



Wright Robinson College

Head of RE and Personal Development

RECRUITMENT

INFORMATION



WRIGHT ROBINSON  
COLLEGE



# OUR MISSION STATEMENT

## VALUES & ETHOS

### Our Values



All members of our college community will be given every opportunity to develop and achieve their full academic potential.



All members of our college community will contribute to ensuring that we provide a safe, secure and caring environment.



All members of our college community will celebrate the diversity of our community and celebrate our successes and achievements as one.



All members of our college community will demonstrate resilience at times of adversity.



All members of the college community will treat others with respect.



All members of the college community will be treated fairly.



WRIGHT  
ROBINSON  
COLLEGE

SON



Team Wright Robinson is fully committed to inspiring its students to achieve academic excellence, good character and resilience. This will enable our students to be instrumental in contributing to and shaping British Society in an internationally competitive world.



WRIGHT  
ROBINSON  
COLLEGE

# A WARM WELCOME

Thank you for your interest in working at Wright Robinson College. I am immensely proud to be Headteacher at the College. In our recent 2021 Ofsted report, we have maintained our 'Outstanding in all Areas' status from 2016. Visitors, and Ofsted comment on the exemplary behaviour demonstrated by our extremely courteous and respectful students and upon the calm and welcoming atmosphere here at Wright Robinson.



We are an 11-16 provision and place ourselves at the heart of the community, a college that prides itself on equipping our students with the knowledge and skills to influence an ever-changing, internationally competitive world.

Staff support, wellbeing and CPD is really important to us here at Wright Robinson which was reflected in our 2021 Ofsted report:

"Staff are exceptionally proud to work at Wright Robinson. They benefit extremely well from leaders' genuine desire to manage workload and care for their well-being. Leaders provide extensive opportunities for teachers to access subject training and to work collaboratively."

We have over half a century's experience in educating young people which is illustrated through our results in public examinations, where our students consistently perform at rates significantly higher than the expected norms.

Students are taught by academic specialists with a passion for their subject, creating an environment where our students

believe that anything is achievable. We place great emphasis on creating leaders, whilst recognising the need to work co-operatively with others.

Our 'Team Ethos' permeates all aspects of college life, a life which here at Wright Robinson is so much more than what happens in the classroom. We seek applicants who can align with our culture of mutual respect, a positive outlook and a 'can-do' approach. The college has state of the art facilities creating, for staff and students alike, an attractive site and a pleasant working environment.

Our sporting successes are nationally renowned and our work in areas such as music, drama and art further enrich the student experience.

I am extremely pleased that you are interested in applying to work at Wright Robinson College and I look forward to receiving your application.

A handwritten signature in black ink that reads "Martin Haworth". The signature is written in a cursive, slightly slanted style.

**Martin Haworth**  
Headteacher



**WRIGHT  
ROBINSON  
COLLEGE**

# VISIONS & VALUES



## WHO WE ARE

The Flagship Learning Trust was established in 2019 with a vision to improve the academic performance and physical, social and emotional well-being of the students attending our Trust schools. The Trust chose to identify as 'Flagship' as it was founded in Wright Robinson College, which is not only identified flagship PFI school building but the college itself is committed to leading the way in education.

Social mobility, self-belief and teamwork are key elements of the Trust's ethos and purpose. We believe that it is not the academic ability which separates us in life but our character; therefore we work hard through teamwork to develop the following qualities in our students:

- Self-belief – Self esteem**
- Self determination – Self-discipline**
- Self-expression – Self-respect**

Our schools may always be judged by the results they achieve, however we believe that they are defined by their ethos and culture.

### FLT VISION (Aim)

Inspire. Believe. Achieve.

The aim of the Flagship Learning Trust is to improve the academic performance and physical, social and emotional well-being of the students attending our Trust schools. The Trust aims to inspire every student to believe in themselves in order to achieve.

## FLT ETHOS (Character)

Inspire. Believe. Achieve

The core culture of the Flagship Learning Trust centres around respect, collaboration, teamwork and leadership. We believe that having strong leadership, clear goals and working together in an environment of mutual respect, ultimately results in positive outcomes.

