Romero and I am proud to work for them.

Teacher



An ability to work collaboratively towards a common purpose, where resources and capabilities are pooled, and the quality of education and learning is enhanced as a result.

Governor

What does Ofsted say about working in Romero?

March 2022



St Patrick's is at the heart of its community. Pupils are happy to be at school and thrive because they feel part of this caring environment. In class, pupils are engaged and enthusiastic. They talk positively about their school and about how much they love to attend. One pupil told inspectors, 'I go to sleep early at night so that it's soon morning and I can go to school again.'

Saint Patrick Ofsted December 2021



'Staff are overwhelmingly positive about the school and the marked improvements that have happened since the previous inspection. They say that leaders always listen to them and provide support. Staff say that workload is managed well. Parents also speak highly of the school..'

Good Shepherd January 2022

"Teachers receive high-quality support and training to develop their practice. Leaders make sure that any new approaches are informed by relevant research. Teachers often share successful strategies and visit other schools to find new ways to meet the needs of their pupils. Teachers feel well supported by leaders to manage their workload."

Cardinal Wiseman Ofsted December 2021



<https://reports.ofsted.gov.uk/provider/1000/15711>

Or click on the logo above

Romero Staff Charter

"Lead a life worthy of the vocation
.....to which you were called."

Our staff are our most valuable asset in Romero. We are delighted to share that we are committed to the staff and pupils; no matter which school you work, learn or govern, we aim for a universal offer that demonstrates a consistent non negotiable standard for all.

Launched in the last twelve months, do click on the image to see the full details of the charter.

We seek ongoing feedback to review and refine our offer.

Wellbeing

- Retreats and access to five Parishes/ Chapel across the MAC; spiritual support from Parish Priests/ Chaplaincy/ Gift teams
- Access to Simplyhealth with a range of services wealth of options to connect people to emotional, financial and legal support
- 30 days holiday for staff who work all year round
- Flexibility in meetings; where appropriate, to reduce travelling or demand on time. virtual platform used e.g. Teams
- Email protocol with no emails between 6pm on Friday and 4pm on Sunday
- Gym and swimming facilities available at Cardinal Wiseman; 3G Muga Pitch at Corpus Christi for football, Gaelic and rugby



Working Smarter



- At Primary
 - one universal curriculum that is tailored to each school community
 - year group networking through Teams to aid planning; shared flip charts and resources
- Secondary
 - access to Google classroom; virtual meetings and briefings
- Working party in place to reduce workload
- Termly assessment drops
- Reporting to parents/ carers simplified

Professional Development

- Performance formation for all job families
- Access to the Romero Pathways for CPD (reviewed October 2021)
- Access to Romero University
- Annual training day for all 550 staff
- Secondments
- School Improvement strategy to share expertise across both Primary and Secondary
- Access to Blue Sky
- Networking groups across schools
- 'Basic' Coaching (Andy Honk) implemented across schools
- Access to IT services; Promethean panel programme roll out across all schools and three year renewal on laptops
- Access to specialist staff/ services centrally; finance, HR, estate and IT



Corporate Benefits



- Wider wallet scheme- tempting package of benefits and discounts
- Cycle purchasing scheme
- Maternity/Paternity/Shared Parental Leave
- Long service awards/ gift at 25 years
- Competitive pay

"I can do all things through him who strengthens me."
Philippians 4:13

Respect Integrity Service Excellence





Romero Child Charter

"I PRAISE YOU BECAUSE I AM FEARFULLY AND WONDERFULLY MADE."

The Romero Child Charter provides details of the experiences that all children will have the opportunity to participate in whilst at a school within the Romero Catholic Academy. It details 'what' experiences are planned for each phase so it progresses but 'how' it is planned is up to the school to allow to personalise to their community.

Our children, join us as Nursery/ Reception children in one of our seven primary schools and begin a 15-year journey which culminates in them leaving Year 13 at Cardinal Wiseman after completing their Secondary education.

The Romero Child Charter describes this journey, it provides a pathway that aims to develop the whole character of our students, with Jesus as our model of faithful living, readying them for their future lives as they prepare to take their place in the adult world.

Our Romero Child Charter can be found [here](#)



The Romero Catholic Academy

The school became a Multi-Academy Company on August 1st 2015 along with the seven partner Primary schools. Our Multi-Academy Company is governed by a Board of Directors and there is a Local Academy Committee for each school. There is a Principals Committee which is chaired by the Catholic Senior Executive Leader (CSEL). All Principals report in to the CSEL who is the CEO of the Multi-Academy Company

What is the Board of Directors and a Foundation Director?

The Board of Directors comprises of a range of governors. There is a Catholic Senior Executive Leader (CEO) and eight Foundation directors. Collectively, they provide strategic direction across all eight schools and they are responsible for preserving and developing the Romero's Catholic character at all times. This overriding duty (which is also a legal duty) should permeate everything that the Directors do. Directors have a duty to uphold the MAC's objects and to comply with any directives, advice and/or guidance issued by the Archbishop.

Further details are available here:

www.romeromac.com/governance



Opportunities

Through our links with business and higher education institutions we are proud of our Apprenticeship scheme and opportunities to get people onto our School Direct/ Early Career Teacher programmes.

