

# St Matthew Academy Recruitment pack

*An ambitious all-through academy  
where learners flourish, careers  
progress and staff are valued.*





# Welcome to St Matthew Academy



A career at St Matthew Academy is your opportunity to join a distinctive, unique and appreciated team, working to instill a belief in what is possible, in every learner.

St Matthew Academy is a high performing, collaborative, vibrant and diverse Catholic all-through school, where every pupil's and every staff member's potential and ambitions are realised and rewarded.

Our school motto says 'let your light shine'. At St Matthew Academy we let our light shine by:

- Growing our inclusive, caring Catholic community
- Nurturing faith, discovering talents and cultivating ambition
- Transforming each other through integrity, courage and service

enabling everyone at St Matthew Academy to flourish.

Our commitment to academic excellence and personal well-being is of paramount importance, as we strive to offer our pupils an outstanding level of education, complemented by an enriching offer that allows them to flourish, explore their passions and celebrate the world around them in a stimulating environment.

*“Pupils find their learning enjoyable. Across the school, relationships between teachers and pupils are strong. Pupils are polite and respect other people. The behaviour is strong. Teachers are able to teach without any interruption that everyone can learn” Ofsted, October 2019*

Parents choose St Matthew Academy as a result of the high expectations we expect, that develop students into successful and confident learners and where staff are willing to go above and beyond to help learners realise their ambitions. We place a great emphasis on providing a disruption free environment where teachers can focus on providing a rich and broad curriculum, which inspires learning and growth at every level.

By joining our team, you join a supportive, dynamic and passionate community of staff who are dedicated to providing our learners with an exceptional education, underpinned by high standards of teaching and enriching experiences. As part of this commitment, we seek to appoint the best staff with a desire for making a difference to our pupils' lives and invite you to realise your potential, in our truly unique all-through academy.

Miranda Baldwin,  
Headteacher



## Our unique environment

We pride ourselves on our all-through, Catholic nature, which inspires and influences the practice of teaching and learning at every level at St Matthew Academy.

### An all-through education, an all-through experience

Embarking on a career at an all-through academy offers the benefit of an extended pool of staff expertise – to both learn from and contribute to. All teachers reap the advantages in their teaching, through shared facilities that allow primary staff and pupils access to secondary specialisms, greater opportunities for professional development and cross-phase collaboration.

### Staff community

Relationships between staff are based on mutual respect and developmental feedback. Senior leaders empower staff through clear leadership and a meaningful vision for the school, recognising and rewarding the potential and commitment of staff.

### Let Your Light Shine

Our school motto, 'Let Your Light Shine', is taken from St Matthew's Gospel, and encapsulates our belief in the unique qualities and capabilities of every learner that joins us. As staff members, it is our aim to incorporate our motto in everyday teaching; to nurture, encourage, develop and celebrate the talents and strengths of our young people.

*“Working at an all-through enables staff to learn from and support one another, developing our skills as teachers and sharing best practice - providing a unique, integrated and seamless learning experience for every student” Class teacher*



*"The behaviour of pupils is exemplary in lessons and around the school, and strong and positive relationships are evident throughout the school"*  
Section 48 Inspection February 2023



*"Leaders and Governors prioritise pastoral care and the well being of every member of the school community which impacts positively on pupils progress and success"*  
Section 48 Inspection February 2023

## A valued career

A career at St Matthew Academy offers a rewarding future, working with ambitious and inspiring young learners and like-minded, passionate staff in a close-knit, supportive team. If you believe you can add to our collaborative team, then we want to hear from you.

### Investing in you

**Professional development is at the heart of all that we do.**

We ensure that each career development plan is bespoke to every member of staff, based on expertise and experience, to allow us to tailor our training and development.

Our attractive package is designed to ensure staff members' ongoing developmental needs are continuously supported, and encourage every individual to progress in their career with us.

With opportunities to teach across the primary and secondary phases and in partner schools; a dedicated weekly mentor hour; the Middle Leadership Programme; generous PPA time; Beacon Teacher Status scheme; early paid starts in July, and a residential trip and guest speakers for new starters/ECT staff, staff feel truly valued at St Matthew Academy.

### What can you expect from us?

- Passion and commitment to providing the outstanding opportunities and learning for all
- Strong, supportive and successful leadership
- A highly skilled, supportive and approachable network of colleagues
- Inner London salary weighting and generous pension scheme
- Commitment to staff wellbeing
- State-of-the-art facilities and a large bank of resources
- Each teacher provided with their own classroom with adaptive learning spaces.

### Going that extra mile

**We understand the pivotal role our staff undertake and the impact that high-quality teaching can have on the outcomes for our learners.**

As such, we recognise the importance of developing and sustaining not only staff but a working environment in which they can flourish.

To enhance and support your day-to-day working life, we offer some unique benefits that include, but are not limited to:

- Staff enrichment sessions: workshops and specialist sessions aimed at enhancing wellbeing, including rowing, cooking, yoga and mindfulness, circus skills, poetry, Nike Training club, photography and more
- Tech scheme: spread the cost of payments on the latest products available from the Apple Store, Currys and PC World
- Free use of the Academy gym
- Weekly staff fitness classes and social sports
- Commitment is valued: every term, each member of staff who achieves 100% attendance will be rewarded
- Incentive days off
- We endorse the Cycle-to-Work scheme and annual season ticket loans
- Regular staff social events are organised during the academic year
- Free on site parking.

