



Recruitment Pack

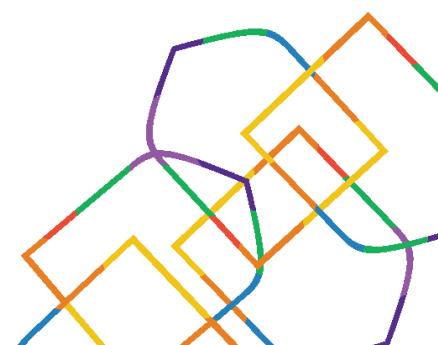
Trust Lead for Religious Studies

Permanent, Full time, All Year Round

Salary: L10 – L14

Salary: £58,956 - £65,009 per annum

Start Date: September 2024





Archway Learning Trust is a vibrant learning community where students are cared for, receive a high quality education and experience every opportunity to be successful.

School years are amongst the most important in our lives, helping us to develop the knowledge, skills and characteristics we need to succeed. At Archway Learning Trust, we are committed to giving every child the very best start that we can. We offer excellent teaching and learning and exceptional personal support in an inclusive, faith based environment.



I became a teacher because I believe in equal opportunities for everyone. I also believe that every child has the right to a great education. Learning is at the heart of any good society and the opportunity to learn from teachers who are committed, enthusiastic and innovative is a right that all children should have.

Our aim is to help children to understand and believe in themselves, respect and care for others and to develop a wide understanding of faith, the world around them and their place within it. The determination of our youngsters to succeed, and the passion of our teachers to make a difference, makes me proud to be Chief Executive Officer of this diverse and dynamic Trust.

Sian Hampton, CEO



Our Story

The Trust comprises of Bluecoat Aspley Academy, Bluecoat Sixth Form, Bluecoat Wollaton Academy, Bluecoat Beechdale Academy, Bluecoat Primary Academy, Bluecoat Bentinck Primary School, The Nottingham Emmanuel School and Sixth Form, The Long Eaton School, Lees Brook Academy, Alvaston Moor Academy, Bluecoat Trent Academy and the Bluecoat SCITT Alliance (School Centred Initial Teacher Training).

Our aim as a Trust is to shine a spotlight nationally and internationally on our inclusive ethos so that more schools and academies can be encouraged to take up our approach to inclusive, enriching, knowledge based teaching, preparing young people for lifelong learning based firmly on our Christian principles.

We are in a period of growth which is a truly exciting time for prospective candidates who are looking to further their careers in a dynamic learning community that has opportunity at every point to share and learn from each other in order to become the best that we can be.

We are proud of our diverse student population and passionate about creating a staff team reflective of this diversity. We actively welcome applications from all backgrounds and you can be assured of a warm welcome at Archway.

OUR MISSION

We are fully inclusive family of learners, providing nurture and an outstanding education experience for all to grow and flourish.

OUR VALUES

EXCELLENCE

We have unrelenting ambition for all. We are committed to the hard work and care that will deliver success, ensuring that no one is left behind.

COLLABORATION

We work together to achieve our common purpose of transforming lives. We achieve more together than we do alone.

INCLUSION

We embrace and value difference. Our varied backgrounds and experiences help to enrich us all. We champion the needs of all our young people.

OUR VISION

To transform the lives of all through the power of working together.

OUR HISTORY

In 1706, beneath the Archway of St Mary's Church, our founders committed to educate the city's poorest children and lift them out of poverty.

OUR CHILDREN

We keep our children at the heart of every action and decision, embracing and celebrating their unique talents and needs.

OUR FAITH

We are proud to be a Church of England Trust, serving those of all Faiths and none with equal passion, care and devotion.

OUR CORNERSTONES: HOW WE LIVE OUR VALUES

EDUCATIONAL EXCELLENCE

We have exceptionally high expectations for all our pupils. Our knowledge-rich curriculum and inspirational teaching prepares pupils to believe in their abilities, achieve excellent outcomes, maximise their potential and excel in the future.

INVEST IN OUR PEOPLE

We recruit and grow the best people. Through collaboration we lead, develop, challenge and support them to have the greatest positive impact on our children's education. We people to uphold our values and deliver on the mission of our Trust.

