



# POSITION Description



## Subject Teacher

### POSITION DESCRIPTION

Accountable to:	Principal
Line Manager:	Head of Faculty

St Patrick's College is a Catholic secondary school for boys in the Edmund Rice tradition. As a day and boarding school for boys in Years 7 to 12, we are proud of our rich tradition serving the educational needs of young men from Ballarat, Western Victoria and beyond since 1893.

Central to the mission of the College is an unequivocal commitment to fostering the dignity, self-esteem and integrity of all students. This provides them with a safe, supportive and enriching environment to develop spiritually, physically, intellectually, emotionally and socially. The College is committed to achieving excellence in all its forms.

St Patrick's aspires to be faithful to the Touchstones of a Catholic School in the Edmund Rice tradition; these touchstones are Liberating Education, Justice and Solidarity, Gospel Spirituality and Inclusive Community. St Patrick's College is an organisation committed to Child Protection and to the implementation of Child Safeguarding policies, procedures and practices.

At St Patrick's College, we aim to create a joyful workplace that celebrates the uniqueness of every staff member. We believe our staff are our greatest asset, and we are committed to ensuring that, through collaboration, teamwork, continuous professional learning, and support, all staff have the opportunity to reach their full potential and make their best contribution to the College.

We understand that fostering a positive and supportive environment for our staff directly impacts the quality of education and care we provide for our students. By empowering our staff, we ensure that they are best equipped to inspire and guide our students to achieve their fullest potential. Together, we strive to create an environment where both staff and students flourish in a culture of excellence.

#### **POSITION SUMMARY**

The Subject Teacher will have demonstrable skill and capacity as an exceptional teacher, and will be responsible for teaching assigned subjects, in accordance with the stated aims of the curriculum. The role of the Subject Teacher is to develop engaging, challenging and evidence-based curriculum, and to develop positive relationships with boys, to enhance learning outcomes. All teaching within the College is conducted in line with the ethos of a Catholic school in the Edmund Rice tradition.

## **DUTIES AND RESPONSIBILITIES**

### **Relationship Development**

- Foster a culture that values and supports teamwork, collaboration, collegiality, innovation, trust, openness and participation
- Build positive, professional relationships across all areas of the College
- Work cooperatively with and support colleagues in leadership roles through collaboration and mentoring
- Facilitate a supportive and enriching learning culture of high expectation for all
- Contribute to maintaining high standards of behaviour and positive relationships
- Role model professional competency, ensuring behaviour and presentation meet College expectations

### **Subject Teacher**

- Provide opportunities to engage students in a variety of learning experiences where students are encouraged and supported in achieving personal excellence
- Provide students with a positive role model through their actions as a committed Catholic educator
- Teach classes within their subject areas in line with courses of study developed by faculty and/or School teams or as part of the VCE, VETiS, VELs or Australian Curriculum
- Be able to assist students with individual and group work in accordance with the classroom program plans outlined in course of study
- Assist Faculty Heads in reviewing, designing and developing curriculum
- Development of engaging curriculum and teaching strategies for boys
- Work as part of a team of Faculty and/or School based staff
- Other tasks as directed by the Head of Faculty and Heads of School

### **Policies and Procedures**

The Subject Teacher will manage and document all related policies and procedures to ensure they meet current legislative requirements, are aligned to the identified strategies of the College and will ensure all policies and procedures are reviewed within set parameters

### **Child Safety**

The Subject Teacher will comply with the College's Child-Safeguarding Policy and Code of Conduct and any other policies or procedures relating to child safety, assist in the provision of a child-safeguarding environment for students, and demonstrate a duty of care to students in relation to their physical and mental wellbeing.

The Subject Teacher will work collaboratively with the Principal and the Leadership Team to ensure the College meets its ongoing obligations in respect of child safeguarding initiatives including as required by the Child Safety Standards set out in the *Education and Training Reform Amendment (Child Safe Schools) Act 2015* (Vic), Ministerial Order 1359 and the EREA National Safeguarding Standards.

