



St Wilfrid's
Church of England Academy



TEACHER OF RELIGIOUS EDUCATION

FULL TIME - PERMANENT



Dear Applicant,

I am delighted that you have expressed an interest in working at St Wilfrid's Church of England Academy.

We are seeking to appoint a well-qualified, enthusiastic and dedicated teacher of RE to join our team. The successful candidate must be a talented teacher who can convey their passion for their subject to our students and be a team player at heart. They should be focused, resilient and good-humoured, and have the capacity to teach RE at Key Stage 3 and 4. The ability to teach KS5 is desirable.

If you were to be successful in your application, you would be joining an Academy which strives for excellence. We benefit from purpose-built accommodation with excellent facilities. All in all, it is a wonderful place to work, learn and worship. Our vision is 'Lord Direct us to **Live** Life to the Full', rooted in John 10:10. Whilst **Learning**, we are **Inspired** and develop our **Values** through **Experiences** as each member flourishes. We aim to raise aspirations, realise potential and develop well-rounded successful teachers and young people.

As an Academy, we seek to embrace new methodologies whilst maintaining a balance with traditional practice, to bring about examination success. All students at Key Stage 3 and 4 have a 1:1 mobile device; this is an example of our commitment to use modern technology to maximise learning. Recent development of the site has enhanced the resources available to staff and students, which includes an Immersive Classroom space.

We are looking for a high calibre and enthusiastic teacher of RE who wishes to be part of the success story of St Wilfrid's. You would be joining a forward-thinking Academy with an excellent team of staff, who along with fantastic students, inspire each other and all who come to visit. Whatever your current position, we will provide tailored CPD to challenge, grow, equip and prepare you for the next phase of your career.

The closing date for applications is 9am on Thursday 28th March 2024.

If you are interested in moving the Academy forward and are committed to making the learning tomorrow even better than it is today, I would warmly encourage you to apply for this post. If you require any further information regarding this role, or would like to visit the Academy in action, please contact Mr G Flanagan, via gflanagan@saintwilfrids.com who will arrange this.

Please submit the Teaching Staff application form, which can be downloaded from the Academy website, along with a letter of application of not more than two A4 sides detailing how your experiences to date qualify you for the role.

I look forward to receiving your application.

Yours faithfully,

Mrs V Michael
Principal

Lord direct us to *live* life to the full

“ The Christian ethos at the Academy helps give us a sense of security and moral guidance that we can carry through for the rest of our life. ”

Olivia - Year 13



KEY FACTS AND STATISTICS

Type of school	Single Academy Trust	% of PP students	20%
Age range	11-18	% of students with State-ment of education, health and care (EHC) plan	1.3%
Location	Blackburn, Lancashire	% of students with EAL	12%
Denomination	Church of England Diocese of Blackburn	GCSE Results 2023	
Co-education or single sex	Mixed	English 9 - 4	85%
Number of students	1506	Maths 9 - 4	83%
Number of staff	95 Teaching 71 Support	English and Maths 9 - 4	78%



Visit from the Interfaith Form



LEARNING AREA: RELIGIOUS EDUCATION

The Religious Education team achieve excellent outcomes as a result of their outstanding subject pedagogical approach and the rapport that they have with each student. They are a forward thinking, dynamic team who are at the forefront of embedding new technologies into daily teaching. All members of the Learning Area are dedicated to producing lessons of the highest standard and work collaboratively to ensure that students are able to experience a high quality curriculum. RE is compulsory at GCSE and all students at KS5 study Core RE. There is a thriving KS5 uptake and a significant proportion of our A2 students go on to study RE related undergraduate courses.

Staff	4 specialist teachers + 1 Learning Area Coordinator + Head of PSHCEE			
Examination courses for KS4	The majority of students sit the full-course exam - AQA (2016) GCSE RS Specification A			
Examination courses for KS5	All students study EdExcel A-Level Religious Studies (2016) A significant number of our A2 students study RE or an RE-related degree course.			
GCSE examination results*		7+	5+	4+
	2023	52.2%	89.4%	93.8%
	2022	52.1%	89%	94.9%
A-Level examination results		A*-B	A*-E	
	2022	27%	100%	
Teaching Areas	All lessons at KS3 and KS4 are taught in specialist rooms and teaching staff have a room base for the majority of their lessons. KS5 lessons are delivered in the new block predominantly used by Sixth Form. All rooms have full connectivity, to facilitate the use of 1:1 devices and Apple TV.			
Timetable structure	Lessons are taught on a weekly timetable. KS3 Year 7 have one period and Year 8 and 9 have two periods per week KS4 Students studying the full course have two periods per week KS5 Five periods The curriculum time for RE is increasing in 2023, with all students studying the full course GCSE.			
Extended Learning	Experiential learning takes place for all year groups. We have strong partnerships with a number of local churches and students regularly have visitors in their lessons. Additional visits are a developing part of the RE curriculum and visits take place in all Key Stages to enhance learning of world views.			

JOB DESCRIPTION



Job Title:
Teacher of RE

Reporting to:
Learning Area Coordinator

Salary:
MPR/UPR

Contract:
Full Time - Permanent

Main Purpose:

To impact positively on student achievement and attainment through planning and developing high quality lessons, using a variety of approaches to continually enhance teaching and learning.