COURAGEOUSLY INCLUSIVE

Inclusion is at the heart of everything we do and every decision is made in the best interests of all. We relentlessly pursue equity of opportunity for all. Our children flourish regardless of background, learning need or starting point.

STRONG TRUST

We are financially and environmentally sustainable. Resilient and efficient infrastructure drives our educational excellence. Effective governance ensures our Trust is strong and drives school improvement.

OUR PRIORITIES 23-28

1. Have a converged, knowledge rich curriculum for all pupils.
2. Develop 'The ___ Way' in academies which embodies the inclusive ethos of our Trust and secures belonging for our all pupils.
3. Develop 'The Archway Way' to embed the same collaborative and inclusive culture across all areas of the Trust.
4. Be a data-rich Trust that makes and refines all decisions based on robust evidence into effective practice.
5. Have scalable, efficient and effective infrastructure.
6. Have a high-quality people offer that develops and retains our talent.
7. Be outwardly looking and known in sector both locally and nationally as an employer of choice and civic leader within our communities.
8. Codify our practice and strategies within the ALT Intranet.
9. Have expert governance that supports and challenges our whole Trust.

WHAT WILL IT LOOK LIKE?

1. All Academies are 'Good' or better within three years of joining the Trust
2. Achievement of pupils in all academies is above national average
3. Attendance all pupils is above national average
4. Suspensions and exclusions are lower than similar schools nationally and locally.
5. Finances are secure and better than national benchmark. Resources are well deployed for maximum efficiency and effectiveness.
6. Colleagues satisfaction and retention is higher than typical in the sector.

HOW WILL WE KNOW?

EXECUTIVE ASSURANCE

- Delivery Plan
- Risk Register
- Line Management

- Code of Conduct
- AIP & SEF
- PDR

INTERNAL ASSURANCE

- Academy Standards Review
- Study Tour
- Data Dashboards

- Academy Report Cards
- Peer Review
- Stakeholder Voice

EXTERNAL ASSURANCE

- MATSE
- Ofsted & SIAMS
- Performance Tables

- Diocesan Audit
- EFSA & DFE
- Parent View

OUR STRATEGIC APPROACH

INFORMED

Our work is evidence-informed to secure valid and measurable improvements in children's learning

FOCUSED

We target our time and resources where we can best secure improvements in children's learning

COLLABORATIVE

We find and share best practice from within the Trust and beyond to secure improvements in children's learning

REFLECTIVE

We evaluate with integrity to shape and improve practice throughout the organisation

Continuous Professional Learning (CPL)

Archway Learning Trust has a proud tradition of providing exemplary CPL for teaching colleagues and is becoming more inclusive in the training and development of colleagues in all education roles within the Trust, such as Pastoral, SEND and Safeguarding teams.

The diagram right aims to show the interconnectedness of the various elements of our CPL Programme for Education Colleagues for the year ahead. Each element will be explained further in the coming pages, but we hope it is clear that the elements work together to develop the skill and expertise of colleagues for their role and provides them with opportunities to develop and grow within their career at Archway.



Our Apprenticeship Levy

SPECIALIST SERVICES	
Training Programme	Level
Digital Marketer	3
Content Creator	3
IT Solutions Technician (Hardware/Software)	3
Laboratory Technician	3
Information Communications Technician	3

BUSINESS & PROFESSIONAL	
Training Programme	Level
Business Administrator	3
Team Leader or Supervisor	3
HR Support	3
Library, Information & Archive Services Assistant (LIAS)	3
School Business Professional	4
Operations or Departmental Manager	5

TEACHING, EARLY YEARS & SPORTS	
Training Programme	Level
Teaching Assistant	3
Teaching Assistant SEND Pathway	3
Sports Teaching Assistant	3
Early Years Educator	3
School Staff & Community Wellbeing Champion	3
Sports Coach	4
Higher Level Teaching Assistant	4
Higher Level Teaching Assistant SEND Pathway	4
Early Years Lead Practitioner	5
Children, Young People & Families Manager	5

Archway Learning Trust recognises that apprenticeships are an excellent way for individuals to further their learning and gain recognised qualifications whilst gaining employment experience. At the Trust we recognise that apprenticeship roles play a vital contribution to the running of each academy within our multi academy family.

