

**St Joseph's Catholic High School**  
*"Living, loving, and learning – through Christ"*



# Teacher of Religious Education



[www.sjchs.uk](http://www.sjchs.uk)

**Harrington Road, Workington CA14 3EE**  
**01900 873290**

## Message from our Headteacher



Dear Colleague,

Thank you for expressing an interest in the advertised post. I hope you find the details in our application pack informative.

We are seeking to appoint an enthusiastic teacher of Religious Education to join our highly committed and successful team from January 2019. This post has become available due to the relocation of a colleague to a different city. The successful candidate will be a teacher who values, motivates and inspires students to succeed in RE. There will be a requirement to teach to Edexcel GCSE. The department has a well-resourced curriculum and challenging schemes of learning designed to enable students to actively explore RE. The recent assessment and curriculum reforms are embedded. There is a real focus on stretch and challenge.

We are a Catholic school which means that we have a Mission Statement based on our Catholic Faith. We endeavour to fulfil our Mission Statement through our lessons, through our celebrations, our worship and in all our day to day activities. This post holder, like all roles in school, will be expected to uphold and contribute to the Catholic Ethos by ensuring the Mission Statement is lived through the RE Department. It is desirable that the RE teacher is a practising Catholic.

St Joseph's is a school judged to be Good by Ofsted. Our recent Section 48 inspection was successful. I have been Headteacher at St Joseph's for two years. We are a happy school with students who are well mannered and welcoming. Our systems for behaviour and student support ensure that this remains the case and we work very hard to maintain our standards of behaviour for learning, dress and attendance.

We have several challenges ahead. We believe that our Progress 8 will take us above national this year which is a great improvement from two years ago when we were -0.5. However, we still have to improve the performance of our Pupil Premium cohort, our boys and our high ability students. In RE, the scores are above national at 4+ and 5+ and 7+. The department is very well led by the Head of RE, who is a member of our Extended Leadership Team. The RE department has achieved the highest number of Grade 9s in the school and is second in the Diocese for results this year. The team continues to strive for higher results in each cohort. Teaching is very strong, staff have very good relationships and strive to inspire young people.

If you feel that you would like to join a successful RE team, then I would very much welcome your application. I would welcome any visits to school or telephone calls, if you wish to discuss the post before applying.

Yours sincerely,  
Jacky Kennedy  
Headteacher

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## Teacher of Religious Education

The Governors of St Joseph's Catholic High School are seeking to appoint a Teacher of RE from January 2019.

This is an opportunity to join a very successful RE team led by our Head of RE who is a member of our Extended Leadership Team. The RE team have achieved well above national results in 2018 and are looking to improve their performance further.

St Joseph's was given a Good in Ofsted 2016 and has achieved higher results in the two years since that inspection. Our recent Section 48 inspection was successful.

The successful candidate will:

- be committed to fulfil our Mission Statement
- have enthusiasm, warmth and drive to improve RE further
- will join a successful team committed to further improvement

St Joseph's offers staff

- the chance to work in an ambitious Catholic school with an exciting future
- the opportunity to work with supportive and caring staff and well-mannered students
- opportunities for career development

Closing Date for applications is 15th October 2018 12.00pm

If you believe that you have the skills to help our school achieve more success, please complete the TES online application form.

Our Application Pack is attached. If you wish to receive a pack via post, please contact Mrs Brentnall.

*The school is committed to Safeguarding to safer recruitment procedures. Applicants are subject to an enhanced DBS.*

# Our Mission Statement

Living, Loving,  
Learning through Christ



St Joseph's  
Catholic High School

With St Joseph as our patron:

We are a loving family, following the Way of Jesus.

We live each day in prayer and joyful celebration together.

We realise that learning is key to the rest of our lives.

We listen and work hard towards, college, sixth form, university and work.

— ^ — Jesus said, — ^ —  
“I am the way, the truth and the life.”

John 14:6

[www.sjchs.uk](http://www.sjchs.uk)

# Our Distinctive Features



## JOYFUL CELEBRATION

We celebrate our Faith together as a school in assemblies, at Mass and in tutor time.



## THE WAY

The Catholic Life of our school follows a 5 year journey called The Way.



## WE ARE A FAMILY

St Joseph's is a school where everyone counts. We care and look after each other. We are known for our friendly and supportive atmosphere.



## CHARITABLE GIVING

We regularly support the poor and vulnerable. Each year group supports a charity with many events planned for each term.



## ENJOYMENT

We plan a wide range of competitions, activities, trips and visits to complement and enrich our curriculum.



## PARENTS AS PARTNERS

We establish relationships with parents quickly and communicate regularly via media and our Class Charts systems.



## WE TAKE PRIDE IN OUR WORK

Our books demonstrate progress. Our marking and feedback challenge students to raise their grades further.