## FLT VALUES (Principles)

### TEAMWORK

Everyone working together for the common goal. We believe that to have a strong team, every team member is important and their contributions valid.

### RAISING ASPIRATION

Encouraging our pupils and staff to aim high in order to achieve their goals.

### COMMUNITY

Building relationships with pupils, staff, parents and the areas served by our schools to improve the educational experience for our students.



WRIGHT  
ROBINSON  
COLLEGE



# Wright Robinson College

Headteacher: Martin Haworth

## Head of RE and Personal Development

**Grade/Contract MPS/UPS + TLR 2c (Permanent)**

**Start Date: September 2024**

**Apply by: 9.00am Monday 29th April 2024**

Do you aspire to be a leader in an Outstanding School? We are looking to appoint a Head of Personal Development and RE to lead this highly successful department on the next stage of its journey. We are looking for applicants with ambition, drive and vision who are ready to take the next step in their career and who have the skills, expertise and passion to enthuse our young people and lead our staff to achieve consistently high standards.

This is an exciting opportunity for you to shape, enjoy and develop your career in our supportive college environment. You will be provided with the best resources and a programme of professional development that will enable you to develop your own skills whilst leading the drive for increasingly high standards in Personal Development and RE. The department is a part of our highly successful Humanities Faculty providing opportunities for collaboration with other driven and successful leaders and the wider Humanities team.

Wright Robinson College has been an 'Outstanding School' in every area of the Ofsted Inspection Framework since 2016 and we were immensely proud that our continued 'Outstanding' status was confirmed again recently in our October 2021 inspection under the new framework. We are fully committed to continuing to further raise academic standards and attainment, across an academic curriculum.

You will be based in a friendly and supportive school with a state-of-the-art building, providing access to the latest resources to facilitate learning. As well as offering you a competitive salary, you will be provided with free access to on-site gym and swimming pool facilities and free on-site parking. In addition, you will have access to our BUPA Employee Assistance Programme, which provides all of our employees with access to counselling, covering a wide range of topics. Located on the east side of Manchester, we are easily accessible through local and regional transport links. For further information on our employee benefits, please visit the link below:

<https://www.wrightrobinson.co.uk/Employee-benefits/>

Have you got the desire, experience and ambition to join our Team? If so, we would be delighted to hear from you. Informal enquiries can be directed to Mrs Conway on 0161 826 1013.

**For further information on the position, to see what our staff have to say about working for us and for details on how to apply, please follow the link below:**

<https://wrightrobinson.co.uk/staff-vacancies/>

*All applications should be made via the TES website. We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible. Unfortunately, we are unable to contact all applicants who have not been shortlisted for interview. If you have been shortlisted, you will be contacted within one week of the closing date.*

### **Statement on Equality**

*We are an Equal Opportunities Employer and we positively welcome applications from candidates regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.*

### **Statement on Safeguarding**

*Wright Robinson College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. As such, all posts are subject to a safer recruitment process, including online checks and the disclosure of criminal records. It is an offence to apply for the role if the applicant is barred from engaging in regulated activity relevant to children. When appointing new staff, we will ask shortlisted candidates to complete a self-declaration of their criminal record and to provide any information that would deem them unsuitable to work with children.*

### **Criminal Offences**

*All posts involving direct contact with children are exempt from the Rehabilitation of Offenders Act (Exemptions) Order 1974. However, amendments to the Exceptions Order 1975 (2013) provide that certain spent convictions and cautions are 'protected'. These are not subject to disclosure to employers, and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found on the Disclosure and Barring Service website or at <http://hub.unlock.org.uk/wp-content/uploads/What-will-be-filtered-by-the-DBS.pdf>.*

*Shortlisted candidates will be asked to provide details of any convictions that would not be filtered, prior to the date of the interview. You may be asked for further information about your criminal history during the recruitment process. If your application is successful, this self-disclosure information will be checked against information from the Disclosure & Barring Service before your appointment is confirmed.*