Archway offer courses from LMP Education. Employees who want to progress their knowledge in their field and develop their career are able to enrol onto the course that LMP offer.

To see a full list of the 2024 courses offered by LMP, please follow this link - [LMP - 2024 Courses](https://lmp-education.com/courses/)

Explore your benefits



Here at Archway, we offer our employees a variety of benefits. From hundreds of shopping discounts to our cycle to work scheme and our generous pension scheme – we have lots to offer to our employees!



As well as our lifestyle savings, we also offer a wellbeing platform for our employees where employees are able to access expert help and support for life's ups and downs 24/7, 365 days a year!

Within this platform, employees are able to access resources, contact the 24/7 helpline, set fitness goals and take health assessments as well as access counselling services.



Archway also offer a very generous pension scheme with contributions of over 20% into employees pension pots!

 Fashion Favourites Save 8% with a gift card	 Jet2holidays Save 7% with an e-voucher	 Lavish Spa & Beauty - High... Save 10% with an e-voucher	 Sky Sky TV and Netflix - for the best TV all in one place - for...	 Fitbit Get 20% off the Fitbit product range with Code 'GOFIT'	 Spotify Save 5% with an e-voucher
Save 8% Physical gift cards	Save 7% E-vouchers	Save 10% E-vouchers		Save 20% Discount code	Save 5% E-vouchers

With lots more – Vivup has 350+ benefits to offer!

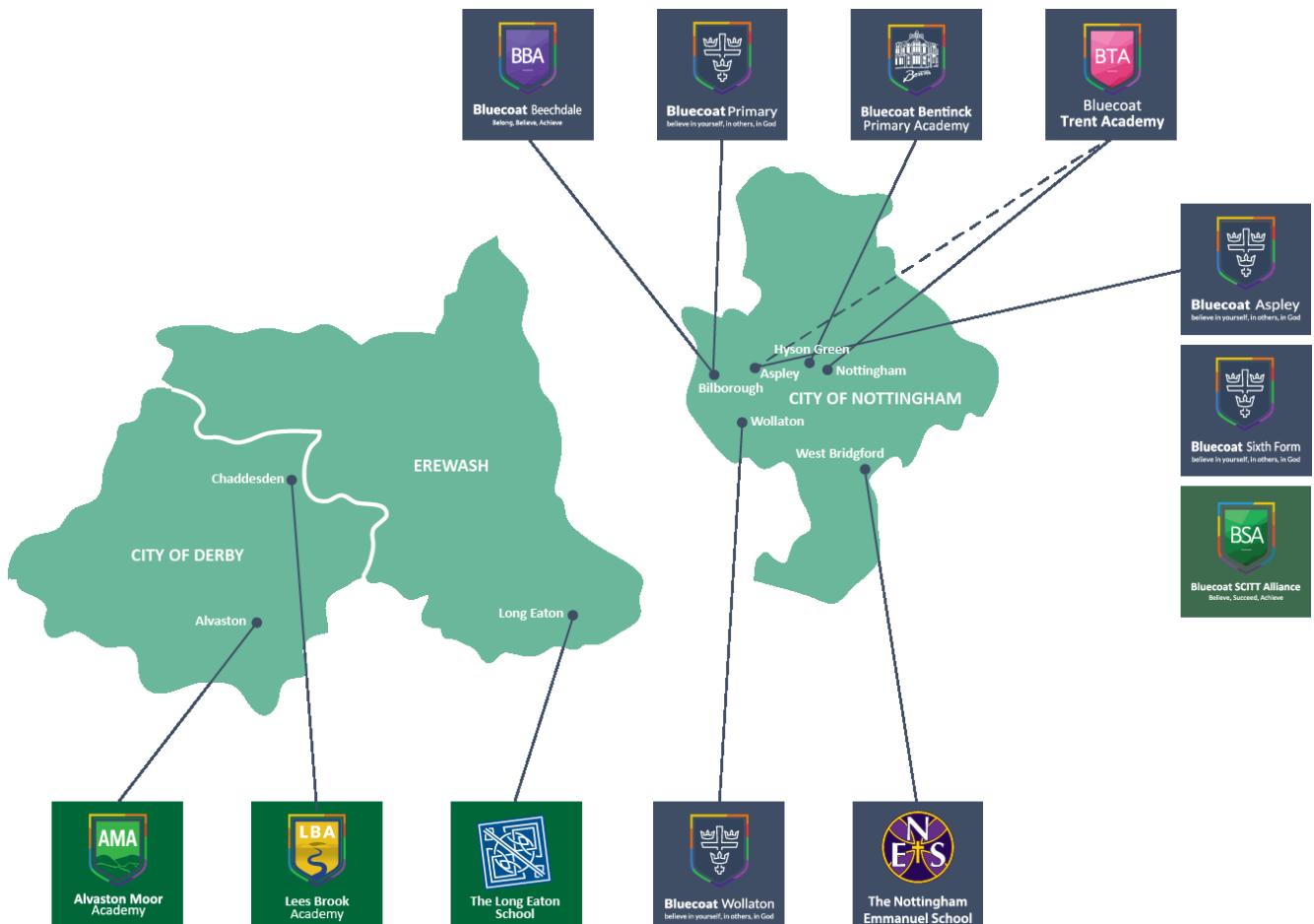
Other Archway benefits:

- ✓ Opportunities to develop new skills and progress your career.
- ✓ Access to discounted travel schemes
- ✓ Comprehensive training and support
- ✓ Employee Assistant Programme (EAP)
- ✓ Self help books
- ✓ Eye care voucher scheme
- ✓ Free flu vaccine
- ✓ Access to e-learning and development

Archway Learning Trust is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. Appointment to this post will be subject to the following satisfactory pre-employment checks:

- Health
- Identity
- Relevant work qualifications
- Right to work in the UK
- Barred List Check (previously List 99)
- Disclosure & Barring Service Check (for all staff and volunteers)
- References
- Childcare Disqualification Declaration Check (relevant Primary School posts only)
- Online Searches

Our School Locations





Working Together. Transforming Lives.

In 1706 St Mary's Church on High Pavement opened its doors to the poor children of Nottingham. Under the archway of the porch the 'principal design of the school was to train poor children in the knowledge of God and religion, as taught in the Church of England'. This was the start of Church of England education in Nottingham and that education has been carried on with the setting up of the Bluecoat and Emmanuel schools at secondary level, and the many primary schools within and around the City of Nottingham and Nottinghamshire.

Greycoat School, as it was initially known, and then latterly Bluecoat School played an important civic role during its growth and development. It moved to many sites and there was even a road named after it near the Victoria Shopping Centre. During the 1970s Bluecoat School moved to its Aspley Lane site.

In 2003 Bluecoat was asked to take over the running of the school that was being closed at Wollaton Park. The Margaret Glenn Bott School shut its doors in the summer of 2003 and was re-opened in the autumn as Bluecoat Wollaton Park site. Within 5 years the first students at Wollaton Park had achieved record examination results and transformed the learning of young people in the area. Bluecoat Wollaton received funding through wave 5 of Building Schools for the Future and a new set of buildings cemented its place as a successful and happy school for 750 students aged 11-16.

In 2012 Bluecoat School became an Academy. In 2014 Bluecoat became a Multi Academy Trust, sponsoring a local school and helping it move from its Ofsted judgment of inadequate to good in February 2017, a transformation that took place in less than 3 years. The sponsorship of Bluecoat Beechdale Academy enabled staff from across the Trust to work together in order to support students across the family of schools.

In 2015 Bluecoat Academy opened its own 420 place Primary school, representing further growth for the Trust and creating a learning experience based upon Christian faith and values for children aged 4-11 in the City of Nottingham.

In January 2018 The Nottingham Emmanuel School became the newest academy to join the Trust as we renamed to Archway Learning Trust in recognition of the larger family we had become.

