



Carinya

CHRISTIAN SCHOOL

From Christ and For Him

EMPLOYMENT APPLICATION PACKAGE

SECONDARY TEACHER - MATHEMATICS -

25 Boronia Drive, CALALA NSW 2340

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welcome

Carinya Christian School was founded in May 1984 by the Tamworth Christian Education Association and is an independent school with over 800 students. It is one of the only Schools in Tamworth & Gunnedah NSW where pre-school, primary school and high school aged girls and boys can attend the same campus. This structure creates a unique opportunity for staff, parents, carers and students to “take the journey together, from start to finish”; from their first day of school to their graduation.

At Carinya, Jesus Christ is central to the core vision of the school and the values and educational perspectives which define it. The motto “From Christ and For Him” summarises the Christ-centred education that Carinya seeks to provide for every student. Every ability, every talent and every opportunity we enjoy as individuals comes “From Christ” and so everything we do in our learning and our life must be “for Him”.

Students are taught that everything they learn is the work of the Lord Jesus, as the Creator of the universe: from the smallest particle of matter, to the immensity of the universe: from the first spark of life in the womb to the vast and complex history of the human race.

Students are taught that every skill, every ability and every gift they have, has come “From Christ” and is to be used “For Him”. Therefore, staff treat each student as an individual, made in the image of God, to be loved, valued and respected as a learner. That means the learning and achievement of each student matters equally. The achievement of some students is not singled out for reward or recognition, as if their success matters more than the learning and success of others.

Instead of seeking recognition and extrinsic rewards, students are taught to apply themselves with commitment and energy to everything they do: to “seek the reward in the task.” In pursuing these goals, students are nurtured to be positive and confident in their learning, to be thankful for the abilities God has given them and to willingly share those abilities with others.

David Jones
Ceo, Carinya Christian School



OUR STAFF

We employ

COMMITTED CHRISTIANS WHO HAVE A PERSONAL CONVICTION

FOR POINTING CHILDREN TO JESUS CHRIST THROUGH THEIR TEACHING AND WORK

OUR APPROACH

The essential elements of the educational process; the home, the learner, the curriculum and the teacher are interpreted in a framework based on an understanding of the person and authority of Jesus Christ.

Our Christ-centred approach to teachers encompasses 3 key values:

- 1. Teachers must not only treat children as individuals because they are made by Jesus in His image, but must believe that to be true about the child and about themselves.*
- 2. Teachers must not only teach children that everything they learn about in the curriculum has come from the mind and hand of Jesus, but they must also believe that to be true.*
- 3. Teachers must not only respond to a child's learning in a way that points them to Jesus as the source of all their opportunities and abilities, but must also believe that to be true.*

OUR BENEFITS

Teachers at Carinya are employed under the Independent Schools NSW Standards Model Carinya Christian School Agreement. This agreement provides entitlements which are above the industry average and enables career progression based upon professional development rather than years of service.

Professional development is a priority for the school and two non-teaching weeks are set aside each year during student vacation for all staff to collectively participate in Curriculum and Professional Development. Carinya Term Dates do not match NSW Public Schools and can be viewed via the school website.



TAMWORTH

LOCATION - Tamworth is a beautiful, vibrant and prosperous regional city, covering 184 square kilometres. Tamworth is the “capital city” of the New England North West region of NSW, serving around 182,000 people.

The entire Tamworth Region covers 9,653.25 square kilometres, with a population of over 58,000. From the Nandewar Range north of Barraba, to the head of the Peel River and the Great Dividing Range, Tamworth Region is one of the most progressive and exciting places in inland Australia. The region is about three times the size of Sydney basin or the same area as Lake Eyre.

CLIMATE - Tamworth has a warm climate with hot summers and mild winters. Temperatures exceed 35 °C (95 °F) on around 20–25 days a year but over the past few years have exceeded this number substantially.

TRAVEL - Tamworth is located approximately 500km north of Sydney and 600km south of Brisbane. Tamworth Regional Airport offers regular passenger flights on several major airlines to Sydney and Brisbane and the city is well serviced by a rail network and public and community transport options.