*"Leaders provide much support and training to help teachers by arranging bespoke training to help teachers improve their practice"* **Ofsted 2017**



# What our staff say

## English Teacher - 2iC

*"I started my career at SMA in 2007 as a Teaching Assistant. Watching outstanding practitioners day in, day out and imparting knowledge further cemented my desire to teach. I was offered the opportunity to complete the Graduate Teacher Programme and career progression in my role followed. Senior leaders place great emphasis on CPD prospects, encouraging staff to grow within their role and further their career."*



## SENCO

*"From the strong vision for the future to high standards implemented and expected by all, and opportunities for career development, to the structure offered for pupils, St Matthew Academy is truly unique. It is very rewarding for the pupils' voices to be at the centre of all that we do and as staff, we love to support pupils with a sense of structure and community, but continuously challenge them to succeed and let their light shine, every day."*

## HTLA

*"I joined SMA in September 2020 as a HTLA. I have been extremely fortunate to have worked throughout the primary phase, supporting pupils in their learning by working with individuals, small groups and whole class. St Matthew Academy is a school that values and exudes community in every aspect of its day-to-day operations; it is committed to providing pupils with an outstanding level of education, allowing them to flourish, explore their passions and celebrate the world around them, encouraging all its pupils and staff to Let Their Light Shine!."*



## Head of Art Design and Technology

*"As a teacher at St Matthew Academy, I am in a very fortunate and unique position, I have had the privilege of teaching pupils within my local community and have had the pleasure of working in a school which has guided my own children through their journey in education. I am able to work alongside specialist professionals who show they have the children's best interest at heart. St Matthew Academy continues to be a place of personal growth for me and one which I feel embeds an ethos centred around nurturing and caring for others. Its values encourage pupils to be the best citizens they can be, which will put them in good stead for their future endeavors."*

## Media Scholarship Coordinator



*"In September 2021, with this huge range of gained experience in multiple areas during my time at St Matthew Academy, I was offered the role of Media and Communications Pathway Lead. I now run a media scholarship which has given me the chance to be innovative, imaginative and to inspire 3 year groups of extremely enthusiastic, passionate and creative pupils, as well as gain experience in organising media based trips and visits from industry specialists. I also continue to work closely with both the Film and Photography departments."*

## Assistant Headteacher

*"I joined St Matthew Academy in 2014 as Head of English. I am proud to have led such a dynamic, creative team, in which each teacher is passionate about the teaching of English! During my time in this role, I have been intentional about creating an English curriculum that is rich in cultural and social diversity, that encourages our pupils to use their voice as an expression of self and to take a stand, and that teachers have high expectations of what our pupils are able to achieve."*

*I have always had a passion for supporting teacher development; in 2017, when I was offered the role of lead mentor for NQTs and trainee teachers, I gladly accepted it. Having the opportunity to support teachers at this very early stage of their career has been an honour! Over the four years of being in this role, I have had the opportunity to mentor and train over twenty teachers; each one bringing with them a different set of skills, talents and ideas to enthuse the pupils in their classrooms. Many of these teachers have progressed on to being very successful classroom practitioners and some have taken on middle leadership roles."*

*I have also worked alongside the Equality and Diversity working group. As part of this group, we have introduced changes to our Key Stage Three curriculum, all teachers have received racial literacy training, and we have introduced 'Be Brave', a toolkit for engaging in courageous conversations about discrimination, equity and sharing our lived experiences."*

*Today I am proud to be one of the Assistant Head Teachers; thankfully, my new leadership role still involves developing early career teachers and working to drive forward the work of the Equality and Diversity Group, but now my leadership extends to whole school staff development and training."*

# An enviable setting

Situated in the London borough of Lewisham and the conservation area of Blackheath, St Matthew Academy commands a desirable location in an independent and thriving hub.

Working in Lewisham offers a competitive employment package, attractive working environment and strong prospects to support and enhance your professional and personal life.

Here are some of the reasons Lewisham is an ideal place to work:

- Straddling two boroughs, Lewisham and Greenwich, we benefit from a true village vibe with vast green spaces including Greenwich Park and the Heath
- A vibrant borough just 11 minutes from the centre of London, we are well connected through excellent transport links with the international rail terminal in Stratford and London Overground within easy reach, and you can even fly away to Europe for a long weekend away via London City Airport
- A successful and cosmopolitan part of London, Blackheath high street is filled with independent cafés and shops, diverse restaurants, with specialist foodie treats and bars dotted throughout



- A popular venue for year-round events: from weekend football, weekly farmers' markets and summer picnics, to the best free fireworks display in London – and the annual summer festival OnBlackheath, celebrating some of the best musicians and chefs in a weekend of outdoor entertainment.
- A wealth of unique sights, attractions and activities on your doorstep to benefit you in your free time and provide exciting learning opportunities beyond the classroom
- Excellent entertainment: closely situated to Lewisham town centre for a bustling shopping centre; Blackheath Halls serves the community a range of classical music, opera and comedy, and nearby are the O2 Arena, Cutty Sark, the Royal Observatory, museums, art galleries, and much more.

*“St Matthew Academy is like no other – we provide stability, structure and continuity to every learner’s education, along with the experiences and support designed to develop and celebrate them in every aspect, allowing them to realise and achieve their ambitions.” Key Stage 2 teacher*