In March 2021 we welcomed three new academies to Archway Learning Trust. Based in Derby, Lees Brook Academy, The Long Eaton Academy and Alvaston Moor Academy became the newest member of the Archway family. Bluecoat Trent Academy opened its doors in September 2021 and our most recent addition to the Archway family is Bluecoat Bentinck Primary Academy that joined us in September 2023.

The overriding vision of the Trust is to support young people who are struggling to be successful, and to ensure they have the best possible education opportunities. The Trust is committed to 'the transformational power of education' coupled with collaborative school to school support.



Stuart Anderson - Deputy CEO (DCEO)

Stuart Joined Archway in 2015 and has worked in a number of senior roles for the Trust including Principal, Executive Headteacher and Regional Director prior to becoming DCEO. He has direct responsibility for a number of schools in the Trust but also in the strategic leadership of standards, quality enhancement and delivering the Trust's strategic vision. As Principal, Stuart led Bluecoat Wollaton to attain exceptionally highly. The school secured an 'Outstanding' Ofsted grade in 2018 in its first inspection, officially became a 'World Class' School in 2020 and was recognised as 'Excellent' in its SIAMS Church Inspection in 2021.



Michelle Walshe – Chief Corporate Services Officer (CCSO)

Michelle is our Chief Corporate Services Officer with responsibility for all aspects of our Governance and corporate compliance. She also oversees marketing and communications, academy services and is the Trust's DPO. Michelle has over 20 years' experience in the education sector and has previously led and managed the admissions and appeals activity across the Trust as well as deliver process improvement and effective people management of large teams.



Nathan Jeremiah – Chief Operations Officer (COO)

Nathan has over thirteen years' experience in the education sector, having worked in a variety of management and leadership roles and brings significant sector experience to the Trust drawn from his work with the Department for Education and consultancy support with trusts nationally. Nathan's leadership of operational matters at Archway focusses on efficient and effective IT, Estates, Health & Safety, Cleaning, Catering PFI, Capital Development and Major Projects services across our family of academies.



Kirsty Woolls – Chief People Officer (CPO)

Kirsty joined our Trust in January 2022 and previously worked as HR Director in a large Multi-Academy Trust with 21 schools located across 10 local authorities. Kirsty has worked in Human Resources in the Education sector for almost 20 years.

She holds a CIPD L7 Postgraduate qualification in Human Resource Management and brings to our Trust a wealth of experience in implementing people related strategies, change management projects, employment legislation, recruitment and retention and many other areas of HR practice and expertise.



Stuart Bird – Chief Finance Officer (CFO)

Stuart joined our Trust in October 2022 and has spent the last ten years in senior finance director positions across the NHS where he says the challenges are "remarkably similar" to education. Stuart has also worked in finance and operational directorship roles for a number of successful businesses in the private sector, including financial services, nursing and residential care. He is a Chartered Accountant and is well versed in building and delivering a strong finance team that provides an excellent service to the organisation it supports.



Dave Taylor – Director of Teaching & Learning

As Director of Education, Dave is responsible for the Quality of Education, Continuous Professional Learning (CPL) and the Quality Assurance of Teaching and Learning. Dave leads the Central Education Team and the Implementation Group, which comprises local VPs and APs for Teaching and Learning. Dave's main educational passion is to ensure children improve their reading and he is the main architect of the Trust's driving improvement priority 'Every child in an Archway school will become a fluent reader'.

This is an exciting time to be leading Religious Studies across Archway Learning Trust. Curriculum Convergence is established and increasingly successful in raising the quality of education across all our academies. We are now looking for a Trust Lead for Religious Studies to take curriculum convergence to the next level, developing plans and resources and improving implementation and outcomes in the next phase of convergence. This will involve the continuing and enhancing the planning, resourcing, implementation and assessment of the Religious Studies curriculum across all trust schools, including the question-level analysis and interventions that will improve pupil outcomes.

We are looking for a passionate, inspiring leader of Religious Studies with a proven track record of success who is ready for the next step in their career. If we have sparked your interest, we think you will enjoy working collaboratively with trust leaders to deliver and exemplary Religious Studies curriculum across all academies in the Trust.