LIFESTYLE - Tamworth Region combines country living with city style, history, sport and culture. In addition to world-class country music, Tamworth is a dynamic and progressive city boasting lifestyle, education and employment opportunities the envy of its city counterparts. Add to this its natural beauty and an enviable wining, dining and cafe culture and it's easy to see why so many people are making the move.

Tamworth is the Australian Country Music Capital and home to the largest Country Music Festival in the Southern Hemisphere. Don't be fooled though, there's much more to the city!

The city also has an extensive repertoire of attractions from natural wonders to cultural and artistic offerings, as well as top restaurants showcasing regional produce and wine.

Boasting a vibrant and growing retail sector ranging from major shopping centres and main street shop fronts to exclusive boutique outlets, Tamworth caters for all shopping needs. Tamworth's growing population is also driving new shopping opportunities and attracting national retailers to the city.



SECONDARY MATHS

POSITION DESCRIPTION

- **Permanent Full-Time or Part-Time**
- **Commencing Term 1, 2024**
- **Base Full-Time Salary Range as of February 2024 - Band 1 \$87,525, Band 2 \$108,600, Band 3 \$124,006**

THE ROLE

Secondary Mathematics Teachers direct and instruct the learning of students from Years 7 to 12 as they seek to develop their knowledge, understanding and skills in mathematics and numeracy.

Students have the opportunity to develop increasingly sophisticated and refined mathematical understanding, fluency, communication, reasoning, analytical thought and problem-solving skills. These capabilities enable students to respond to familiar and unfamiliar situations by employing strategies to make informed decisions and solve problems relevant to their present and future needs.

Secondary teachers at Carinya Tamworth teach 25 of 30 periods per week with, 5 periods per week being allocated for preparation, administration and relief. All teachers participate in the Pastoral Care of students and meet with their assigned Pastoral Care class at the start of each school day.

Teachers are also encouraged to participate in extra-curricular and sporting activities at the school which provides additional Pastoral Care opportunities. This is an excellent opportunity for both experienced teachers and new scheme teachers to work in a supportive and professional Christian Education setting.

THE APPLICANT

Applicants must be suitably qualified to teach Mathematics, with knowledge and/or experience, through to Year 12. The ability to teach in other areas, including Science, would be beneficial.

To align with the Schools Christian beliefs, applicants must be committed Christians of reformed evangelical persuasion. Applications from both new and experienced teachers will be considered and it is a requirement that all applicants hold a current Working With Children Check.

CRITERIA

It is the employment policy of the Board of the Tamworth Christian Education Association that all employees meet the following criteria.

All Teaching and Non Teaching Staff:

- be committed Christian people who are actively involved in a local Christian church;
- be prepared to see their work as contributing to the cause of Christ in the school;
- be willing to uphold, safeguard and promote the ethos of the school in the local community;
- model a lifestyle that reflects Christian practice and beliefs in their everyday work and life;
- subscribe wholeheartedly to the understanding of the biblical doctrines of grace expounded in the first 20 Chapters of the Westminster Confession of Faith.

All Teaching Staff:

- be accredited with NESA to teach in NSW schools;
- be committed to strive for the highest standards of professional competence and be prepared to pursue personal professional growth;
- must embrace the following practices as fundamental to the educational process in the teaching of children at Carinya;
 - children are to be taught and valued as individuals, made in the image of God, on purpose and for a purpose;
 - the talents and abilities of each child are regarded as gracious gifts from the Lord Jesus and are to be valued equally in the classroom and in the school community;
 - children are to be intrinsically motivated, taught to find reward in using the abilities they have been given by the Lord: in the process and as an outcome of their learning, they are encouraged to “seek the reward in the task” and not in extrinsic prizes, reward or public recognition: “coming first” and “beating” classmates are not worthy reasons for children to learn;
 - children are expected to develop and use their abilities and do their best in whatever they do: they are encouraged to be “faithful”;
 - students are taught in classrooms characterised by community and co-operation not rivalry and competition.