### **GDPR**

*A copy of our Privacy Notice is available on our website.*





# Wright Robinson College

Headteacher: Martin Haworth

## Head of RE and Personal Development: Job Description

### **JOB TITLE**

**Head of RE and Personal Development**

### **SCALE/SALARY**

**MPS/UPS + TLR 2C**

### **RESPONSIBLE TO:**

**Headteacher, Deputy Headteacher Curriculum, Assistant Headteacher, Head of Humanities.**

### **JOB PURPOSE**

To be responsible for the leadership of teaching and learning of RE, PSHE & Citizenship at Key Stages 3 and 4 within the Humanities Faculty. This will involve the monitoring of students' progress and performance in order to ensure that the intended curriculum is delivered effectively.

### **Duties and Responsibilities**

1. To produce and implement a clear intent and vision for the delivery of high quality inclusive education in RE, PSHE & Citizenship that ensures that all students, of all abilities, achieve our intended endpoints.
2. To design a curriculum that highlights the key knowledge that all students must know in each subject and be responsible for intervention to support any students with identified gaps or misunderstandings.
3. To lead and manage the teaching of RE, PSHE & Citizenship at the college across both Key Stages and in line with the National Curriculum or examination board requirements.
4. Teach a range of classes and model good practice in learning and teaching.
5. Ensure that department members are kept informed about expectations, current developments in education/pedagogy and school initiatives.
6. To oversee and monitor the quality of learning and teaching in RE, PSHE & Citizenship. This will include book sampling, ensuring that work is regularly and thoughtfully marked and assessed and provides guidance on how to improve performance. This will also include observing teaching and learning within the classroom.
7. Working with the Head of Faculty, co-ordinate the efficient deployment of staff to ensure high quality teaching and learning in RE, PSHE & Citizenship.
8. To be responsible for overall discipline within the department to create a positive and efficient working environment according to the Behaviour for Learning Policy.



9. To lead department meetings and attend faculty meetings as calendared to discuss policy, initiatives and progress of students. To contribute to effective communication across the Humanities faculty.
10. To take responsibility for the college RSE policy ensuring that it meets statutory guidance and is in accordance with best practice. To be responsible for its regular review and implement changes as necessary.
11. To work closely with relevant subject leads such as science, PE and computing to ensure that RE, RSE and Health Education programmes complement rather than duplicate the National Curriculum.
12. To work with appropriate external agencies to enhance the delivery of RSE subjects and bring in expert knowledge to enhance the delivery of lessons where appropriate.
13. To ensure that schemes of work, units of work, assessments and lesson plans are fit for purpose and are reviewed regularly.
14. To ensure that reporting to parents takes place in line with college procedures.
15. To be responsible for ensuring that all pupils are entered for the appropriate examinations at Key Stage 4.
16. To take responsibility for the department budget.
17. To contribute to the overall ethos, work and aims of the college.
18. To establish constructive relationships and communicate with other agencies and professionals.
19. To participate in training and other learning activities and performance development as required.
20. To recognise own strengths and areas of expertise and use these to advise and support others.
21. To maintain departmental membership of subject associations such as the PSHE Association to ensure that teaching reflects current guidance.
22. To work closely with the Head of Faculty, Deputy Headteacher and Assistant Headteacher to ensure a holistic approach to PSHE and RSE across the school, incorporating extra-curricular activities or drop down days as required

*The above list of job duties is not exclusive or exhaustive and the postholder will be required to undertake such tasks as may reasonably be expected within the scope and grading of the post.*

