

**Teacher of RE
(Maternity Cover)**

Required full time from 1st September 2024

Closing Date: 10pm on the 17th March 2024

Proposed dates:

Shortlisting: 19th March 2024

Interview: 22nd March 2024

TEACHER OF RE (maternity cover)

Temporary full time

Grade: MPS/UPS (*as agreed by appointing governing panel*)

Required from 1st September 2024

The Role and the RE Department:

The school is looking to appoint a committed, enthusiastic individual as a teacher of RE. This vacancy has arisen as a maternity cover to continue to support the RE department in developing greater specialism within this key department. All students now study for GCSE RE (either full course or short course) as it is a core subject for us as a Church of England High School. As a Voluntary Controlled School the basis for the delivery of RE is the SACRE scheme of work, but this is enriched with elements from the *Illuminating Pathways* programme developed by the Diocese.

We are looking to recruit the best teacher possible to this role whether they are an ECT or an experienced teacher looking for the opportunity to work in an outstanding department in an outstanding school.

This post is a fixed term contract of a year for a maternity cover until or until the post holder returns, whichever is the sooner.

The closing date is the 17th March at 10pm

Professional Development

Staff at Balshaw's have an hour per week of dedicated Professional Development time which takes place on a Thursday evening. Balshaw's is also a member of several local Teaching Alliance networks and staff both deliver training and are able to take part in training across these networks.

All staff are provided with laptop computers, have a dedicated staffroom, staff silent working room, CPD library, Staff Health and Wellbeing Resource Library and various kitchen areas and departmental offices. Staff also benefit from the use of a fully equipped fitness suite.

About Balshaw's

Balshaw's enjoys the privilege of being one of the most successful schools in the county and the most over-subscribed school in South Ribble. We believe that this is deservedly so.

As a school rooted firmly in the Christian ethos, each student in our care matters deeply to us. However, as an authority-controlled school we do not operate any entry criteria and the school is available to students of all abilities, interests and aptitudes. Nevertheless, in following the school motto: (*non sibi sed aliis*) 'not for self, but for others' we aim to create students whose actions reflect the love of Christ as we develop them into full and well-rounded young adults ready to make valuable contributions to our society.

Balshaw's has a proud history of academic excellence for students dating back to 1782. The school adds significant value to its students from their starting points in Year 7 to the time when they leave in Year 11. Many will go on to study at Runshaw College, which was originally the Sixth Form of Balshaw's, and others will take up apprenticeships or employment.

Equally important to us is the richness of opportunity available to students at Balshaw's. Set in 21 acres of beautiful land, Balshaw's staff provide extra-curricular opportunities that other schools could only hope for. The huge range of clubs and activities have taken many of our students on to careers in sport and media with a number of well-known alumni.

Those who come to teach and work at Balshaw's will have fantastic opportunities to progress their careers and gain a wealth of experience. That said, Balshaw's also enjoys an incredibly stable workforce and when you hear the phrase 'Once a Balshavian, always a Balshavian' you will realise it to be a truth. The school is only on its 14th headteacher in its 241-year history!

Safeguarding Commitment

Please note that the school is committed to safeguarding, promoting and protecting the welfare of young people and expects all staff and volunteers to share this commitment. This post is subject to an enhanced DBS disclosure.

Equal opportunities

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

Health and safety

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

Diversity and Equality

As a school we are passionate about diversity and recognise that as individuals we all bring something unique to the role regardless of age, gender, race, beliefs or disabilities which is why we treat all of our people equally, without compromise.

