



Application Pack **Teacher of RE**



THE DEANERY

Church of England High School and Sixth Form College

An education for life.

"I have come that they may have life – life in all its fullness."

John 10:10

Dear Applicant,

Thank you for your interest in this post at The Deanery Church of England High School and Sixth Form College. I hope the attached documentation will provide you with the information you need and that you will feel encouraged to apply for the post.

The Deanery is an 11-18 Church of England school at the heart of the local community in Wigan. We are a successful and heavily oversubscribed school of around 1450 pupils with a thriving and growing Sixth Form. Serving the Diocese of Liverpool and the parishes of the Wigan Deanery, we aim to provide an education for life, enabling all of our community to flourish and live life to the full. We live by our Christian values of Faith, Hope, Love, Wisdom, Courage and Integrity and our mantra Work Hard, Be Kind, Make a Difference.

As a school, we nurture young people in body, mind and spirit, recognising that there is a spiritual dimension to the fullness of life. We see all young people as individuals, recognising their unique God-given talents, potential and purpose and seeking to nurture these through a rich, deep and horizon-broadening curriculum. We promote a culture of academic excellence and the highest expectations, set firmly within a guiding framework of lived and visible Christian values, beliefs and practices. We are passionate about excellence in education and aim to give pupils the very best start in life with the firm belief that excellent teaching transforms lives. We are unapologetically ambitious for every child, no matter what their background, prior attainment or needs.

At The Deanery, we believe that a traditional ethos and common sense approach to the curriculum and behaviour works best in promoting pupils' progress, both academically and socially. This includes:

- Strict discipline
- Smart school uniforms
- Academic rigour
- High expectations

We have dedicated and highly motivated teaching and support staff, who are committed to the continual improvement of the school. We place a very high value on managing staff workload and wellbeing.

The Deanery enjoys a magnificent new £27m building, opened in 2018. We have outstanding facilities, including advanced science laboratories, state of the art purpose

built curriculum suites, sixth form centre, a modern ICT network, new 4G all-weather pitches, activity studio, gym and a fully equipped technology suite. Learning here has never been more exciting.

Please do take a look at our website to get a fuller picture of this school and what we stand for. On it you will be able to see our prospectus, details of our curriculum offer and the wide-ranging opportunities available to pupils.

We take being a Church school seriously and expect all colleagues to support our ethos, whatever their own personal faith position may be. Our aim is simply to serve our local community through providing an outstanding education to children of all faiths and none. We emphasise our Christian distinctiveness through regular acts of worship, but more importantly by valuing and caring for every member of our community.

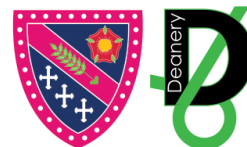
If you would like to visit the school prior to applying please contact my PA, Mrs Wogan, on 01942 597501. If you wish to make an application please complete the form and write a letter (no longer than 2 sides of A4 – font Tahoma 11) outlining how your skills and experience fit you for the post and how you will contribute to the life of The Deanery.

We are committed to safeguarding and promoting the welfare of children. We expect all staff to share this commitment. Appointments are made subject to satisfactory references and to an enhanced Disclosure and Barring Service check.

The Deanery is a very welcoming and close-knit community and a great place to work! If you share our vision and would like to be a part of this dynamic and successful school, I would encourage you to apply for the post. Alternatively, you can send us your CV to add our talent pool for any future vacancies that may be of interest to you.



Mr M Wood
Headteacher



About us

Introduction

A school with a church foundation has existed on this site for 88 years. In 1932, All Saints' Senior Church School was founded for *'the nurture of the hearts and minds of children'* in Wigan. In 1971, All Saints' School closed to allow the formation of a new high school. For the last 48 years, The Deanery Church of England High School has honoured that rich legacy and has been a beacon of distinctive Christian education for generations.

Our school sits at the heart of Wigan and serves young people and families from every parish of the town.