1 Leading, Learning and Teaching

- 1.1 Be a passionate role model for outstanding teaching and learning within the RE Learning Area
- 1.2 Take a strategic role in the development of the curriculum within the Learning Area
- 1.3 Establish creative, responsive and effective approaches to learning and teaching through the use of technology
- 1.4 Use assessment information to inform planning and maximise progress. Actively monitor and follow up student progress ensuring timely intervention is effective
- 1.5 Ensure assessments, moderation and the administration of examinations are completed accurately and on time
- 1.6 Effectively mark across the subject, ensuring students are provided with purposeful feedback and set appropriate targets which are acted upon to maximise progress
- 1.7 Develop and evaluate (along with appropriate colleagues), syllabuses and corresponding schemes of learning ensuring that they are sequenced, relevant and up to date so that the curriculum is ambitious, broad and balanced
- 1.8 Contribute to Learning Area meetings, where appropriate and CPD to promote effective consultation and the sharing of good practice
- 1.9 Evaluate the current programmes of study and recruit students onto futures courses with integrity

2 Developing Oneself and Working with Others

- 2.1 Evaluate one's own teaching critically and use this to improve effectiveness
- 2.2 Treat people fairly, equitably, with dignity and respect, to create and maintain a positive culture within the Academy
- 2.3 Develop and maintain a culture of high expectations for oneself and for others and take appropriate action when performance is unsatisfactory

2.4 Review one's own practice, set personal targets and take responsibility for one's own personal development

2.5 Have a passion for working with young people

2.6 Manage one's own workload and that of others to allow an appropriate work/life balance

3 Securing Accountability

3.1 Fully participate in the Academy's Appraisal programme

3.2 Be aware of, and adhere to, policies and procedures relating to safeguarding, child protection, health and safety, confidentiality and data protection, reporting all concerns to the appropriate persons

3.3 Fulfil commitments arising from contractual accountability to the governing body

3.4 Undertake any other duties and responsibilities as required which are covered by the general scope of the post

3.5 Undertake any other reasonable duties at the request of the Principal

4 Wider Responsibilities

4.1 Create and maintain effective partnerships with parents and carers to support and improve students' academic achievement, in addition to their spiritual, moral, social and cultural development

4.2 Attend Parents' Evenings and other Post-16 events as required to ensure a positive partnership is realised between staff, students and parents

4.3 Be professional at all times with regards to appearance and behaviour

5 Strengthening Community

5.1 Actively support and promote the Christian ethos of the Academy

5.2 Support the Academy House System

5.3 Provide pastoral support for students to the best standard possible

5.4 Carry out the roles and responsibilities of a form tutor

5.5 Contribute where possible to Academy events and extra-curricular activities

5.6 Actively promote the Academy within the community

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This job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be changed at management's discretion in the future. The appointment is subject to the current conditions of employment in the current School Teacher's Pay and Conditions.

PERSON SPECIFICATION

This person specification lists the requirements which are necessary to do this job and how these will be assessed (Application - A, Interview - I and References - R).

In the application and supporting statement, the applicant should state clearly how they meet the requirements being assessed by APPLICATION. The panel will reach a decision on whether or not to short-list the applicant based on the information provided in BOTH the form and the statement.

St Wilfrid's Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Candidates will be shortlisted against the person specification for the post.

CRITERIA	ESSENTIAL/ DESIRABLE	A / I / R
QUALIFICATIONS AND TRAINING		
5 good GCSEs (or equivalent) including English and Mathematics	E	A
A-Levels or equivalent	E	A
Degree or equivalent	E	A
QTS or QTLS status	E	A
Further qualifications demonstrating leadership development, such as NPQs	D	A
EXPERIENCE		
Be an excellent teacher demonstrating enthusiasm and a commitment to education	E	I / R
Have the ability to communicate effectively and relate well to all stakeholders	E	A / I / R
Have experience of observing, reporting and evaluating effective teaching practice and moving colleagues forward regardless of their position or career stage	E	A / I / R
Have knowledge of and a commitment to the implementation of the safeguarding agenda	E	A / I / R
Have experience of teaching RE at KS5	D	A / I / R
Have experience of leading strategies with impact to improve the progress of students	D	A / I / R
Have experience of enriching the learning opportunities of students beyond the classroom	D	A / I / R
Have recent experience of examining RE at GCSE or A-Level or be interested in pursuing this	D	A / I / R
SKILLS AND ATTRIBUTES		
Have the ability to demonstrate a clear understanding of the principles and practice of effective teaching specifically relating to RE	E	A / I / R
Have confidence and competence in using student achievement data appropriately, to support students and therefore make timely interventions which have a long-term impact	E	A / I / R
Have an excellent understanding of appropriate assessment processes	E	A / I / R
Have an ability to motivate young people	E	A / I / R
Have excellent interpersonal and communication skills	E	A / I / R
Have demonstrably high professional standards	E	A / I / R
Have a proven track record of strong and effective behaviour management strategies	E	A / I / R
Have the ability to contribute to CPD which will equip and inspire colleagues	E	A / I / R

Have knowledge and experience of recent relevant pedagogical developments	D	A / I / R
Have experience of networking with other schools and education providers	D	A / I / R
PERSONAL QUALITIES		
Be able to actively support and promote the Christian Ethos of the Academy	E	A / I / R
Have a passion for working with young people	E	A / I / R
Be a team player used to working collaboratively	E	A / I / R
Have high expectations	E	A / I / R
Have a willingness to make a commitment to support the success of colleagues	E	A / I / R
Be a resilient and reflective individual	E	A / I / R
Be willing to undergo training as necessary	E	A / I / R
Have creativity, energy, enthusiasm and a sense of humour	E	A / I / R
Be able to lead by example and demonstrate professional values, securing the ethos of the Academy	E	A / I / R
Have energy, tenacity and the ability to work under pressure	E	A / I / R

Prepared on: 14/03/2024

By: VM / KC