Blue Sky is our training facility which sits at the heart of the organisation to provide high quality professional development, networking and secondment opportunities.



Come to Coventry

Coventry is a city that is changing fast – and we are always looking for staff with the right skills and personality to join our team and help take us into a bright new future.

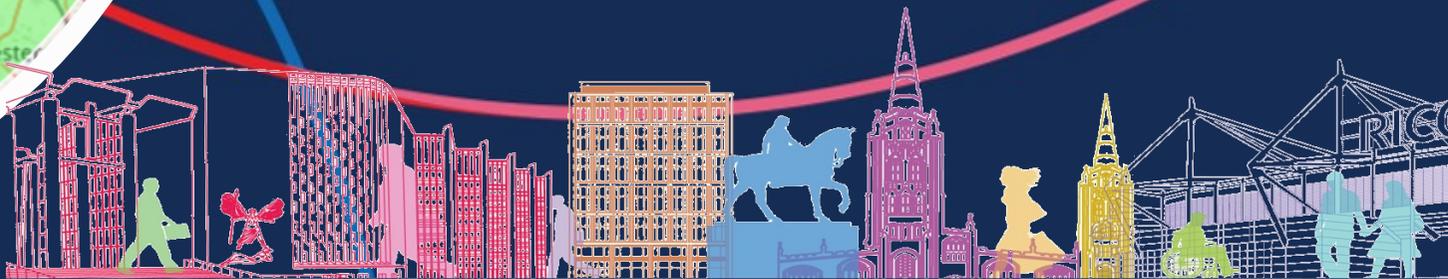
Our schools are located in the North East of Coventry. Coventry is a city that is going places – with an inspiring, world-famous history and exciting times ahead. We are the UK City of Culture 2021; home to award-winning universities, top level sport and concerts and famous brands such as Jaguar Land Rover and Severn Trent. We are a part of the 'Midlands-Engine', the home of the UK motor industry and a proud multicultural city.

Major developments are taking shape around the city, including a new-look shopping centre, a water park, new business quarter, restaurants and a modernised rail station. More and more firms and families are relocating to our city as they see what we have to offer.

The transport system is excellent, being central we can access many places using the motorway connections that are on the doorstep.

Coventry is a great place to live and work, and it's getting even better!

The map (left) shows places within a 30 mile radius of the schools, which is approximately a 45 minute drive time.



Application details

The application form is your opportunity to provide all the information we will require to help us understand how you meet the requirements of the job. Similarly, it plays an important part in the selection process allowing us to short-list candidates for interview and helping as a basis for the interview itself. To ensure fairness to all applicants, short-listing decisions are based solely on the information you supply on your application form. Even if we already know you as a current or previous employee, it is important that you complete the form in full.

Job Description All vacancies are accompanied by a job description and a person specification setting out the main duties and responsibilities of the post in the job description, and the knowledge, skills and experience we are looking for in the person specification.

Please read this information carefully as you will not be short-listed for interview unless you meet the essential criteria described in the Person Specification.

Depending on the number and quality of applications, it may not be possible to shortlist for interview all candidates who meet the Essential Criteria. However, we guarantee to interview all disabled applicants who meet the Essential Criteria.

We are unable to accept CVs so please do not attach your CV, references, or copies of educational certificates to your form. If there is insufficient room on the form in a particular section, you can simply attach an extra page and mark it clearly with your name and the job title, indicating the number of the relevant question.

The 'Relevant skills & experience' section of the form is your opportunity to tell us specifically why you wish to apply and what makes you a suitable applicant.

Equal Opportunities

Information provided by you on the Equal Opportunities Monitoring Form will be used to monitor our equal opportunities policy and practices. This part of the form will be detached from the main body of the application form and will not form any part of the selection process.

Email your application to:

HR@romeromac.com

Data Protection

Information provided by you as part of your application will be used in the recruitment process. Any data about you will be held securely with access restricted to those involved in dealing with your application and in the recruitment process. Once this process is completed the data relating to unsuccessful applicants will be stored for a maximum of 6 months and then destroyed. If you are the successful candidate, your application form will be retained and form the basis of your personnel record. By signing and submitting your completed application form you are giving your consent to your data being stored and processed for the purposes of the recruitment process, equal opportunities monitoring and your personnel record if you are the successful candidate. Romero Academy reserve the right to check the validity and accuracy of your application if successful.

Work Permits

Under the Asylum and Immigration Act, we are required to check that anyone taking up employment with us has the legal right to work in the UK. Shortlisted applicants will be asked to provide us with documentary evidence to support their entitlement to work in the UK prior to any offer of employment being made.

DBS Checks

In line with our safeguarding and child protection policy, all employees and volunteers working in specific roles at the Academy will be subject to satisfactory clearance being obtained from the Disclosure and Barring Service. The check will be undertaken as part of the appointment process with the successful candidates. If you are invited to interview, you will be asked to bring this information with you.

PLEASE NOTE We will take up references for all shortlisted candidates prior to interview and reserve the right to validate all information entered on the application form. Please ensure that any person who is asked to act as a Referee knows this information and is available to give a reference during this time.

We expect all our staff and employees to be in sympathy with our Catholic values and help us to achieve the vision that we have set ourselves to work towards.