Our school's history can be seen in its badge:

- 27 dots, representing the 27 churches/parishes in the Wigan Deanery
- The Red Rose of Lancashire
- 3 crosses to represent the 3 original constituent schools
- A branch from the Wiggin Tree



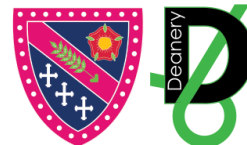
- Our pupils and students are fantastic – they are highly motivated and engaged young people with supportive and caring parents.
- As a Church of England school, we aim to maintain a distinctly Christian ethos while being genuinely welcoming and inclusive.
- We have over 1400 pupils and students, including over 150 in our Sixth Form.
- The school admits 250 children into Year 7 each year, and is heavily oversubscribed.
- In 2019, we had over 850 applications for one of our places in Year 7.
- We offer a rich co-curricular provision, including music, drama and sport.
- Our school building was completed in September 2017 offering state of the art facilities.
- Our Sixth Form Centre gives us a modern area in which to work and study. It allows us to have a distinctive sixth form which is still closely linked to the main school.
- In 2019, our Sixth Form was the top performing college in Wigan for Value Added and above national averages.

Leadership

Mr Martin Wood, taking on his second headship, joined the school in 2019 as Headteacher, leading a dynamic and forward-thinking Senior Leadership Team. This team comprises three Deputy Headteachers, two Assistant Headteachers and the School Business Manager.

Pastoral care and academic guidance

The Senior Progress Leaders, Heads of Year and Form Tutors have responsibility for the welfare, academic progress and behaviour of pupils in their care. The tutors in each year group have a particularly important role as they look after the same group of children as they move through the school. Time is set aside each day for a programme of activities designed to promote pupils' social and learning skills, support literacy and to enable tutors to get to know each pupil as an individual. Pupil Voice is important to us and we have an active School Council and Executive Student Leadership Team.



Links between home and school

We aim to develop strong links between home and school. We hold consultative meetings between staff and parents to discuss any concerns, acknowledge successes and agree targets for future improvement.

Parents also receive termly monitoring reports and are provided with regular communications about developments in school.

In addition, we publish various brochures and organise information evenings for parents at key points in their children's education, together with prize evenings to celebrate the success of pupils at different Key Stages.

"Pupils have positive attitudes to learning. They take pride in their work and behave well in lessons and during social times"

Ofsted

Special educational needs and disabilities

We place equal value on the education of all pupils. Those with special educational needs or disabilities are encouraged to achieve their potential within each curriculum area where they are provided with differentiated materials by their class teachers, whilst teaching assistants also offer additional individual support. Some pupils are withdrawn from lessons for brief periods to work with specialist staff.

Co-curricular activities

A wide variety of out-of-school clubs and activities are available to pupils. These vary across the academic year but might include science, cookery, film club, eco club, computing and many others. There are a wide range of opportunities in physical education and the arts. The school enjoys an excellent reputation for music; we have school bands and choirs, and a large number of musical functions are held annually. There are also excellent opportunities for pupils to begin or continue instrumental tuition as well as to participate in the annual school musical production. Educational visits and exchanges all appear in our annual programme. Enrichment activities are vital to the development of our pupils and we continue to seek new and exciting educational opportunities to develop each individual.

Our Sixth Form

We are proud of our Sixth Form and the support, care and guidance we provide to our students, along with excellent teaching and facilities, including a designated Sixth Form area. Our experienced Sixth Form team consists of a Head of Sixth Form, Assistant Head of Sixth Form, Guidance & Welfare Officer, dedicated Sixth Form Administrator, 3 Learning Support Assistants, Careers Advisor and Progress Tutors. The team is a strong group of professionals whose focus on every student as individuals has driven up standards at a rapid pace. The Sixth Form has increased in capacity over the last few years, offering a wide range of Level 3 academic and vocational subjects.

