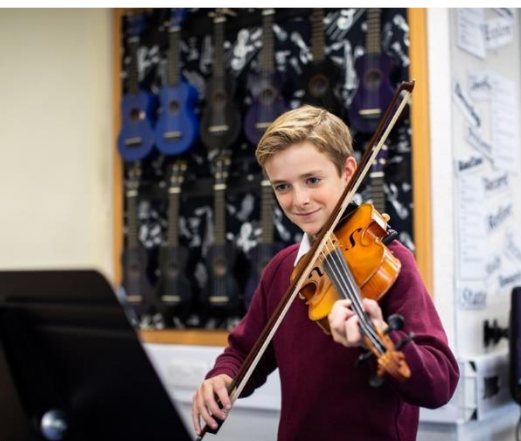




**St Ralph
Sherwin**
Catholic Multi Academy Trust



St. Thomas More
CATHOLIC VOLUNTARY ACADEMY



Head of Department RE

Start Date: Sept 2023

Salary: MPS/UPS + TLR 2

Line-manager: Assistant Headteacher

The St Thomas More Mission:

We the St Thomas More family, 'aspire not to have more but be more'.

We aspire not to have the world but be more for the world.

#BeMore

Welcome

I am delighted to welcome you to St Thomas More Catholic Voluntary Academy.

We think that STM is a special place where every child is seen as an individual, and where nurturing the gifts and talents of our children is central to our mission. Our motto of 'aspire not to have more but to be more' summarises our ambition for our young people to #BeMore.

We achieve this by offering the highest quality of education possible, which includes a broad range of experiences aimed at developing the whole child and enabling all to grow in their faith in a safe and happy environment.

Our academic achievements and the standards of our pastoral care are excellent. We are very proud of the academic progress our students make and we are also very proud of the personal growth that they achieve during their time at St Thomas More.



If you choose to join the St Thomas More family, you will be joining a school which strives for excellence through our strong Catholic faith, our commitment to high standards of achievement, our high expectations of behaviour and respect for all, and a belief in developing a love of learning and healthy living.

A handwritten signature in black ink, appearing to read 'D Redfern'.

Mr D Redfern
Headteacher

About this post



The Post

We are looking for an enthusiastic, committed and inspirational leader to be part of our RE Department at Saint Thomas More Catholic Voluntary Academy. This is an exciting time to join our flourishing department and contribute to the Catholic life of the school.

The Role

The successful candidate will promote and celebrate Students' keen interest and enthusiasm for learning the subject of RE and will actively promote the Catholic ethos of the school. You will have strong leadership skills and a clear focus on raising attainment across the department along with the ability to lead a subject area as part of your overall responsibilities

*‘Aspire not to have more
but to be more’*

Saint Oscar Romero



Person Specification

	Essential Criteria	Desirable Criteria
Work related personal requirements	<ul style="list-style-type: none">• Ability to lead, coach and motivate staff within performance management framework, including professional development and effective management of underperformance• Strong interpersonal, written and oral communication skills• Genuine passion and a belief in the potential of every student, regardless of need – and the ability to raise the self-esteem and expectations of children and young people	
Other requirements	<ul style="list-style-type: none">• Ability to form and maintain appropriate relationships with colleagues, students and parents• Ability to work both autonomously and as a member of a team• Empathetic and approachable manner• Highly motivated and pro-active• Flexible• This post is subject to an enhanced DBS disclosure• Must be committed to safeguarding the welfare of children• Willingness to contribute to the wider life of school	

Person Specification

	Essential Criteria	Desirable Criteria
Education & Qualifications	<ul style="list-style-type: none"> A Good Honours Degree Qualified teacher status 	<ul style="list-style-type: none"> Post-graduate qualification e.g. MA, PhD or EdD Qualified to an appropriate level in line with JCQ guidelines to award access arrangements and complete necessary assessments
Competence Summary (knowledge, abilities, skills, experience)	<ul style="list-style-type: none"> The ability and willingness to collaborate effectively with colleagues and to lead them Effective prioritising work habits and strong organisational skills Experience of working in a pressured environment and the ability to delegate and meet deadlines Skillful, effective and confident classroom teacher A knowledge and commitment to safeguarding and promoting the welfare of children and young people. Thorough understanding of the National Curriculum and KS4 exam context in order to support effective teaching and learning. Secure subject specific knowledge. Commitment to raising standards. Understanding and knowledge of developments in learning and teaching. Exchange complicated or sensitive information to a range of audiences and write fairly complex. Ability to work with a range of colleagues. Understanding of the range of needs of young people within age group. To be committed to the objective of raising achievement in the school. To help raise standards of learning for pupils 	<ul style="list-style-type: none"> Experience in developing therapeutic thinking support strategies to overcome barriers to learning Experience of delivering programs to support learning and monitoring and evaluating individuals and cohorts of students which has led to improved outcomes Proven experience of leading and managing, or significantly contributing to the success of a department or a team of staff through strong and impactful leadership, including experience of appraising, inducting and training staff Experience of KS2-KS3 transition Ability to support Literacy across the Curriculum

Job Description

Main activities and responsibilities:

Strategic direction and development of the subject with the support of, and under the direction of the Senior Leadership Team and Headteacher.