## Head of RE and Personal Development: Person Specification

AF – Application Form

SP – Selection Process

Specification	Essential/ Desirable	Method of Assessment
<b>QUALIFICATIONS / PROFESSIONAL MEMBERSHIP</b>		
<ul style="list-style-type: none"> <li>Qualified Teacher Status (QTS)</li> </ul>	E	AF
<ul style="list-style-type: none"> <li>Degree in relevant subject</li> </ul>	E	AF
<ul style="list-style-type: none"> <li>Evidence of continuing professional development</li> </ul>	E	AF
<b>PROFESSIONAL EXPERIENCE</b>		
<ul style="list-style-type: none"> <li>Proven successful teaching experience at KS3 and 4 in subject area (minimum of 3 years)</li> </ul>	E	AF
<ul style="list-style-type: none"> <li>Outstanding classroom practitioner</li> </ul>	E	AF/SP
<ul style="list-style-type: none"> <li>Experience of leadership within a RE, PSHE &amp; Citizenship faculty within secondary education with a clear record of improving learning and raising student achievement</li> </ul>	D	AF
<ul style="list-style-type: none"> <li>Knowledge of current education policy</li> </ul>	E	AF/SP
<b>KNOWLEDGE AND SKILLS</b>		
<ul style="list-style-type: none"> <li>The ability to set and achieve targets, monitor and evaluate performance and review practice</li> </ul>	E	AF/SP
<ul style="list-style-type: none"> <li>The ability to motivate students</li> </ul>	E	AF
<ul style="list-style-type: none"> <li>Ability to initiate and successfully implement change, including raising attainment</li> </ul>	E	AF/SP
<ul style="list-style-type: none"> <li>Ability to create, develop and apply vision within the department</li> </ul>	E	AF/SP
<ul style="list-style-type: none"> <li>Ability to evaluate the history curriculum and its ability to meet the needs of the students and national priorities and to make changes as required</li> </ul>	E	AF/SP
<ul style="list-style-type: none"> <li>Success in promoting high standards of behaviour.</li> </ul>	E	AF/SP

<b>PERSONAL QUALITIES</b>		
<ul style="list-style-type: none"> <li>▪ To have the ability to create a caring, safe environment with opportunity and encouragement for students to achieve their full potential.</li> </ul>	E	AF/SP
<ul style="list-style-type: none"> <li>▪ Clear vision and an innovative approach.</li> </ul>	E	AF/SP
<ul style="list-style-type: none"> <li>▪ Ability to foster an open culture where all are valued and treated fairly.</li> </ul>	E	AF/SP
<ul style="list-style-type: none"> <li>▪ Excellent communication skills, both written and verbal.</li> </ul>	E	AF/SP
<ul style="list-style-type: none"> <li>▪ Ability to organise, plan and prioritise time effectively.</li> </ul>	E	AF/SP
<ul style="list-style-type: none"> <li>▪ To have flexibility and adaptability.</li> </ul>	E	AF/SP
<ul style="list-style-type: none"> <li>▪ A commitment to your own and others' continuous professional development.</li> </ul>	E	AF
<ul style="list-style-type: none"> <li>▪ Personal commitment to the College's professional standards, including dress code, as appropriate.</li> </ul>	E	AF
<ul style="list-style-type: none"> <li>▪ The post will require an enhanced DBS clearance.</li> </ul>	E	SP
<ul style="list-style-type: none"> <li>▪ To promote Health &amp; Safety, Safeguarding policies and Equality &amp; Diversity across the Trust.</li> </ul>	E	AF





WHY WORK

FOR US?



WRIGHT  
ROBINSON  
COLLEGE

# Staff Benefits



We have a wide range of employee benefits available to all of our staff in order to attract, retain and contribute towards improving wellbeing. We are always looking at ways in which we can improve our offering to ensure that our benefits are valuable to our staff.

## **Pension**

On joining Wright Robinson, we automatically enrol you into one of our workplace pension schemes, either the Teachers' Pension Fund (TP) or the Local Government Pension Fund (LGPF). Once you are enrolled you will commence paying into your pension via automatic payments from your monthly pay and the Trust will also contribute to your pension. Public sector pensions are renowned for being far better investments than private pensions.

## **Research day**

Each academic year, all staff are entitled to a research day to be taken on a day of their choice.

## **Positive work environment**

An established Pastoral System led by staff who do not have a teaching commitment is in place with a fully embedded Behaviour Policy and rewards system as well as a dedicated and specialist staff network. This has led to an exceptionally positive and rewarding working environment and culture with exemplary student attitudes to learning.