A relentless approach to student focused achievement and progress is what specifically drives the Sixth Form. We have excellent levels of achievement; 90.6% of all grades are A*-C or equivalent and 68.1% of all grades are A*-B or equivalent. The recent DfE performance tables place our Sixth Form top, when compared with other colleges in Wigan for students' progress at A Level and in academic subjects. We are the best performing college in Wigan for attainment in Technical Level Qualifications. We are extremely proud of our students and their achievements. Our results are testimony to the hard work of the staff and students, and are a reflection of the caring, Christian ethos within the Sixth Form. 93% of our Year 13 students who applied for university were accepted on to their first choice university course.

Our Sixth Form study zone offers opportunities for independent and supported study. Extra-curricular opportunities are extensive including the opportunity to achieve the Duke of Edinburgh Gold Award. High prior attainers are invited to participate in the Deanery Sixth Form Elite Programme. Our Enhancement programme offers the opportunity for tailored work experience placements, volunteering or further academic study via the EPQ. Trips and visits within subject areas help students to develop additional knowledge and skills. We encourage students to take on roles of responsibility within the school community, such as the Senior Leadership Team, Student Voice and Student Ambassador Programme.



Student quotes

"Life at Sixth Form is fantastic. The staff are extremely friendly and there is a great deal of support."

"The support at Sixth Form is excellent, as you are able to discuss any issues that you are having in and out of lessons with a member of staff."

We offer a comprehensive programme to guide students towards Post-18 options. They receive impartial advice about their next steps, including university, apprenticeships and employment. We are ambitious for our students and our expectations of conduct and commitment are high. It is a place for students who want to work hard and realise their potential, and we are proud to support them on their journey.

The ethos of the Sixth Form is emphasised via the words of our Senior Leadership Team – ‘since arriving here, we have all been privileged to experience the close-knit community of the Sixth Form. At the college we have a vast support network that is dedicated to assisting every single student in their studies. The encouragement offered from staff is immense and they are always eager to help in any way possible, making the Sixth Form a wonderful place to be if you want to gain the most from your education.’



Student quote

“At the college we are guided with moral and spiritual support, to become better people and develop ourselves as a person. As the sixth form is a Christian college, we embrace our school values and work on maturing into adults.”

About the Subject

Our Curriculum Vision

Our Religious Education curriculum vision is in accordance with Christian principles and values that aims to serve our school community by providing an education of the highest quality in which every person can flourish. We strive to ensure excellence for all is a reality, promoting the growth of wisdom and love of learning. In doing so we aim to deepen religious and theological understanding and to be able to communicate this effectively with others. Students will be sensitive, having an awareness of divergent Christian attitudes and of other faith traditions and remain respectful to them. This desire for personal meaning within one's own life stemming from opportunities to reflect spiritually, think ethically and theologically enabling religious literate students who are confident to engage in informed critique, exploring the wisdom of Biblical teachings, Christian history, their own faith, spirituality and developing ethical awareness.

We believe that nurturing confidence and offering perspectives of hope, courage and aspiration will enable the deepening and nourishing for fullness of life. Recognising the ultimate worth of each person grounded in creation of the image of God, recognising God's love and compassion for each person. We aim to develop Christian values such as faith, hope, love, wisdom, courage and integrity to provide an education for life enabling all of our school community to flourish and live life to the full. This reflects our whole school ethos and vision encompassing 10 core beliefs, our school core values and our mantra 'Work Hard, Be Kind, Make a Difference.'

Our Courses

At Key Stage 3 we follow the Blackburn Diocese Programme of Study - Illuminating Pathways as a basis on which to develop our schemes of learning. This allows students to question and discuss belief, challenge norms and formulate their own opinions, beliefs and thoughts.

