



# Blackburn Central High School



## Head of RE Candidate Pack



Part of the

**Oak**   
Learning Partnership

# Head of RE

## Welcome from the Headteacher

Dear Candidate,

I am delighted that you have shown an interest in applying for this key post at our Ofsted rated GOOD school. We believe that our students should receive an excellent education with opportunities to succeed beyond their potential, encouraging them to become confident, independent young adults, balanced by compassion and respect for others.

I am immensely proud of our OFSTED inspection in December 2022, which graded Blackburn Central High School as "Good." This outstanding achievement is a testament to the dedication, hard work, and commitment of our exceptional staff, students, and parents/carers who collectively contribute to our school's success. The Ofsted report commends our school by informing us that: 'Pupils are proud to attend this school. They have warm and trusting relationships with staff. Pupils told inspectors that they appreciate the family atmosphere of the school, where everyone is equally valued. Leaders and governors have high expectations of what pupils can achieve. Pupils respond positively to the challenges set for them. They enjoy learning and achieve well.'

BCHS has the ambition, the expertise and the determination to ensure that our outcomes will continue to improve alongside developing the character education of our students. To do this, it is vital that we attract the right calibre of professional to work alongside our dedicated team of staff.

We are seeking to appoint a well-qualified, hardworking and enthusiastic Head of RE who is capable of making a strong contribution to the faculty and RE curriculum. The school require a motivated professional who is eager to begin a higher-level leadership role and help build, develop and implement an inspiring and inclusive curriculum whilst working with other staff to provide the best possible education for pupils. You will be part of an excellent team and provided with extensive support that will enable you to develop to your full potential both in this role and beyond.



# Head of RE

## Welcome from the Headteacher

Every member of staff receives bespoke CPD. We empower staff to take ownership of their career progression and we invest significantly in training, outreach work, nationally recognised leadership qualifications and research projects linked to the needs of our students and the school. Your wellbeing and professional development, in order to enhance your career, is a priority for us.

We continually monitor and pursue opportunities to manage workload effectively and promote a working environment that is supportive, enjoyable and positive for all. We are looking for a colleague who shares the clear vision that the child is at the heart of everything we do. One who can enjoy positive, professional relationships with young people and who demonstrates high levels of resilience and emotional intelligence. Every child is entitled to an outstanding education where they have excellent opportunities to achieve beyond their potential. We strive to develop the aspirations and values of every student and member of staff.

As a part of the Oak Learning Partnership, we are proud of what we have achieved so far and excited by the continuous improvements and changes here at Blackburn Central High School. This appointment will form a key element in the next phase on our journey. If you would like to join our excellent team, then we would like to hear more about you.


Visits to the school, prior to application, are both welcomed and encouraged. Please contact the school on **01254 505700** or by e-mailing **info@bchs.co.uk** to arrange an appointment.

**We ask that you do not send CV's, please complete and send your application form and a personal statement to hr@oaklp.co.uk**

I hope that when you have read the information enclosed, you will be encouraged to apply for this very important post. We look forward to receiving your application. Please visit our school website for further information. **www.bchs.co.uk**

Mrs Shanaz Hussain  
**Headteacher at Blackburn Central High School**





**"Pupils are proud to attend this school. They have warm and trusting relationships with staff. Pupils appreciate the family atmosphere of the school, where everyone is equally valued."**

Ofsted Report, December 2022.

**Inclusion** is at the  
**heart** of our trust

## Introduction to Our Trust

**Dear Candidate,**

Thank you for your interest in this post at Blackburn Central High School, part of Oak Learning Partnership.

Our trust is cross phase and consists of primary, special, and secondary schools. We have a vision to transform lives through a highly inclusive approach. 'Inclusion is at the heart of our trust'. Which means we are compassionately rigorous and support all of pupils to reach their full potential, we have unconditional positive regard, leave no one behind and everyone is welcome.

Our schools work closely with one another; they collaborate with purpose, support each other and share collective systems across both educational and business provisions. But it's also important to us that each school has their own identity and individuality. We make sure we focus on impact and ensure clarity and consistency from our leaders, always making sure common sense is at the heart of our decision making.

Our people matter; we understand that we can only achieve our vision by recruiting the right people and providing them with the support, training and time they need in order to allow them to flourish and be the best they can be. Whatever role an individual undertakes within our organisation, they are contributing to our collective aim of transforming lives. We invest heavily in our people ensuring they feel valued, and their well-being is always considered. We understand that if staff feel valued and if the impact they are having is recognised, they can perform at their best.

We are laying strong foundations for growing the Trust and have a clear vision, this role is a key part of our growth strategy and could be an excellent opportunity for the right candidate ready for their next step. We are a values driven organisation, are highly ambitious, passionate about doing things with integrity and have a healthy sense of humour.

If you want to make a difference to young people and join a trust at an exciting part of its journey, we would love to hear from you.

For further information about the trust please visit our website:  
**[www.oaklp.co.uk](http://www.oaklp.co.uk)**

*James F-Smith*

**James Franklin-Smith**  
**CEO of Oak Learning Partnership**

**Oak**   
Learning Partnership

[oaklp.co.uk](http://oaklp.co.uk)



**"Diversity is not just tolerated at this school, it is celebrated. Pupils and staff have won national recognition for the work that they have done to promote inclusion."**

Ofsted Report, December 2022.



