



**ST PATRICK'S**  
— Roman Catholic High School —



**THE ST PATRICK'S CENTRE**  
— of Educational Excellence —

*Amazing things happen here*

## Job Application Pack

# Second in Religious Education



*Helping every child to be the very best version of themselves*

Headteacher: Mrs A Byrne



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# WELCOME

## FROM THE HEADTEACHER

Thank you for taking the time to consider applying for the post of Second in Religious Education.

At St Patrick's, it is our mission to ensure that children experience a truly great Catholic education that enables them to flourish academically and shine personally, preparing them for a happy and successful adult life. We are committed to helping every child become the very best version of themselves.

Our school motto is, 'amazing things happen here' and you only have to spend five minutes in our school to realise that this is absolutely true. We have a strong and dedicated team of professionals who challenge and support students to achieve amazing things and they work hard to create an environment, built on mutual respect, whereby students rise to the challenges set for them. Our strength comes from our drive for excellence in all that we do and our consistent and persistent approach.

We are committed to providing an inclusive workplace where staff feel valued and trusted, and where collaborative working is at the heart of everything we do. We also recognise the importance of supporting our staff to continuously develop in order for them to achieve their own professional career goals.

If you meet the role criteria, are an excellent practitioner and believe that a great education can transform a child's life and future, we would love to hear from you!

Mrs Alison Byrne  
Headteacher



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## Why St Patrick's?

### Our People Values

Our core people values are at the heart of every decision that we make as an employer. Our aims are:

- To fulfil our Catholic mission, to ensure our children and staff **live life to the full**
- To **attract, recruit, develop and retain** high performing staff, to ensure that we allow pupils to become the best version of themselves.
- To provide a workplace where staff feel **valued and trusted**.
- To develop and support the growth of **leadership and management**.
- To promote a culture focused on **diversity, inclusivity and wellbeing** by creating a healthy work environment to enable staff to perform at their best.
- To provide **strong and consistent HR services** for all staff, across all school areas.
- To serve the wider education system and **provide opportunities** for our staff to lead across other schools

### Our Benefits

We have a range of employee benefits available to all our staff. We are always looking at ways in which we can improve our offering to ensure the benefits are valued by our staff.

#### CPD

We have a strong focus on CPD for our employees, ensuring that learning and development opportunities are offered throughout the academic year. This includes exciting career opportunities to work across other schools.

#### Pension

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An employee earning more than £10,000 and who is more than 22 years of age will automatically be enrolled into one of our workplace pension schemes with excellent employer contributions.

#### Family Leave

Enhanced family leave is available to support our staff with family commitments and emergencies.

#### Flexible working

Where possible, we support staff with the ability to work flexibly and recognise the need to work/life balance.

#### Subsidised Gym Membership

Via our payroll provider, Salford City Council, we are able to offer discount on Salford Council run leisure facilities.

#### Wellbeing strategy

We are focused on bringing staff wellbeing to the forefront of our people agenda. With an annual wellbeing calendar place, we run events throughout the year to celebrate staff and our school.

We also have an independent Employee Assistance Programme and Occupational health provider in place to support staff with any wellbeing needs.

We are always looking for ways to improve our offering and staff feedback is at the heart of this.

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## Job Summary

The Governors of St Patrick's RC High School are seeking a Second in RE, who is a practising Catholic, to join our wonderful school.

### Purpose of the role

You will be supporting the Head of Department with all aspects of the day-to-day running, management and development of the department. You will be contributing to raising the standards of student attainment and achievement within Religious Education by monitoring and supporting student progress through a detailed and effective data management system. You will be required to assist the Head of Department to develop and enhance the teaching practice of any other teachers in the subject, including ECTs. You will be required to fulfil the duties of a classroom teacher.

The postholder will be expected to be a practicing Catholic and to undertake duties in line with the professional standards for qualified teachers.

**Job Title: Second in Religious Education**

**Contract Details: Permanent**

**Start date: 01/09/2025**

**Salary/Grade: MPS/UPS plus TLR 2**

To arrange an informal visit, please contact **Cathryn Taylor, HR Assistant**, on **0161 921 2340** by email at [cathryn.taylor@salford.gov.uk](mailto:cathryn.taylor@salford.gov.uk).

**Closing date for applications:** 25<sup>th</sup> March at 12 noon

**Date of interviews:** TBC

Application packs can be downloaded from the school website [www.stpatricksrchigh.co.uk](http://www.stpatricksrchigh.co.uk).

Completed applications and supporting documentation should then be submitted by email to [cathryn.taylor@salford.gov.uk](mailto:cathryn.taylor@salford.gov.uk).

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The successful applicant will be required to complete an enhanced DBS check.

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## Job Description

### Duties for Second in Department

#### Overview

You will be supporting the Head of Department with all aspects of the day-to-day running, management and development of the RE department.