The current schemes of learning develop student's knowledge and understanding of Christianity, other principal religions, other religious traditions and other world-views that offer answers to the ultimate questions. It offers opportunities for personal reflection and spiritual development. It enhances students' awareness and understanding of religions and beliefs, teachings, practices and forms of expression, as well as the influence and impact of religion on individuals, families, communities and cultures.

Y7 and Y8 have one lesson per week; Y9 have two lessons per week.

At Key Stage 4 - we offer all students full course GCSE Religious Studies (Edexcel Specification B: 1RB0/1B Religion and Ethics – Christianity and 1RB0/2C Religion, Peace and Conflict – Islam).

Y10 have two lessons per week and Y11 have three lessons per week.



Co-Curricular opportunities

We offer a range of opportunities for students to expand on what they learn in class. This includes lunch time club, VIP (Values in Practice) club and Philosophy club. Students are invited to participate in clubs and activities that take place in the chapel with the School Chaplain.

Our RE Staff

The staff within the Religious Studies area are all highly dedicated subject specialists, who are fully committed to quality first teaching and who work collaboratively together really well.

The RE staff are members of NATRE which ensure staff are up to date with RE-related news and developments.

- Mrs G Muflahi – Assistant Head of Faculty & specialist teacher of RE (KS3 – KS5)
- Mrs L Turner – Acting Deputy Headteacher (specialist teacher of RE (KS4)
- Mr P Lindley – Specialist teacher of RE (across all Key Stages)
- Mr J Molyneux – Specialist teacher of RE (KS3 & KS4)
- Miss A Southern – Specialist teacher of RE (KS3 & KS4)

Our Facilities

We currently have 4 classrooms within the faculty area. Each teacher currently has their own room and the rooms all have a teacher PC, smartboard, projector and sound system.

Who are we looking for?

A rewarding opportunity for an inspirational and highly motivated specialist teacher of RE that will help inspire excellence as part of a collaborative and dedicated team that work with integrity together. The teacher will promote the growth of wisdom and love of learning, deepening religious and theological understanding and ensuring students are able to communicate this effectively with others in the classroom. Demonstrating the school values in their genuine passion and commitment to RE,

providing an education for life enabling students to live life to the full.



“Pupils have positive attitudes to learning. They take pride in their work and behave well in lessons and during social times”

Ofsted

Job Description – Teacher of RE

Responsible to	Head of Faculty
Salary	MPS / UPS
Start Date	1 st September 2020

School Mission Statement:

As a Church of England school, we aim to provide an education for life, enabling all of our community to flourish and live life to the full.

Our values:

Faith, Hope, Love, Wisdom, Courage and Integrity.

Our mantra:

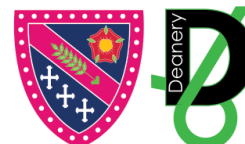
Work Hard, Be Kind, Make a Difference.

To be effective in the classroom, all teachers are expected:

- To be accountable for pupil progress in the classes they are responsible for
- To have a secure knowledge and understanding of the relevant curriculum area and keep up to date with current developments
- To plan and teach challenging, well-organised lessons and sequences of lessons across the age and ability range in line with the school's Learning and Teaching Policy
- To maintain the highest standards of pupil behaviour and conduct both inside and outside of the classroom and to follow the school's Behaviour Policy
- To encourage resilience and hard work amongst pupils
- To keep up to date with the assessment requirements for the subjects taught, including those relating to public examinations
- To use both school and national data to evaluate the effectiveness of teaching, to monitor progress and to raise attainment
- To use assessment and prior attainment as part of teaching to diagnose pupils' needs, set realistic and challenging targets for improvement and plan future teaching
- To set and mark homework and to give feedback which is meaningful, in line with school policy
- To contribute to the work of the faculty as instructed by the Subject Leader in the development of syllabuses, teaching materials and schemes of work

To develop professionally, all teachers are expected:

- To be reflective practitioners and engage with further research and reading to inform and improve teaching



