



**HAZEL GROVE  
HIGH SCHOOL**



Head Teacher: Mr M. Sibson, Jacksons Lane, Hazel Grove,  
Stockport, SK7 5JX

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## Teacher of RE Fixed Term (Maternity Cover)

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# Application Pack

## January 2018



Head Teacher: Mr M. Sibson, Jacksons Lane, Hazel Grove, Stockport, SK7 5JX



**HAZEL GROVE  
HIGH SCHOOL**

Believe

Achieve

Succeed

## Teacher of RE (maternity cover)

Teacher's Main Pay Range or Upper Pay Range (Negotiable starting point for outstanding candidate) - April 2018 start - Full Time - Fixed Term

Hazel Grove High School has a vacancy for an ambitious and enthusiastic Teacher of RE to join our very successful team. This is an ideal opportunity for an NQT seeking their first post in an exciting and innovative school, or an experienced teacher looking for a new opportunity. The successful candidate will work in a strong RE department, show a passion for their subject, be committed to high standards and be prepared to fully embrace innovative approaches.

### We can offer you:

- an opportunity to join our talented team as we continue to rise as an established and successful 11-18 school
- the opportunity to work at a "good" school
- excellent professional development opportunities including an excellent induction programme and support for NQTs

- a rich programme of CPD to prepare for middle management and promotion to senior management
- a supportive and friendly working environment
- a chance to work with our fantastic young people
- a school that believes in developing all its staff and students to be the best that they can be
- childcare salary sacrifice scheme

*"Students work hard and behave well in lessons and around the academy" OFSTED*

*"The standards students attain are consistently high" OFSTED*

For a full application pack and further details please go to the vacancies page of our website [www.hazelgrovehigh.co.uk](http://www.hazelgrovehigh.co.uk), alternatively please contact Mrs Cohen on 0161 456 4888, [recruitment@hazelgrovehigh.co.uk](mailto:recruitment@hazelgrovehigh.co.uk). Should you wish to discuss this vacancy further please don't hesitate to contact us. Unfortunately we do not accept CV's as a method of application, please do not apply if you have previously submitted an application in the past six months for this post. Completed applications should be emailed to [recruitment@hazelgrovehigh.co.uk](mailto:recruitment@hazelgrovehigh.co.uk) by the closing date stated below. Sadly we will not be able to provide feedback on unsuccessful applications.

**Closing date: 9am, Monday 15th January 2018**

**Interview: TBA**

The successful applicant's appointment will be subject to satisfactory references and Enhanced Disclosure and Barring Service check.

Hazel Grove High School is an equal opportunities employer and we are committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment.



January 2018

Dear Applicant

Thank you for your interest in joining Hazel Grove High School.

I hope the information provided will give you a good sense of where we are heading as a school and why I hope you will consider being a part of the continuing success of Hazel Grove High School & Sixth Form.

We are looking to appoint a fully qualified teacher from April 2018 to join our highly successful RE department to cover maternity leave. We would welcome applications from all interested candidates regardless of your current level of experience including those currently in training and looking for their first role.

I hope you find the following information useful.

### **The post**

The post is to start teaching with the HGHS team in April 2018 to cover maternity leave.

If you are an NQT you will teach an 80% timetable and meet regularly with an allocated subject mentor who will support your classroom development in the first year. If you are an experienced teacher we will support your professional development throughout your time with us with external and internal training opportunities.

The post will teach Key Stage 3 classes and GCSE RE to Year 9, 10 and 11.

### **What's working at Hazel Grove like?**

Hazel Grove High School is an 11-18 converter academy with an excellent track record of student attainment at GCSE and a growing success record at AS and A2 level. Our Sixth Form opened in 2013 and now has close to 100 students across the two phases. We have 1300 students with an increasing roll. We were graded "good" overall in our most recent Ofsted inspection in 2014.

The school itself has an extremely strong academic record. We work hard to help children of all ability levels achieve their potential. Our children are delightful to teach. The staff body are one large family. You would be joining a school aiming



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high but at the same time maintaining perspective and not placing the enjoyment of coming to work and school at the expense of becoming an exams factory driven by headline figures.

You would also be joining a school that has inclusion at the heart of everything that we do. We are very proud of our main school, our Sixth Form and our Resource Base Unit on site which teaches 20 children with severe learning difficulties. In truth you can be teaching “P” levels in one lesson and “A” levels the next.

For me and many of the staff here, no two days are the same. You will be working with the most interesting young people, doing the best job in the world with a plethora of support around you so that you too can learn and develop in your chosen career.