## **Occupational Health**

The Occupational Health Service provides advice and support to all Trust staff focusing on the promotion of health and wellbeing and prevention of ill health at work.

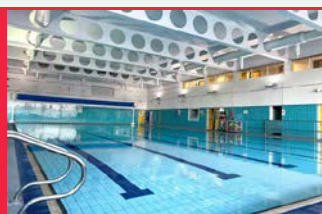
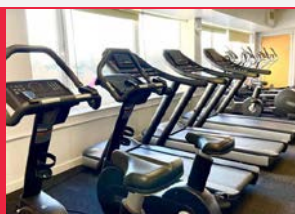
## **Family friendly support**

Enhanced family leave is available to support our staff with family commitments and to maintain a work-life balance. We also consider all applications for flexible working.

## **Employee Assistant Programme (BUPA)**

Face-to-face and/or telephone counselling - up to eight sessions for all employees via BUPA (external confidential provider) and access to a 24/7 health line. Some of the topics that an expert can support with are:

- stress
- bereavement
- coping with change
- financial worries
- anxiety and depression
- substance misuse
- family issues.



### **CPD/Staff development**

We have a strong programme of staff CPD which includes the 'Let's Develop' newsletter published half-termly to all staff. As further professional learning is at the heart of what we do, we provide a comprehensive range of externally accredited programmes and in-house learning and development opportunities to staff at any stage in their career. We also have regular staff promotion opportunities.

### **Early Careers Teacher's (ECT) Programme**

The provision for Early Career Teacher's is extensive and goes beyond statutory provision. All ECT's are allocated trained subject and professional mentors and in-house bespoke development programme supports development for the full two years. Sessions are tailored to individual staff needs and time is allocated for mentor meetings.

### **Mental Health First Aiders**

We have qualified Mental Health First Aiders in college offering support to anyone who may need it or in the event of a mental health crisis. Mental Health First Aiders are trained to spot the early signs of poor mental health and appropriately sign-post towards treatment and other sources of support.

### **Wellbeing HUB**

Our Wellbeing HUB is home to information regarding health & wellbeing support services available to all staff. We have a member of staff dedicated to wellbeing and the HUB includes information about signposting, Wellbeing Champions, Mental Health awareness, online learning, toolkits, workshops, guidance information and more. All staff are able to access the Headspace app for free.

We take a proactive approach to staff wellbeing by a number of workload reduction strategies including: reduction of meeting times, calendared work-life balance slots, teaching staff do not take detentions, reduction in data drops and we also employ internal cover supervisors to reduce the pressure of lesson cover for absence.

### **State of the art facilities with On-site gym & swimming pool**

All staff can use the on-site gym and swimming pool out of college hours. We also offer fitness classes and sports events/competitions for staff to enjoy.

### **Cycle to work scheme**

Through the Cycle to Work scheme, eligible staff can purchase a new bike paid for through a salary sacrifice arrangement, significant savings in income tax and NI can be made for the employee. We also provide secure cycle parking for staff.

### **Free on-site car parking**

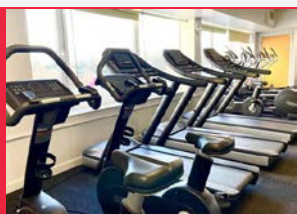
We have a large secure staff car park on the college grounds which is free for staff to use. We also have accessible parking available.

### **Long-service recognition**

Recognition for long service anniversaries.

### **On-site canteen**

All staff have access to an affordable onsite canteen.



# Awards and external recognition



At the 2022 North West Educate Awards, held at Liverpool Cathedral, Wright Robinson College were presented with the Award for 'Outstanding Commitment to Sport in a Secondary School'.

It is fantastic to have received the award as recognition for all of the hard work that takes place at the college on a daily basis. The college has an extensive Physical Education and extra-curricular sporting programme, promoting a lifelong passion for physical activity and sport in young people whilst providing a wealth of opportunities for our community here in Greater Manchester.