### **Occupational Health and Safety**

The Subject Teacher will contribute, as required to ensure the College meets its health and safety duties and obligations under the *Occupational Health and Safety Act 2004* (Vic). This includes supporting the Principal or their delegate in responding to critical incidents and ensure alignment with relevant health and safety policies.

### **Risk Management**

The Subject Teacher will ensure all reasonable steps are taken to identify and manage foreseeable risks relating to the activities and operations of the College, including the development of risk management plans as required in accordance with College policies and procedures.

### **Other Duties**

The Subject Teacher will perform any other duties commensurate with their skills and experience which are required by the Principal or their delegate from time to time.

## **EXPERIENCE AND QUALIFICATIONS**

- Understanding of the role of leader, specific to the Catholic context and Edmund Rice charism
- Teaching qualifications and experience with a major study in the relevant area of teaching
- Current Victorian Institute of Teaching Registration
- Commitment to undertake or complete post-graduate studies in subject or school related areas
- Experience and/or understanding of teaching boys across a variety of year levels
- Understanding of the requirements as outlined in the course of study and other documentation for teachers teaching VCE, VETiS, AusVELs or the Australian Curriculum
- Understanding of issues relating to the education of boys with a diverse range of learning needs

## **KEY SELECTION CRITERIA**

The following Key Selection Criteria will be used in the selection and appointment of this role. Candidates are to provide a written response as part of their application.

1. Understanding of and demonstrated commitment to the Catholic ethos and tradition of the College, and its Four Pillars – Faith, Tradition, Excellence and Joy.
2. Evidence of qualifications and experience in nominated teaching areas including a major study in the area at a recognised tertiary institution.
3. Demonstrated ability to develop, promote and integrate best practice in relation to teaching and learning and the pastoral care and wellbeing of students relevant to the role.
4. Demonstrated knowledge and capacity to promote best practice and awareness in relation to child safeguarding, and other legislative requirements under MO1359.
5. Demonstrated experience and capacity to work as part of a team of staff and lead them constructively in their work.
6. Demonstrated capacity to fulfill the Duties and Responsibilities set out in the position description above.

## **STATEMENT OF COMMITMENT TO CHILD SAFETY**

St Patrick's College endorses, implements, and complies with the EREA Statement of Commitment to Child Safety.

St Patrick's College's commitment to child safety is based on the following overarching principles that guide the development and regular review of our work systems, practices, policies, and procedures to protect children from abuse.

1. All children have the right to be safe
2. The welfare and best interests of the child are paramount
3. The views of the child and a child's privacy must be respected
4. Clear expectations for appropriate behaviour with children are established in the Child Safety Code of Conduct
5. The safety of children is dependent on the existence of a child-safe culture
6. Child safety awareness is promoted and openly discussed within our College Community
7. Procedures are in place to screen all staff, external education providers, contractors, and volunteers who have direct contact with children.
8. Child safety and protection is everyone's responsibility
9. Child protection training is mandatory for all College Advisory Council members, staff, and volunteers
10. Procedures for responding to alleged or suspected incidents of child abuse are simple and accessible for all members of the College Community
11. Children from culturally or linguistically diverse backgrounds have the right to special care and support including those who identify as Aboriginal or Torres Strait Islander
12. Children who are vulnerable have the right to special care and support
13. Children who have any kind of disability have the right to special care and support

## **EMPLOYMENT AT ST PATRICK'S COLLEGE**

Prospective applicants should consider that all employees at the College are expected to:

- Support the ethos and aims of Catholic education in the Edmund Rice Tradition
- Operate with Gospel Values of compassion, justice, truth and service at the core of your dealings with students, parents, staff and the wider community
- Have an awareness of, and support for, the Charter and key EREA policies, procedures and practices
- Be familiar with and have the ability to work towards achieving the goals outlined in the Strategic Plan
- Display a high level of professional competency and ensure that behaviour and personal presentation reflect the College's values and professional expectations
- Develop the notion of team wherever possible, encouraging cohesion and enthusiasm
- Be committed to self-development and ongoing professional development
- Be supportive of the social justice, cultural and sporting co-curricular programs of the College
- Have knowledge/awareness of Occupational Health & Safety, Equal Opportunity and Anti-Discrimination requirements applicable in the work environment