You will be contributing to raising the standards of student attainment and achievement within Religious Education by monitoring and supporting student progress through a detailed and effective data management system.

You will be required to assist the Head of Department to develop and enhance the teaching practice of any other teachers in the subject including ECTs.

You will work collaboratively with the Head of Department and Lay Chaplain to ensure students benefit from high-quality opportunities for Collective Worship and from our school's distinctive Catholic ethos. The spiritual life of our school is central to our mission, and you will be expected to contribute to whole school opportunities for spiritual enrichment for both students and staff.

#### Roles and Responsibilities

- To undertake an appropriate programme of teaching in accordance with the duties of a classroom teacher
- To act as a role model of good classroom practice for other teachers by implementing high quality teaching and learning
- Supporting the Head of Department with all aspects of the day-to-day running
- To assist the Head of Department with the development of Religious Education, including:
  - Curriculum design and planning
  - Teaching, learning and assessment

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- Development and quality assurance of curriculum resources
- Development and quality assurance of marking and feedback strategies
- Leadership of co-curricular and enrichment opportunities
- Leadership of the Catholic Life and Mission of our school
- Developing opportunities for prayer, liturgy, retreats and pilgrimages
- To actively monitor student learning and progress in Years 7-9 (Key Stage 3), identifying underperformance and introducing intervention where necessary.
- Evaluate standards by thorough analysis of student performance across all the identified sub-groups (e.g. SEND, EAL, Pupil Premium).
- To keep up to date with and implement school policies and procedures.
- To keep up to date with developments pertaining to Religious Education, at Diocesan and national levels.
- To meet with the Head of Department regularly to plan, develop and quality assure Religious Education, and to ensure that all planning reflects the individual needs of the students.
- To develop subject resources for Year 7-9 for lessons and home learning in line with the Religious Education Directory (RED).
- To develop co-curricular and enrichment opportunities for students to benefit from beyond the classroom.
- To attend appropriate Diocesan training and meetings.
- To promote and develop opportunities for students and staff across the school for prayer, liturgy and Catholic Social Teaching (e.g. serving others, fundraising for charities, caring for our common home as stewards of the environment).
- To encourage and support students to take a lead role in collective worship and in living out our Catholic mission.
- To deputise for the Head of Department in the case of absence.

## Classroom Teacher Duties

### Duties and Responsibilities:

#### 1. Planning, Development and Coordination

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- To set challenging teaching and learning objectives which are relevant to all students in their classes.
- To use teaching and learning objectives to plan lessons and sequences of lessons showing how this will assess students learning.
- To select and prepare resources, and plan for their safe and effective organisation, taking into account students' interests and their learning needs, language and cultural backgrounds, with the help of support staff where appropriate.
- To contribute to teaching teams, meetings and events.
- To plan for the deployment of any support staff who are contributing to students' learning.
- To plan opportunities for students to learn in out of school contexts.
- To produce long and short term planning in accordance with school policy and procedures and within required deadlines.
- To implement and review the subject development plan in conjunction with the Senior Leadership Team and/or line manager.
- To develop and audit schemes of work and other documentation related to RE and to support cross-curricular delivery including subject support for colleagues to enable curriculum requirements to be met.
- To lead or contribute to professional development activities as part of the planned programme for the school and to promote the sharing of good practice.
- To manage the resources available for RE and make recommendations in order to maintain and develop curriculum provision.

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## **2. Monitoring and assessment**

- To make appropriate use of the school's monitoring and assessment strategies to evaluate students' progress towards planned learning objectives.
- To use monitoring and assessment information to improve planning and teaching.
- To monitor and assess the effectiveness of learning activities and provide immediate and constructive feedback to support students' as they learn.
- To involve students' in reflecting on, evaluating and improving their own performance and progress.
- To assess students' progress accurately against appropriate standards.
- To identify and support students with differing levels of ability and those experiencing behavioural, emotional, and social difficulties.
- To record students' progress and achievements systematically, providing evidence of the range of their work progress and attainment over time to inform planning.
- To report on students' attainment to parents, carers, other professionals and students' as appropriate.

## **3. Teaching and Class Management**

- To have high expectations of students and build successful relationships centred on teaching and learning.
- To establish a purposeful learning environment where diversity is valued and where students feel safe and secure and confident.