In the pursuit of a safe learning environment, Carinya Christian School is a smoke and alcohol-free environment.

HOW TO APPLY

To apply for this role, please fill in our **Staff Application Form**, *which must form part of your application*, located on the Carinya website. Send the form, together with your Cover Letter, Resume, and any other relevant supporting documentation to:

admin@carinya.nsw.edu.au

All applicants must read Chapters 1 - 20 of the Westminster Confession of Faith, which is located on our website, and respond as required within their application.

www.carinya.nsw.edu.au/employment-opportunities



Carinya Christian School

Information Collection Notice

Job Applicants

1. Carinya Christian School collects personal information, including sensitive information about job applicants. This includes information provided in your job application, in the course of conversation or as collected from third parties on your behalf, such as employment referees. The primary purpose of collecting this information is to enable the school to consider your application for employment with Carinya Christian School.

2. Some of the information the Carinya Christian School collects is to satisfy the school's legal obligations, particularly to enable Carinya Christian School to discharge its duty of care to enrolled students.

3. Laws governing or relating to the operation of a school require certain information to be collected and disclosed. These include relevant Education Acts and Public Health and Child Protection laws.

4. In order to consider your application for employment and to facilitate and manage your employment relationship with Carinya Christian School, you consent to our collecting personal information about you from recruitment agencies, law enforcement agencies for criminal checks and working with children checks, educational institutions to verify your qualifications, and other individuals or businesses we contact for the purpose of reference-checking as agreed with you.

5. The personal information that is collected about you will be stored securely in a recruitment record. If you are successful and become an employee then an employee record will be created and the personal information we have collected will be stored in this file. Employee records are exempt from the Australian Privacy Principles (APPs) under the Privacy Act 1988.

6. If you are not offered a position or if you decline an offer of a position at the Carinya Christian School the information stored in your recruitment record will be stored for 12 months, unless you advise us to destroy the records at an earlier time. At this time, the school will take reasonable steps to destroy or de-identify the information as appropriate.

7. Carinya Christian School may disclose personal and sensitive information for administrative, educational and support purposes (or may permit the information to be directly collected by third parties). This may include to:

- government departments;
- people providing administrative and financial services to Carinya Christian School ;
- anyone you authorise Carinya Christian School to disclose information to; and
- anyone to whom Carinya Christian School is required or authorised to disclose the information to by law, including under child protection laws.

8. Failure to provide the information to Carinya Christian School will affect the school's ability to evaluate your application and may result in the recruitment process not proceeding.

9. Carinya Christian School may also use cloud computing service providers to store personal information (which may include sensitive information) on their servers in the 'cloud'. These servers may be located in or outside Australia. This may mean that personal information may be stored or processed outside Australia.

11. Carinya Christian School's Privacy Policy contains further information about its use of cloud and other third-party service providers and any of their overseas locations.

12. Carinya Christian School's Privacy Policy is accessible via the school website or from the school's office. The Policy sets out how job applicants and employees may seek access to, and correction of their personal information which Carinya Christian School's has collected and holds. However, access may be refused in certain circumstances such as where access would have an unreasonable impact on the privacy of others, or may result in a breach of the school's duty of care obligations. Any refusal will be notified in writing with reasons if appropriate.

13. Carinya Christian School's Privacy Policy also sets out how job applicants and employees can make a complaint about a breach of the APPs and how the complaint will be handled.

14. If you provide Carinya Christian School with the personal information of others, such as other employment referees, doctors or emergency contacts, we encourage you to inform them you are disclosing that information to Carinya Christian School and why, that they can request access to and correction of that information if they wish and to also refer them to the Carinya Christian School's Privacy Policy for further detail about such requests and how the school otherwise handles personal information it collects and complaints it receives.

For in him all things were created:
things in heaven and on earth,
visible and invisible, whether
thrones or powers or rulers or
authorities; all things have been
created through him and for him.

Colossians 1:16