



# nishkamschooltrust

## Faith and RE Lead

<b>Post Title:</b>	Faith and RE Lead
<b>Dates:</b>	Job to start <b>Autumn 2022</b>
<b>Salary:</b>	Negotiable based on experience
<b>Location:</b>	Birmingham or West London
<b>Contract type:</b>	Full-Time
<b>Contract term:</b>	Permanent

Nishkam School Trust is a multi-faith Sikh ethos, school that nurtures pupils of all faiths and beliefs. The Nishkam ethos is to create a selfless mind-set, to go beyond ourselves to serve others, create supportive communities and to realise our true potential.

As part of the Trust's Central Leadership Team, to provide trust wide professional leadership and management to ensure the effective and consistent delivery of the RE Curriculum and Faith /Virtues Provision, in accordance with Section 48 inspection requirements and beyond.

Duties & Responsibilities	
<b>Main Responsibilities</b>	<ul style="list-style-type: none"><li>- To further develop and ensure effective implementation of the Trust's RE/Faith/Virtues strategy in order to deliver an all through curriculum in line with the aims and policies of the Trust (50% Sikh, 50% all other faiths).</li><li>- Provide robust long term resource plans to enable the continued development of RE/Faith/Virtues provision, ensuring effective resourcing across the Trust including consideration of staff professional development requirements.</li><li>- To be responsible for delivering CPD to appropriate staff across the Trust to realise planning aims.</li><li>- Ensure RE/Faith/Virtues curriculum development is integrated into individual school development plans, setting targets for realistic but challenging improvements.</li><li>- Monitor the progress made towards achieving RE/Faith/Virtues plans and targets and use this information to plan future developments.</li><li>- Support individual schools in their self-evaluation by monitoring teaching and learning and evaluating the teaching of the subject, using this analysis to identify effective practice and areas for improvement and take action to improve further the quality of teaching in the subject</li><li>- Scrutinise data to effectively monitor standards of achievement across the Trust in RE/Faith/Virtues and develop strategies to challenge and support outcomes to ensure curriculum coverage, continuity and progression in RE/Faith across the Trust.</li><li>- Establish and implement clear policies and practices for assessing, recording and reporting on pupil achievement RE/Faith in line with school policy</li><li>- To ensure that School and Trust Leaders are well informed about subject policies, plans and priorities, progress against objectives and targets and subject related professional development plans, reporting to Trust Board meetings as required.</li><li>- To develop and resource the Faith and virtues values calendar, and support its delivery.</li><li>- To be involved in the spiritual life of the Trust, both curricular and extra in conjunction with wider SLT.</li></ul>
<b>General</b>	<ul style="list-style-type: none"><li>- Dealing politely, sensitively and confidentially with all incoming communication</li><li>- To maintain confidentiality and discretion at all times</li><li>- Undertaking training when necessary</li><li>- Undertake other tasks as may be reasonably required</li><li>- A proactive and positive approach to tasks</li></ul>

**Support for  
the School**

- Be aware of and comply with policies and procedures relating to child protection, health and safety, security, confidentiality and data protection, reporting all concerns to an appropriate person
- Contribute to the overall ethos/work/aims of the school
- Appreciate and support the role of other professionals

**Signature of Manager:**

\_\_\_\_\_

**Date:**

\_\_\_\_ / \_\_\_\_ / \_\_\_\_

**Signature of post holder:**

\_\_\_\_\_

**Date:**

\_\_\_\_ / \_\_\_\_ / \_\_\_\_

**Nishkam School Trust (NST) are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share in this commitment. Any successful applicant will be required to undertake a DBS disclosure.**

**To apply:**

- You would need to kindly complete an application form, available to download from <https://www.nishkamschooltrust.org/about-us/vacancies> or contact the school office on 0121 348 7665.
- Applications to be sent to [recruitment@nishkamschools.org](mailto:recruitment@nishkamschools.org) by **12pm, Wednesday 1st June 2022**
- Interviews **TBC**

## PERSON SPECIFICATION

<b><u>Requirement</u></b>	<b><u>Essential</u></b>	<b><u>Desirable</u></b>
<b>Qualification or Training:</b>	<ul style="list-style-type: none"> <li>• A relevant degree or equivalent qualification</li> </ul>	<ul style="list-style-type: none"> <li>• Higher degree Qualification</li> </ul>
<b>Experience &amp; Knowledge:</b>	<ul style="list-style-type: none"> <li>• Good working knowledge to develop the RE curriculum</li> <li>• Experienced to further develop teaching resources.</li> <li>• Understanding of the common world religions, in particular the Sikh faith which makes up 50% of the curriculum</li> <li>• Can demonstrate the ability to work in partnerships with other faith organisations, local communities and other agencies.</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working within a faith-based setting</li> <li>• Understanding of religious and virtues practice</li> </ul>
<b>Practical Skills:</b>	<ul style="list-style-type: none"> <li>• The ability to work across the Trust via video link and as and when required, in person</li> <li>• The ability to work in a team and individually.</li> <li>• Flexibility, and good organisational skills</li> <li>• Excellent communication skills both written and spoken</li> <li>• Tact and diplomacy to work with confidential information and build relationships</li> </ul>	<ul style="list-style-type: none"> <li>• Manage own workload and meet tight deadlines,</li> </ul>
<b>Other:</b>	<ul style="list-style-type: none"> <li>• To continue personal development as agreed in performance management..</li> <li>• To address the performance management targets set by the line manager.</li> <li>• Be aware of and comply with policies and procedure relating to child protection, health and safety, security, confidentiality and data protection, reporting all concerns to an appropriate person.</li> <li>• Contribute to the overall ethos/work/aims of the school.</li> <li>• To work very occasionally in other Trust sites.</li> </ul>	<ul style="list-style-type: none"> <li>• Can demonstrate the ability to use initiative and to make decisions in circumstances of stress or conflict and to seek advice as appropriate.</li> </ul>