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- To teach the required or expected knowledge, understanding and skills relevant to the curriculum for students in their age range.
- To teach clearly structured lessons or sequences of work which interest and motivate students, make learning objectives clear, employ interactive teaching methods and collaborative group work.
- To promote active and independent learning that enables students to think for themselves and to plan and manage their own learning.
- To differentiate teaching to meet the needs of students of all ability ranges taking into account varying interests, experiences and achievements of boys and girls and different cultural and ethnic groups to help them make good progress.
- To organise and manage teaching and learning time effectively.
- To organise and manage the physical teaching space, tools, materials, texts and resources safely and effectively with the help of support staff where appropriate.
- To set high expectations for students' behaviour and establish a clear framework for classroom discipline in line with school policy to anticipate and manage students' behaviour constructively and promote self-control and independence.
- To use ICT effectively in delivery of teaching and learning.
- To take responsibility for teaching a class or classes over a sustained and substantial period of time.
- To provide homework and other out-of-class work which consolidates and extends work carried out in the class and encourages students to learn independently.

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- To work collaboratively with other professionals and manage the work of support staff to enhance students' learning.
- To recognise and respond effectively to equality issues as they arise in the classroom and challenging stereotyped views, bullying and harassment in accordance with school policy and procedures.
- To be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- To attend and participate in regular meetings.
- To participate in training, continuous professional development and other learning activities as required including participation in the school's performance management arrangements.

#### **General Information and Working Arrangements**

- The above duties are not exhaustive and the post holder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Senior Leadership Team.
- To be aware of, and comply with, policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- To take responsibility for the implementation of, and compliance with, policies and procedures relating to child protection, health safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.

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## Person Specification

**Candidates must aim to show how they meet the following requirements within their application form and/or at interview.**

<b>1. Experience, Qualifications and Training</b>		
1.1	Qualified Teacher Status, specialising in Religious Education.	Application Form
1.2	A bachelor's degree in a related/relevant discipline, such as Theology or Philosophy.	Application Form
1.3	A proven record of strong outcomes for students through quality first teaching and intervention.	Application Form/Interview
1.4	Experience of contributing to developing and/or implementing whole school policies.	Application Form/Interview
1.5	Experience of teaching a wide range of pupils with varying levels of abilities and needs at both KS3 and KS4.	Application Form/Interview
1.6	The ability to promote the social, moral, spiritual and cultural development of students through teaching and learning.	Application Form/Interview
1.7	Excellent subject knowledge, with consideration given to the curriculum we deliver as a Catholic school.	Application Form/Interview
1.8	An understanding of Gospel Values and British Values, and the ability to promote these through the curriculum.	Application Form/Interview

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<b>2. Skills, Competency and Knowledge</b>		
2.1	Knowledge and understanding of the Religious Education Directory (RED) and GCSE specifications.	Application Form/Interview
2.2	Knowledge and understanding of intervention strategies that have a positive impact on student progress and raise standards.	Application Form/Interview
2.3	Awareness and understanding of narrowing the 'achievement gap'.	Application Form/Interview
2.4	Excellent interpersonal and communication skills.	Application Form/Interview
2.5	Good level of personal organisation skills.	Application Form/Interview
2.6	Ability to facilitate and deliver staff training and meetings.	Application Form/Interview
2.7	Understanding of emotional intelligence and motivational skills in team leadership and development.	Application Form/Interview
2.8	<b>Valuing Diversity</b> - Listen, support and monitor the diverse contributions made to service development without prejudice. Challenge behaviours and processes which do not positively advance the diversity agenda whilst being prepared to accept feedback about own behaviour. Recognise people's strengths, aspirations and abilities and help to develop their potential. Understand how Valuing Diversity can improve our ability to deliver better services and reduce disadvantage.	Application Form/Interview

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2.9	<b>Developing Self and Others</b> - Ability to question and request appropriate training and development that links to the post, to seek opportunities that add to skills and knowledge and to respond positively to opportunities that arise. To support others' learning and share learning with others.	Application Form/Interview
2.10	<b>Health and Safety</b> - The ability to identify risk to self and others when undertaking work activities and appropriate actions needed to minimise risk.	Interview
2.1	<b>Confidentiality</b> - To acknowledge the need to maintain confidentiality at all times and to become aware of the National, Council and school/setting policies on Confidentiality, and the management and sharing of information.	Interview

<b>3. Personal Qualities</b>		
3.1	Clear dedication to teaching as a career and a belief that all students can achieve no matter who they are or where they come from.	Application form/Interview
3.2	Energy, enthusiasm and dedication for work with young people.	Application form/Interview
3.3	Creative and innovative in their approach to raising standards.	Application form /Interview
3.4	Flexibility and an ability to respond creatively to changing circumstances.	Application form/Interview
3.5	Can demonstrate humility and uses this to reflect and improve their own and others performance.	Application form / Interview
3.5	Works effectively as part of a team and is positive even in the face of adversity.	Interview
3.6	Ability to relate well with colleagues and students.	Interview

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3.7	Constant and consistent expectations of high standards.	Interview
3.8	Commitment to involving parents/carers as partners in the education process.	Application Form/Interview
3.9	Appropriate professional dress and appearance.	Interview
3.10	Commitment to co-curricular and enrichment activities.	Application Form/Interview

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