The growth and development of our Multi-Academy Trust makes this an excellent opportunity to join us, as we seek to serve a growing number of young people across the region.



Applications

For more information about Archway Learning Trust and the vacancy, please visit <https://www.archwaytrust.co.uk/vacancies/>. To apply for the role click apply which will take you to the application form for the post. We would encourage you to refer to the job description and person specification, demonstrating your suitability for the role. We reserve the right to close applications earlier than the advertised date.

Closing Date: 9 am, Monday 15th April 2024

Interview Date: TBC

If you have any queries, wish to discuss the role informally or undertake a visit to the Trust, please do not hesitate to contact us via email HR@archwaytrust.co.uk or telephone 0115 929 7445.

Due to the number of applications we receive, it is with regret that we cannot respond to every application, if you do not hear from the HR Department within two weeks of the deadline, please assume that on this occasion your application has unfortunately not been successful.

POST TITLE:	Trust Lead for Religious Studies
GRADE:	L10 – L14
RESPONSIBLE TO:	Trust Lead for Curriculum
RELATIONSHIPS WITH:	Director of Teaching and Learning Central Education Team Trust Leads for other Subjects Academy Religious Studies Leads Christian Distinctiveness and Chaplaincy teams

Introduction

We are looking for a passionate, inspiring leader of Religious Studies with a proven track record of success who is ready for the next step in their career. If we have sparked your interest, we think you will enjoy working collaboratively with trust leaders to deliver and exemplary Religious Studies curriculum across all academies in the Trust.

General Responsibilities

1. Support the overall Christian ethos of the Trust.
2. Be aware of and comply with Trust policies and procedures including but not exhaustive of:
 - Acceptable Use of IT Policy
 - Code of Conduct
 - Extremism & Radicalisation Policy
 - Health, Safety and Security Policy & Guidance
 - Keeping Children Safe in Education (Part 1) Guidance
 - Safeguarding Policy and Training Slides
 - Whistleblowing Policy
 - IT Pack including Acceptable Use Statement
 - Health, Wellbeing and Benefits Policy
 - Finance Policy
3. Be aware of and support difference and ensure equal opportunities for all.
4. Contribute to the overall aims of the Trust and Academy Improvement Plans
5. To develop and implement own professional development and skills
6. To behave in a manner that is professional, friendly, fair with students and colleagues demonstrating and role modelling politeness and respectfulness
7. To demonstrate an excellent record of attendance and punctuality.
8. Work cooperatively as part of the Trust wide staff team
9. Undertaking any other duties which may reasonably be regarded as within the nature of the duties and responsibilities/grade of the post as defined.

Main Responsibilities

The successful post holder will be responsible for the following, across all Archway schools:

- Develop, promote and quality assure:
- Continually monitoring the curriculum meets the Religious Studies National Curriculum and embraces research and evidence-informed best-practice.
 - Religious Studies Curriculum Intent, End Points and 5 Year Curriculum Map
 - Religious Studies Curriculum Medium Term Schemes of Learning
 - Religious Studies Curriculum Resources, including any pupil platforms and extended learning
 - Religious Studies converged assessments, including question-level analysis and interventions
- Organise and lead Religious Studies subject level collaborative convergence, curriculum meetings and specialist CPL, responding to Trust development priorities.
- Ensuring Religious Education colleagues across the trust have the required knowledge and training to implement the Religious Studies curriculum, including adapting resources to meet the needs of their learners.
- Lead SCITT and ECT Religious Studies training, and undertake associated observations. Maintain an overview of recruitment within Religious Studies
- Design and coordinate events and opportunities for pupils across trust academies to work together in ways that deepen and enrich their learning in Religious Studies
- Liaise with the Central Educational Team regarding Trust development priorities and principles of curriculum design
- Engender a culture of excellence, co-operation and respect
- Curate, foster and develop links within the subject community

Professional and Personal Attributes

Professional and Personal Attributes Candidates must demonstrate the following attributes to foster a collaborative environment for subject collaboration to be impactful:

- Expertise in curriculum planning, including embracing the Archway Curriculum Cornerstones and processes and recent relevant research and evidence.
- Creation of high-quality curriculum resources which are effective for all academies and adaptable.
- Detailed knowledge and understanding of the Religious Studies National Curriculum and best practice in Religious Studies specialist networks.
- Commitment to collaborative convergence, without bias and the ability to question without judgement;
- Effective communicator, both in person and via email/TEAMS – they are the spokesperson for Religious Studies across the Trust;
- Self-awareness and humility to genuinely listen and understand differing perspectives;
- Organisational skills – including the use of SharePoint and IT – to clearly show a curriculum sequence, administration and resources.