- To receive and act on feedback to build on strengths and improve performance
- To take ownership of their own professional development, engaging in professional development activities as appropriate to the teacher's own career stage
- To contribute to the professional development of others as appropriate to the teacher's own career stage
- To develop knowledge and understanding of technology to support teaching
- To keep up to date on current teaching, learning and behaviour management strategies and know how to adapt them, including how to personalise learning to provide opportunities for all learners to achieve their potential

To manage young people effectively, all teachers are expected:

- To understand how young people develop and to make effective personalised provision for children with specific learning needs including higher prior attaining pupils
- To act in the capacity of a Form Tutor
- To manage pupils' behaviour constructively by establishing and maintaining a clear and positive framework for discipline, in line with the school's Behaviour Policy
- To promote the self control and independence of pupils through a range of behaviour management strategies and through developing pupils' social, emotional and behavioural skills
- To know how to identify potential safeguarding issues and follow safeguarding procedure

To provide the best possible learning environment, all teachers are expected:

- To establish a purposeful and safe learning environment which enhances learning
- To be responsible for the safety of those working in the classroom; this includes ensuring that the room is free from clutter and untidy storage, that faults are reported according to procedures laid down; this includes awareness of the dangers of equipment and material being used, availability of first aid materials and knowledge of procedures in case of accidents

Applicable contract terms

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is to be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document and within the range of duties set out in that document so far as relevant to the postholder's title and salary grade.

Copies of the relevant documents are available for inspection at the school.

This job description (role definition) is current at the date shown, but in consultation with you it is liable to variation by the management of the school via the Headteacher to reflect or anticipate change in or to the job commensurate with the responsibility level (grade).

Person Specification

Attribute	Essential	Desirable	Assessed by				
			Application form	Letter	Reference	Lesson observation	Interview
Training and Qualifications							
Qualified teacher status	✓		✓				
Degree in a relevant subject	✓		✓				
Higher Degree		✓	✓				
Church connection							
Fully supportive of Church school ethos and the school's mission statement	✓			✓			✓
Teaching experience							
Effective teaching experience either as a qualified teacher or trainee teacher across the age and ability range	✓		✓		✓		
Knowledge of a range of teaching methodologies	✓			✓	✓	✓	✓
Successful experience of teaching in a Post-16 setting		✓	✓		✓		
Ability or willingness to teach an additional subject from the school's curriculum to at least GCSE level; candidates must make it explicitly clear which subject they can offer		✓		✓			
Involvement in co-curricular activities		✓		✓	✓		
Professional knowledge and understanding							
The subject curriculum 11-18	✓			✓	✓	✓	✓
The principles of effective teaching and assessment	✓			✓	✓	✓	
Current educational issues	✓			✓			✓
Ensuring the highest standards of safeguarding are implemented within the school	✓		✓	✓	✓		✓
Good knowledge and understanding of current educational issues, national policies and priorities	✓			✓			✓
Principles of effective behaviour management	✓				✓	✓	✓

Attribute	Essential	Desirable	Assessed by				
			Application form	Letter	Reference	Lesson observation	Interview
Behavioural competencies							
Demonstrate excellent communication and interpersonal skills	✓			✓	✓	✓	✓
Build and maintain effective relationships	✓			✓	✓	✓	✓
Demonstrate personal enthusiasm and commitment to teaching	✓			✓	✓	✓	✓
Manage conflict	✓			✓	✓	✓	✓
Prioritise, plan and organise themselves	✓			✓	✓	✓	✓
Think creatively to anticipate and solve problems	✓			✓	✓	✓	✓
Listen to and reflect on feedback	✓			✓	✓	✓	✓
Develop effective teamwork	✓			✓	✓		✓
Letter and application form are fully completed and error-free	✓		✓	✓			
Strong support/positive recommendation from referees	✓				✓		

All staff are expected to model the following values, behaviours and attitudes:

- Actively supporting, articulating and promoting the Christian values and ethos of this Church of England High School and Sixth Form College
- Putting pupils first and being positive about young people
- Committing fully to the safeguarding of pupils
- Having a commitment to excellence and high standards in everything we do
- Having and communicating the highest expectations of young people academically and personally
- Having a commitment to social justice and equality of opportunity
- Being committed to ethical behaviour: demonstrating integrity, honesty, resilience, professionalism, kindness and humility
- Behaving in a professional manner with staff and pupils at all times, treating all members of the school community with dignity and respect
- Contributing to the overall aims of the school by complying with and implementing school policies and by working collaboratively as part of pastoral and academic teams

Why work for us?

- A bespoke CPD programme for all staff, exciting career opportunities and individual teaching and leadership coaching
- Access to a range of middle and senior leadership programmes

Our core employee rewards and benefits include:

- Competitive salary
- Pension scheme
- Family friendly leave, pay and working arrangements
- Relevant learning and development opportunities
- Free on-site parking
- A dedicated, enthusiastic and highly professional staff team
- A professional working environment in which all staff are valued, listened to and able to fully use their gifts and talents
- The opportunity to teach A Level in our expanding Sixth Form
- NASUWT Valued Worker Scheme

Career development

The school supports employees in continuous professional development (CPD) where required and expects everyone to participate in the appraisal process once probation is passed.

Travel and relocation information

Reasonable interview expenses will be considered on an individual basis.

If you require overnight accommodation there are hotels in the area. Here are a few suggestions:

Premier Inn, Wigan Town Centre £51 per night
Harrogate St, Wigan, WN1 1BL
0333 321 9349

Mercure Wigan Oak Hotel £59 per night
Orchard St, Wigan, WN1 3SS
01942 826888

The Bocket Arms Hotel £44 per night
38 Mesnes Rd, Wigan, WN1 2DD
01942 403500



“Staff and pupils relate very positively to one another. These supportive relationships, and the school’s positive approach to equality and diversity, underpin pupils’ good attitudes to learning”
Ofsted

Selection Process

Application	Interview Tasks	Interview
<p>Through your application form and letter, we are looking for:</p> <ul style="list-style-type: none"> • Previous experience as a great teacher • What positive impact you could have on our school • Your personality, attitude and what makes you unique • Why you want to work at The Deanery 	<p>Shortlisted candidates may be asked to carry out the following tasks:</p> <ul style="list-style-type: none"> • Deliver a lesson • Pupil discussion activity • Subject knowledge assessment • Tour of the school • Personality profile 	<p>The interview panel will comprise the Headteacher, senior staff and governors</p>

Key Dates

Monday 30th March 2020

Deadline for receipt of applications is 12 noon.

Completed applications should be emailed to Mrs T Wogan, HR & Admin Manager:
swogant@deanery.wigan.sch.uk

Week beginning 20th April 2020

Formal interviews will take place at The Deanery Church of England High School and Sixth Form College

Friday 3rd April 2020

If you have not heard from us, please assume that you have not been shortlisted and accept our thanks for your interest and best wishes for your future career

Our 8 rules for recruiting

Safer Recruitment above everything else

We recruit people who will add value to the school and our culture.

We do not recruit people who won't contribute well to both.

We recruit people who are enthusiastic, self-motivated and passionate.

We do not recruit people who just want a job.

We recruit people who inspire and work well with others.

We do not recruit people who prefer to work alone.

We recruit people who will grow with their department and with the school.

We do not recruit people with narrow skill sets or interests.

We recruit people who are well rounded, with unique interests and talents.

We do not recruit people who live only to work.

We recruit people who are ethical and who communicate openly.

We do not recruit people who are political and manipulative.

We recruit only when we have found a great candidate.

We do not settle for anything less.