- To lead the continuing development of high quality learning and teaching in all key stages in Religious Education.
- To have an enthusiasm for the subject, which motivates and supports other staff and encourages a shared understanding of the contribution the subject can make to all aspects of pupils' lives.
- To lead the positive promotion of the Catholic ethos of St Thomas More School community.
- The quality of teaching, outcomes, and Curriculum at Key stages 3, 4 & 5 for Religious Education.
- The promotion of the Catholic Life in the School Community
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- To use relevant academy, local and national data to inform targets for development and further improvement for individuals and groups of pupils.
- To develop plans for the subject which identify clear targets, time scales and success criteria for its development and/or maintenance in line with the academy improvement plan.
- To monitor progress and evaluate the effects on teaching and learning by working alongside colleagues, analysing work and outcomes.
- To contribute to the development of whole academy policy.
- To attend meetings as directed by the Headteacher and Designated Assistant Headteacher/SLT in line with academy policy.
- To ensure that all aspects of self evaluation for designated courses are carried out both within the self-evaluation framework for the faculty and as part of the academy's policies.
- To have knowledge of current developments relating to the subject such as Information and Communications Technology, local and national pedagogy, classroom management, research and inspection findings, statutory requirements, and comparative data.
- To promote and encourage out of classroom activities through visits, exchanges, extra curricular activities and clubs.
- Liaise with the St Ralph Sherwin Multi-Academy Trust within subject groups on subject-related events, projects and activities

Teaching and Learning

- To deliver consistently good or better teaching.
- Use available data to inform the Religious Education Curriculum
- To develop teaching and learning for Religious Education, according to the needs of the students, teachers and whole school.
- To use own classes as examples of high quality teaching and learning in the faculty.
- To ensure that Religious Education is a rewarding subject with positive recognition of achievement.

- To ensure continuity and progression in the subject by supporting colleagues in choosing the appropriate sequence of teaching and teaching methods and setting clear learning objectives through agreed schemes of work, supported by outstanding lesson plans, developed annually in line with the academy improvement plan.
- To establish clear targets for achievement in the subject and evaluate progress through the use of appropriate assessments and records and regular termly analysis of this data in line with the Learning Cycle Schedule.
- To evaluate the teaching of the subject by the monitoring of teachers' plans and through work analysis and lesson observation, identify effective practice and areas for improvement, and take appropriate action to improve further the quality of teaching.
- To develop effective links with external agencies and the local community including parents/carers, business and industry.
- To ensure that teachers are aware of the implications of equality of opportunity, which the subject raises.

Leading and Managing Staff

- To ensure that Religious Education department data is accurate and up to date.
- To enable all teachers to achieve expertise in planning for and teaching the subject through example, support and by leading or providing high quality professional development opportunities.
- To ensure Religious Education department reports are completed accurately, effectively and on time.
- To Liaise with all staff to assist with the provision of the spiritual and moral aspects of the curriculum.
- To ensure that the Headteacher, Senior Leadership Team and governors are well informed about policies, the subject improvement plan, the subject SEF, priorities (including current copies of schemes of work) and targets for the department and that these are submitted on time so that they can be properly incorporated into the academy improvement plan.
- To undertake the performance management of staff as designated by academy policy, ensuring that the totality of their performance is reviewed, challenging objectives are set, their development is supported in line with the academy's and the department's needs and aspirations, and that any issues of capability are addressed in line with academy policy.
- To participate in the selection process of new staff as required.
- To secure a heightened common purpose / shared vision and secure commitment to team working from all staff, teachers, supply teachers and support staff working within the subject.
- To provide support on professional issues such as threshold, upper pay spine, references, promotions, induction, and initial teacher training.
- To dress in a manner that; reflects the high standards of teaching and learning of the academy, is acceptable to the Headteacher and that is appropriate to the delivery of the subject.

Effective Deployment of Resources

- To support the Headteacher by maintaining efficient and effective management and organisation of learning resources, by developing or identifying new resources including Information and Communications Technology applications to the subject.
 - To be aware of and respond appropriately to any health and safety issues raised by materials, practice or accommodation related to the subject.
 - To support the Headteacher by maintaining efficient and effective management of the expenditure for the subject.
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- To help colleagues to create a stimulating learning environment for the teaching and learning of the subject.
- To take on any additional responsibilities which might from time to time be determined.
- To ensure that resources to support the delivery of the subject are developed both within and outside the Faculty, such as books in the library, software on the academy server, special needs provision, cross curricular links, and appropriate academy visits / events.

Any other duties which may arise during the course of work and as authorised by the Headteacher or membership of the Senior Leadership Team. Such duties will be commensurate with the general level of this post and will be subject to the skills and abilities of the post holder.



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Saint Oscar Romero

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