JOB DESCRIPTION

NAME:	
POST TITLE:	Teacher
GRADE:	MPS/UPS
CAR USER:	
LOCATION:	Balshaw's CE High School
RESPONSIBLE TO:	Head of school overall, Curriculum Leader and Head of House
STAFF RESPONSIBLE FOR:	Teaching classes and tutor group
PURPOSE OF THE POST: <ul style="list-style-type: none"> Carry out teaching, pastoral and administrative responsibilities as indicated in post description and under the reasonable direction of the Headteacher as set out in the School Teachers' Pay and Conditions Document. To raise standards of student achievement and attainment within RE. 	
GENERAL RESPONSIBILITIES: <ul style="list-style-type: none"> To be in sympathy and uphold the Christian aims and ethos of the school. To ensure that students are safeguarded within the school. To adhere to the policies set out by the school and act as a positive role model. To contribute to the delivery of PSHE. 	
SPECIFIC RESPONSIBILITIES <ul style="list-style-type: none"> Under the direction of the Curriculum Leader to develop the teaching of RE. To participate in the development of appropriate teaching materials, sessions of work and methods of assessment. To ensure the maintenance of accurate and up-to-date information on all classes taught. Under the direction of a Head of House to be a Tutor of an assigned Tutor Group and to carry out duties in accordance with the Job Description of Group Tutor. To participate in appropriate meetings with colleagues and parents. To carry out a share of supervisory duties in accordance with the duty rota schedules. To participate in performance appraisal arrangements. To have a share in developing and maintaining the good reputation of the school and to be fully involved in the whole life of the school. 	
QUALITY ASSURANCE <ul style="list-style-type: none"> To establish the process for setting targets within the learning area and to work towards achieving positive value added. To establish common standards of practice within the learning area to develop the effective teaching and learning within the learning area. To contribute to the school procedures for lesson observation. To monitor and evaluate the learning area in line with agreed School procedures including evaluation against quality standards and performance criteria. To implement improvement where required. To ensure that quality procedures meet the requirements of Self Evaluation Form and the Development Plan. 	
<p><i>In addition, other duties at no higher a responsibility level may be interchanged with/added to this list at any time.</i></p>	

PERSON SPECIFICATION

Job title: Teacher of RE (maternity cover)		Grade: MPS/UPS
Establishment or team: Balshaw's Church of England High School		
Requirements (based on the job description)	Essential (E) or desirable (D)	To be identified by: application form (AF), interview (I), supporting letter (L), references (R)
Qualifications <ul style="list-style-type: none"> Has a degree in RE or PGCE with a track record of successfully teaching RE. Has QTS or will be ECT. 	E E	AF AF
Experience <ul style="list-style-type: none"> Has recent and relevant experience of teaching. Has added value to pupil progress from KS2. Has experience of working in a pastoral role as a tutor. Has experience of delivering PSHE. 	E D D D	AF/R I/L AF/I I/L
Knowledge, skills and abilities <ul style="list-style-type: none"> Excellent classroom practitioner with the ability to be 'outstanding.' Able to motivate and inspire students to have deep learning experiences and skill development in RE. Able to plan effectively for a range of learning styles and abilities. Able to use a range of assessment strategies to provide effective feedback that enables students to make effective progress. Able to use assessment data to effectively plan next steps in students' learning. Effective interpersonal and communication skills. Committed to ongoing Professional Learning and development. Fluent in the use of ICT for learning, teaching and administration. Able to be flexible and to use initiative to move strategies forward and maximise impact. 	E E E E E E E E E	I/R I/L I/L I/AF/L I/L/R AF/I/R AF/I/R I/AF/L I/AF/L
Other (including special requirements) <ul style="list-style-type: none"> Commitment to initiate and participate in both cross-curricular and extra-curricular activities. Commitment to safeguarding and protecting the welfare of children and young people Commitment to equality and diversity Commitment to health and safety Commitment to sustaining regular attendance at work Commitment to Christian ethos of the school 	E E E E E	I/AF/L I I I/R I/L AF/L/I

SUMMARY

It is said at Balshaw's that "Once a Balshavian, always a Balshavian." This is very true – a number of staff are previously students of the school and there is a very small turnover of staff either through retirement or promotion. We hope that when you visit our school you will get a strong sense of the Christian family values that underpin what we do.

Lighting the path to excellence through Christian vision and values.

Gospel values of love, forgiveness, friendship, kindness, truth, patience, respect and humility are the foundation for decisions made in the Balshaw's family. Our aim: to develop students of faith and no faith, who reflect Christ's love within the wider community.

OFSTED (2023)

- Students are proud to attend their school.
- Leaders are ambitious for all pupils, including those with special educational needs.
- Teachers have high standards for students' academic achievement and their behaviour.
- The atmosphere around school is calm and respectful.
- Pupils benefit from the opportunities for their wider development.
- Pupils behave well around the school and in lessons.
- Safeguarding is effective.

SIAMS (2019)

- 'Religious Education is both inspirational and challenging.'
- 'Strongly held values infuse the school community.'
- 'Collective worship is exemplary.'
- 'The senior leadership team provide inspirational and caring leadership.'
- 'The quality and range of their [pupils'] theological thinking is impressive.'

APPLICATION

Applications to be made via the TES website using the Quick Apply button (a link to which can be found on the school website www.balshaws.org.uk).

Closing date:

Due to limited resources, it is not our policy to write to the unsuccessful candidates so please assume your application has been unsuccessful if you do not hear from us within two weeks of the closing date.

Thank you for your interest in this post.