About Wigan



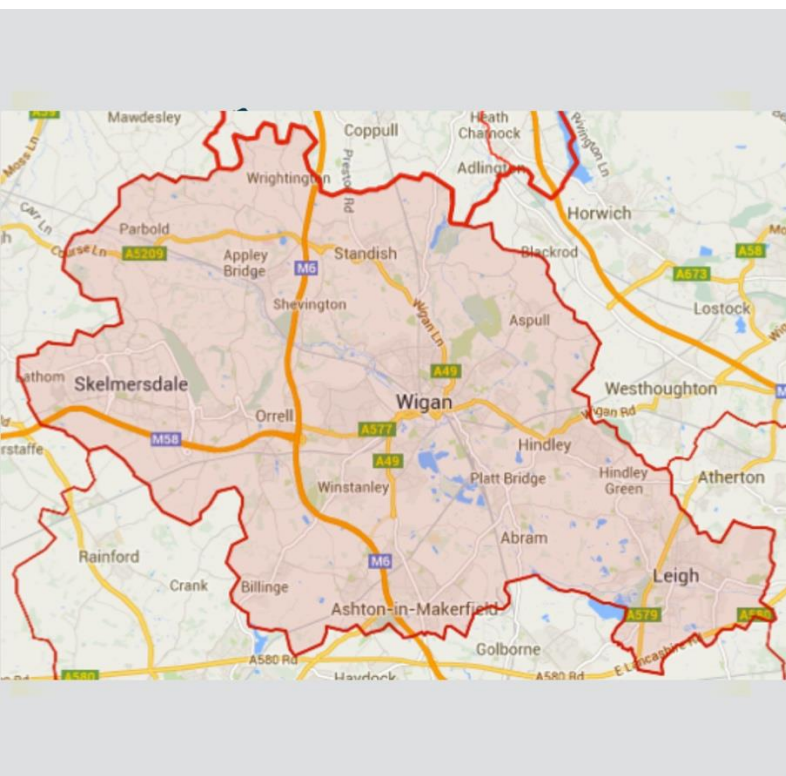
Manchester and
Liverpool Airports only
45 minutes away

Average house prices:

£97,500 terraced
£139,000 semi-detached
£223,500 detached

Wigan was voted Greater Manchester's happiest place to live in 2017

Residents scored an average
of 7.6 out of 10 on the
cheeriness scale, according
to the government's 2017
wellbeing survey



Getting Around

At the heart of the motorway network, Wigan has easy access to the M6, M58 and M61 so there is no better place to live.

The West Coast rail line runs right through Wigan, which makes London and other great cities of the UK accessible within a few hours. We are located only a 10-minute walk away from both train stations.

We are also only a 5-minute walk from Wigan's bus station.

A rich history

From the first century when the area was conquered by the Romans through to the present day, Wigan has a vibrant and rich history meaning it is great for history buffs.

Also Wigan Pier, a wharf on the Leeds and Liverpool canal, was made famous by the writer George Orwell in his book, *The Road to Wigan Pier*.

After the decline of industrial activities in the region, Wigan Pier's collection of warehouses and wharfs became a local heritage centre and cultural quarter.



Sporting Traditions

Wigan has a proud tradition of sporting excellence, especially in Rugby League, with Wigan Warriors being one of the most famous and successful sporting clubs in the world.

In football, Wigan Athletic play in the Championship and won the FA Cup in 2013.



The Northern Powerhouse

Wigan is a key player in Greater Manchester devolution and the delivery of a Northern Powerhouse.

With 320,000 residents and growing industries in finance, professional services, digital and logistics the town's residents are very proud of its industrial past, but even more excited about its future.



The Great Outdoors

70% of Wigan's 77 square miles comprise of open space.

Worthington Lakes, Fairy Glen and Haigh Woodland Park are perfect spots for those who love the great outdoors.





Work Hard.
Be Kind.
Make a Difference.

The Deanery Church of England High School and Sixth Form College
Frog Lane, Wigan WN1 1HQ

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www.deanery.wigan.sch.uk