### **What will I teach?**

You will have your own Year 7, Year 8 and Year 9 groups along with your own GCSE class either in Year 10 or Year 11. These will be your classes and we hope that you will then see them through to Year 11 as the years progress.

In addition, as part of your professional development, we will encourage you to join in with team teaching an AS or A2 class alongside another member of the department. You will also be a form tutor.

### **What are you looking for?**

A full person specification is included in this pack however simply put we are looking for an excellent teacher who has a passion for their subject and a desire to work in a strong school with great children. Ideally we are looking for someone who has experience of delivering A Level however first and foremost we hope to find a good teacher who loves their subject and can deliver it in interesting ways.

### **I’m looking for my first job, can I apply and how do you support NQT’s?**

Yes we welcome your application. We support you in a number of ways, we place a very high importance on supporting you through what will be an enjoyable but exhausting year. There are weekly teach meets where you will continue your training with our professional mentor and Assistant Headteacher. These training sessions are with our other NQT’s and a good team spirit is developed to help you through the year.

You are provided with a subject mentor who will help you to evidence those all-important NQT standards. We provide plenty of opportunities to watch lessons around the school, trail students, and visit other schools up and down the UK. We also encourage you to join up with the NQT networks that are run by Stockport,



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these can be a great opportunity to share stories, practices and pedagogy. Training we provide:

<ul style="list-style-type: none"> <li>☐ Planning lessons</li> <li>☐ Behaviour for learning strategies</li> <li>☐ AfL/Review</li> <li>☐ Questioning</li> <li>☐ The academic intervention process</li> <li>☐ Starters: 'hooking' interest</li> </ul>	<ul style="list-style-type: none"> <li>☐ Differentiation: challenge for all</li> <li>☐ Supporting students with SEN Using</li> <li>☐ 'Lead learners' effectively</li> <li>☐ Reflective Teaching</li> <li>☐ Plenaries: evaluating learning</li> </ul>	<ul style="list-style-type: none"> <li>☐ Role of a Form Tutor</li> <li>☐ The HGHS Pastoral system</li> <li>☐ Effective Parents' Evenings Sharing good practice</li> </ul>
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### Who to contact?

If you wish to ask us any questions or talk to one of us before you submit your application please contact me on the details given below.

### In conclusion...

I hope all that you have read has given you a small insight into our school and how we work. I have a completely open door policy and I do encourage candidates to drop me a personal e-mail if you want to ask any questions about the post. My direct email is [m.sibson@hazelgrovehigh.co.uk](mailto:m.sibson@hazelgrovehigh.co.uk). I wish you well in your application and hopefully look forward to seeing you at interview at Hazel Grove soon.

Yours faithfully

Mark Sibson (Headteacher)



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## THE RE DEPARTMENT

The RE Department comprises of a dedicated team of enthusiastic teachers, both specialist and non-specialist. We have a record of academic success and are committed to high standards. RE is taught in a suite of rooms with IWB and sound systems. The department also has a central office, shared with the other humanities departments, where staff can work.

At KS3 schemes of work are of a high standard and follow the Stockport agreed syllabus. Students receive 2 lessons per fortnight. At KS4 students can take GCSE RE as an option and begin the course in Year 9. Students follow the EDEXCEL specification. RE is a popular and well respected subject at Hazel Grove High School.

There is also potential for RE to be offered as an A level.

This is an exciting and important time for the department as it continues to grow and develop at a fast pace.

### Department Rationale

**To be an innovative and supportive team that enhances and enriches education and promotes a love of learning leading to happy students and high levels of progress and exam success.**

### *Teaching Aims*

The main aims of the RE Department are as follows:

1. To help students to understand the world we live in today and their role within it
2. To arouse an interest in learning.
3. To give students a sense of identity – to teach students about their own country, institutions, beliefs, values and customs.
4. To learn from other countries and other cultures.
5. To train students to undertake disciplined enquiry, to test evidence, to be capable of analysis, evaluation and logical argument.
6. To enrich the entire curriculum – to enable students to draw on their knowledge to enhance their performance in other areas.
7. To encourage SMSC development and help pupils to become global citizens.