General Notes

- The aforementioned responsibilities are subject to the general duties and responsibilities contained in the School Teachers' Pay and Conditions Document and the Conditions of Service ("Burgundy Book") and are additional to the general duties and responsibilities of a Teacher;
- These accountabilities do not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed;
- These accountabilities are not necessarily a comprehensive definition of the post. It will be reviewed at least once per year and it may be subject to modification or amendment at any time after consultation with the holder of the post.

Staff Conduct

- All employees are expected to familiarise themselves and follow the Trust vision and ethos during their working lives with Archway Learning Trust.
- We are professional people and expect professional conduct (behaviour and language) based on mutual respect, good manners, politeness and common courtesies for all members of our community. We expect that at all times employees behave in a manner that role models positive behaviours for our students to follow.
- Physical violence, verbal abuse and swearing are unacceptable and not tolerated.
- Employees are expected to maintain a professional relationship with students.
- Staff will be fully supported by the Trust at all times in carrying out the behaviour policy.

Dress Code

- The Trust expect staff to wear professional business dress mirroring our high expectations of our student dress code.

	<u>Essential</u>	<u>Desirable</u>
Qualifications	<ul style="list-style-type: none"> • Relevant 'A' Levels (or equivalent) and degree; • Qualified Teacher Status. 	<ul style="list-style-type: none"> • Good honours degree • Completion of middle/senior leader CPD.
Experience	<ul style="list-style-type: none"> • Relevant teaching experience or teaching practice; • Experience of working with students of a wide range of abilities and needs, including EAL; • Experience of leading a staff team and whole school projects; • Monitoring, evaluating and reviewing classroom and assessment practice and promoting improvement strategies, challenging underperformance and ensuring corrective action; • Supporting staff in setting high expectations and challenging targets. 	<ul style="list-style-type: none"> • Currently working in UK • Secondary school; • Relevant 'life experience' e.g. time working in business or industry. • Experience of working within a Multi Academy Trust and/or an all-through school (4-19); • Experience of working with/ leading teachers from other schools.
Knowledge and Understanding	<ul style="list-style-type: none"> • An understanding of current educational developments and a clear grasp of issues relating to education in general and specialism; • The theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies); • Statutory National Curriculum requirements; • The monitoring, assessment, recording and reporting of pupils' progress; • An understanding of leadership and management in schools; • A sound understanding of school evaluation including the processes within Ofsted; • The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection; • The positive links necessary within the Trust and with all its stakeholders; 	
Skills and Abilities	<ul style="list-style-type: none"> • Ability to use innovative, active teaching methods; • Ability to use ICT as a learning/admin tool; • An ability to work in collaborative partnership with the full range of people associated with the Trust - staff, parents, governors, community, business, Diocese and LA; • Effective communication skills, written and verbal; • Ability to use data effectively to drive school improvement; • An ability to work effectively in and support teams; 	

	<u>Essential</u>	<u>Desirable</u>
Skills and Abilities	<ul style="list-style-type: none"> • Good organisational skills; • Ability to work with students with special needs or who are Academically More Able. • Ability to develop resources across the curriculum. 	
Personal Characteristics	<ul style="list-style-type: none"> • An empathy for students from a wide variety of social and cultural backgrounds; • Ability to support and lead the important Christian values of the Trust; • A willingness to work hard with enthusiasm and vision; • Tact and sensitivity; • Integrity and good judgement; • Confidence, independence and flexibility; • Able to motivate self and others; • Calm under pressure; • Well-organised 	