## COMMUNICATION

Our Parents have daily access to behaviour and achievement data as well as regular updates via reports, texts and media.



## HIGH EXPECTATIONS NO EXCUSES

Our 'no excuses' approach instils strong learning habits in every year group.



## EVERY CHILD IS UNIQUE

We know every students' needs and work hard with parents to ensure all students are successful.



## REWARDS

Our culture of success celebrates students' achievements and talents regularly in lessons, assemblies and in our annual Prize Giving.



## CAREERS AND GOALS

Our well structured careers programme is supported by local employers, sixth form and university colleagues to ensure students' next steps are identified and planned.

*Designed by students, September 18*



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## Teacher of Religious Education Person Specification

Vision and Ethos	Essential	Desirable
A commitment to the Mission Statement	✓	
Practising Catholic		✓

Qualifications	Essential	Desirable
Qualified to degree level or above	✓	
Possesses QTS status or equivalent	✓	

Experience and skills	Essential	Desirable
Have excellent subject knowledge	✓	
Be able to motivate and inspire to learn	✓	
Be highly motivated and willing to use initiative	✓	
Have a variety of teaching and learning strategies which they use effectively	✓	
Be able to maximise the achievements of <u>all</u> students	✓	
Be able to work effectively as part of a team	✓	
Be able to support and carry out departmental and whole school policies and procedures	✓	
Possess good written and verbal communication skills	✓	
Possess appropriate administrative skills	✓	
Be willing to contribute to the broader life of the school	✓	
Be willing to contribute to the development of the department and the school through their own professional development	✓	
Be aware of the need to ensure children are safe within school.	✓	

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## Teacher of Religious Education Job Description

**Reports to**      **Head of RE**

**Salary Scale**    **Main / UPS**

**Start Date**      **as advert**

### **Purpose:**

- To fully support the school's Catholic ethos.
- To ensure that Enterprise capabilities and business opportunities are incorporated and delivered within your subject as part of the Schools' specialism.
- To carry out the duties of a teacher as set out in the most recent School Teachers' Pay and Conditions Document.

Your aim is to be an effective teacher and tutor who challenges and supports all your students to do their best and achieve their potential by:

- Inspiring students to meet Christ or be a witness to Christ
- Building team commitment
- Engaging and motivating students
- Taking positive action to improve the quality of your students' learning

### **Responsibilities**

- As a subject teacher maintain a thorough and up-to-date knowledge of the teaching of your subject(s) and take account of wider curriculum developments, which are relevant to your work.
- Teach students according to their particular needs, including the planning, preparation and assessment of work in line with St Joseph's policies.
- Implement and maintain good classroom management and follow St Joseph's policies for behaviour management.
- Plan lessons and sequences of lessons to meet students' individual learning needs.
- Assess, monitor and record the progress of students in your teaching classes; give them constructive feedback, and advice; and report their progress to, and discuss their progress with, their parents/guardians.
- Do all you can to ensure that, as a result of your tutoring and teaching, your students achieve well relative to their prior attainment, making progress as good as or better than similar students nationally.
- Within the framework of the Performance Management and CPD policies, take responsibility for your own professional development and use the outcomes to improve your tutoring and teaching and your students' learning.

### **Professional Aspiration**

All teachers through professional growth and sustained and substantial performance and contribution to St Joseph's can aspire to a salary level of UPS3.

All teachers who have met threshold standards and who are paid on the upper pay spine play a critical role in the life of our school. They provide a role model for teaching and learning, making a distinctive contribution to the raising of student standards and contribute effectively to the work of the wider team.

*The above areas of responsibility may be amended or added to at the discretion of the Head Teacher, after consultation with the post-holder, and in light of the future developments in the school. This job description will be reviewed annually and is not a comprehensive statement of procedures and tasks but sets out the main expectations of the school in relation to the post-holder's professional responsibilities and duties.*

*The above areas of responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment and Catholic Education Service Contract of Employment. Terms and conditions for staff employed on teaching contracts are detailed in the current School Teachers' Pay and Conditions document.*

## **Further Information**

### **Line Management**

- The line manager will be the Head of RE and will carry out the postholder's performance appraisal.
- Formal line management meetings will take place on a regular basis.

### **Safeguarding Children**

- The school is committed to the safeguarding of the children in its care. To this end all employees will need to undergo pre-employment checks including references, a check of any relevant qualifications, photo and address identification.
- All posts in a school are deemed to have a high degree of contact with children and therefore you must inform us if you have any convictions, cautions, reprimands or final warnings that are not "protected" as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013).
- An enhanced disclosure will be sought through the DBS (CRBE) as part of the pre-employment checking process.

### **Additional Information**

- All employees will need to confirm their right to work in this country, or seek sponsorship to work via the school, where appropriate.

### **Contracted Hours and Pay Scale**

- Please refer to the offer letter which will be provided at offer stage.