### *Objectives:*

1. Students should show an increasing knowledge of RE. They should be able to deploy a broad range of relevant terminology accurately.
2. Students should be given ample opportunity to present their answers in extended writing. They should be able to construct narratives, descriptions and explanations by the end of KS3.
3. Students should use a range of sources including: Documents and printed sources, artefacts, pictures and photographs, music, buildings and sites, computer based materials.
4. Students should learn a variety of perspectives both religious and secular.
5. Students should be given the opportunity to question and discuss the 'Big Questions' and develop independent working strategies



## **Job Description**

**Post Title:** Teacher of RE

**Grade:** Teachers Pay scale

**Responsible to:** Senior Leadership Link

### **Role Overview:**

To take responsibility for teaching and learning of the specified course within the key stage and plan lessons in line with national objectives. To keep up to date with developments within the subject area, new resources, methods and national objectives. The role also involves liaising with professionals, parents and carers. To carry out such associated duties as are reasonably assigned by the Headteacher.

### **Main Responsibilities**

#### **Teaching:**

- Plan and teach lessons to the assigned classes, to teach within the context of the school's plans, curriculum and schemes of work.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils.
- Participate in arrangements for preparing pupils for external examinations

#### **Whole school organisation, strategy and development:**

- Contribute to the development, implantation and evaluation of the school's policies, practices and procedures in such a way as to support the school's values and vision.
- Work with others on curriculum and/or pupil development to secure co-ordinated outcomes.
- Subject to 'rarely cover arrangements', supervise and so far as practicable teach any pupils where the person timetabled to take the class is not available to do so.

#### **Management of staff and resources:**

- Direct and supervise staff assigned to them and where appropriate other teachers
- Contribute to the recruitment, selection, appointment and professional development of other teachers and support staff.
- Deploy resources delegated to them.

#### **Health, safety and discipline:**

- Promote the safety and well-being of pupils
- Maintain good order and discipline among pupils

#### **Professional Development:**

- Participate in arrangements for the appraisal and review of their own performance and where appropriate that of other teachers and support staff.
- Participate in arrangements for their own further training and professional development and where appropriate that of other teachers and support staff.

#### **Communication:**

- Communicate with pupils, parents and carers

#### **Working with colleagues and other relevant professionals:**

- Collaborate and work with colleagues and other relevant professionals within and beyond the school

## General

- To strictly observe the principles of confidentiality.
- Be aware of the responsibility for personal health, safety and welfare and that of others who may be affected by your actions or inactions.
- Support the School's implementation of all other current statutory requirements, e.g. Equalities Act, Equal Opportunities, Child Protection, Safeguarding
- Participate in new initiatives and future changes in service delivery improvements to support the objectives of the School.
- To fulfil personal requirements, where appropriate, with regard to School policies and procedures, health, safety and welfare, emergency, evacuation and security.
- To have responsibility for promoting and safeguarding the welfare of all students.
- The School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment, to work positively and inclusively with colleagues and stakeholders so that the School provides a workplace and delivers a service that does not discriminate against people on the ground of their age, sexuality, religion or belief, race, gender or disabilities.

Jan 2018



Reference No. of applicant \_\_\_\_\_



## Person Specification

Teacher of RE

January 2018

Each candidate will be scored against the person specification as follows:

3 points = Exceeds requirements

2 points = Fully meets criteria

1 points = Meets criteria (borderline)

0 point = does not meet criteria/unable to evidence

**Any candidate who scored 0 points at shortlisting or interview should not be interviewed or appointed. The person appointed to the post must meet all of the essential criteria, in the event equal scoring candidates at this point desirable scores can be used.**

CATEGORY	CRITERIA	ESSENTIAL OR DESIRABLE	SCORE SHORTLISTING	HOW ASSESSED
<b>EDUCATION, QUALIFICATIONS AND TRAINING</b>	A graduate with appropriate teaching qualification in RE	<b>E</b>		Application Qualification Certificates
<b>SKILLS, ABILITIES AND KNOWLEDGE</b>	A sound understanding of what constitutes effective teaching and learning within the classroom to provide challenge and support for all students	<b>E</b>		Application Interview References
	Commitment, energy, enthusiasm and an ability to motivate children	<b>E</b>		Lesson observation Reference
	A good understanding of classroom and behaviour management techniques	<b>E</b>		Lesson observation Reference
	Excellent communication skills	<b>E</b>		Interview Reference
	Good time keeping skills and an ability to work to deadlines	<b>E</b>		Application Reference
	Willingness to work as part of a team to implement and share new ideas	<b>E</b>		Application Reference
	Commitment to continuing to develop as a professional teacher	<b>E</b>		Application Interview

	Ability to confidently use ICT / learning technology	<i><b>E</b></i>		Application
	Willing to contribute to the school's programme of extra-curricular activities	<i><b>D</b></i>		Application Interview