## Big Health 2022

Wright Robinson College was awarded 1st place in the Manchester Healthy Schools 'The Big Health Challenge 2022'. This year's theme was 'What are you as a school community doing to promote positive health & wellbeing with next year's year 7'.



## The Goldsmiths' Community Engagement Award 2022



*The*  
GOLDSMITHS'  
*Community Engagement Award 2022*

Wright Robinson College was named as the Silver Award winner of The Goldsmiths' Company Awards for Community Engagement 2022. Created in 2018, the prestigious awards celebrate the unsung work of students going above and beyond to support local communities through volunteer work and charitable initiatives that are overlooked in exam and test results.

## SENDIA

Wright Robinson College has received the SEND Inclusion Award (SENDIA). The SENDIA is awarded to schools who deliver high-quality education for pupils with SEND. Compliant with the SEND Code of Practice, the award framework focuses on removing barriers to learning through early identification, inclusive teaching and leadership. The college has fully evaluated impact in order to improve classroom practice and pupil outcomes.



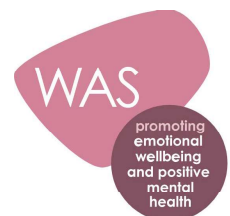
## EPDA

Wright Robinson College has received the Excellence in Pupil Development Award (EPDA). This award offers a structured framework to evaluate and enrich our pastoral curriculum. The award evidences that the college is successful in developing pupil's personal attributes and attitudes, such as self-confidence, resilience and self-discipline and preparing pupils for life in modern Britain.



## WAS

Wright Robinson College has received the Wellbeing Award for Schools (WAS). This award focuses on changing the long-term culture of the whole school. Using an evidence-based framework to drive change, it helps schools to deliver staff and pupil wellbeing, review staff training and revise school policies. This award is evidence that that mental health and wellbeing sit at the heart of life at Wright Robinson.



## School Games Platinum 2021/22 - 2022/23

In July 2022, Wright Robinson College was one of only 3 Greater Manchester Schools who were awarded the Platinum School Games Mark.



## NWCPEA (North West Counties PE Association)

Wright Robinson College has been awarded the Gill Parry Best Practice in PE Award 2021.

The PE department developed the 'My mind my body' to increase awareness of the importance of physical activity on the mind and body, with a focus on the physical, mental and social benefits.



# OFSTED REPORT

## OUTCOME

Wright Robinson College was inspected in October 2021 and continues to be an outstanding school.



WRIGHT  
ROBINSON  
COLLEGE



## WHAT IS IT LIKE TO ATTEND THIS SCHOOL?

Pupils are proud to be part of this exceptional school. They are adamant that it is a safe, happy and harmonious place to learn. Pupils thoroughly enjoy coming to school to learn. They say, ‘Every aspect of school life is about teamwork.’

All pupils, including pupils with special educational needs and/or disabilities (SEND), achieve exceptionally well. The ambitious curriculum motivates and engages pupils to work extremely hard. Staff have very high expectations of each of them.

Pupils concentrate fully on their learning. They relish the opportunity to master new challenges. Pupils are highly appreciative of the learning opportunities that teachers provide. Pupils are fiercely proud of their successes.

Behaviour is exemplary. Pupils are extremely courteous and respectful. Pupils of all ages get along exceedingly well. They are accepting of each other’s differences. Pupils have no concerns about bullying. They said that it would be ‘out of the ordinary’. Should any bullying occur, pupils are confident that teachers will ‘shut it down immediately’.

Pupils spoke with great pride about the extensive range of leadership, charitable and enrichment opportunities on offer. They delight in developing new skills and in finding new ways to contribute to the wider community. Pupils develop into highly confident, articulate and responsible young adults who are ready to ‘shine’ in the world.

## WHAT DOES THE SCHOOL DO WELL AND WHAT DOES IT NEED TO DO BETTER?

Leaders, governors and trustees have created a distinctive school with a clear purpose. They are deeply committed to ensuring that every pupil can flourish, irrespective of their personal circumstances. A culture of high aspirations and a can-do approach to learning pervade the school.