# Head of RE

**Salary:** Main Pay Scale 1 – Upper Pay Scale 3, plus TLR 2b (£5,647), actual salary £37,297 - £54,731

**Hours:** 1265 hours per annum as per Teachers Pay and Conditions.

## Job Description

**Normal place of work:** Blackburn Central High School, although you may be asked to contribute towards trust wide projects.

**Normal working hours:** 1265 hours per annum as per the Teachers Pay and Conditions.

**Responsible to:** Senior Leadership Team.

### PURPOSE OF THE POST

- To contribute to the development of a strong, effective school with an emphasis on high aspirations and attainment. You will be the driver of continued and sustained improvement in the pursuit of outstanding achievement for all our students. You should have a commitment to the education and needs of all students. Be able develop supportive relationships with parents, partner schools and the broader community.

### MAIN DUTIES AND RESPONSIBILITIES

- Take a lead role in raising standards through the strategic leadership of RE.
- To lead and motivate specialist RE staff and other staff ensuring a focus on learning, achievement and development.
- To be responsible for the leadership of RE in the school.
- To ensure the on-going development of the RE Department securing sustained improvement with a focus and attainment, achievement and personalisation.
- Leading learning and teaching.
- Lead by example in terms of the planning and delivery of high quality teaching and learning. Develop, support and apply a range of effective teaching and learning strategies to raise the achievement of students, maintaining an up to date knowledge of good practice in teaching and learning techniques.
- Observe and be observed by colleagues and utilise feedback effectively, to continually develop learning, classroom and student behaviour management skills.
- To promote innovative pedagogical models, to inspire all members of the RE department to commit to the principle of life-long learning.
- Contribute to coaching, mentoring, and sharing good practice, within the department, throughout the school and with partner schools within the Trust.
- Take a lead and support key staff in developing and implementing strategies to improve literacy and numeracy skills across the whole school.

#### **Developing Self and Working with Others:**

- Lead, manage and monitor the effectiveness and quality of performance management arrangements in the department.

- Take accountability for the performance of RE department and its impact on overall school performance.
- To build capacity and nurture leadership capabilities at all levels within the RE team.
- To plan continuous professional development in line with whole school priorities and policies.

### **Managing the Organisation:**

- Take an active role in the recruitment and retention of department and wider school staff.
- Quality assure the department and ensure accountability of department staff.
- Ensure that guidance on safe guarding and child protection are followed and implemented.

### **Securing Accountability:**

- Lead and manage data gathering and target setting within the department, in line with whole school and individual student targets.
- Analyse student tracking data, identify underperformance.
- With key staff plan appropriate effective intervention strategies and monitor their impact.
- Evaluate the performance of the RE department and develop and implement an improvement plan.
- Support, uphold and implement all school policies and procedures

### **Strengthening the Community**

- Contribute to stakeholder engagement and communication with parents, carers, and families.
- Establish effective partnership working with external agencies.
- To secure learning opportunities within the RE curriculum to promote community cohesion.
- Contribute to development of student leadership and student voice within the school.
- To be a professional advocate for the school in all contexts.
- To develop links with other organisations to raise the profile of RE.
- To work with key staff to implement strategies to close the gap for groups of vulnerable students, including pupil premium.

This appointment is with the Governing Body of the school. The job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future.

You are to carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document. This appointment is subject to the terms and conditions outlined in the employee's Contract



# Head of RE Person Specification

<b>CRITERIA</b>	<b>Experience, Qualifications and Training:</b> On their application form, candidates will demonstrate that they have the following training, qualifications and school experience:	
<b>ESSENTIAL</b>		<b>DESIRABLE</b>
<ul style="list-style-type: none"> <li>• A degree qualification.</li> <li>• Qualified teacher status.</li> <li>• Evidence of continuous professional development.</li> <li>• Track record of improving outcomes and raising standards in RE at KS4.</li> <li>• Track record of delivering Outstanding teaching.</li> <li>• Innovation and creativity to enthuse and engage learners.</li> <li>• Partnership and team working.</li> <li>• Track record of raising the profile of RE.</li> <li>• Developing and leading the implementation of strategies leading to raising standards in RE.</li> </ul>		<ul style="list-style-type: none"> <li>• Middle leader qualification.</li> </ul>
<b>CRITERIA</b>	<b>Ability, Skills and Knowledge:</b> In their statement of suitability and during the selection process, candidates will demonstrate that they have the following ability, skills and knowledge:	
<b>ESSENTIAL</b>		
<ul style="list-style-type: none"> <li>• Ability to coach and motivate professionals.</li> <li>• Ability to set clear targets, track and monitor progress and develop strategies to realise goals.</li> <li>• Ability to communicate effectively with colleagues, governors and parents.</li> </ul>		
<b>CRITERIA</b>	<b>Personal style and behaviour:</b> In their statement of suitability and during the selection process, candidates will explain how they have they demonstrate their personal style and behaviour:	
<b>ESSENTIAL</b>		
<ul style="list-style-type: none"> <li>• Commitment and passion to improve all the outcomes for all students.</li> <li>• Highly organised, literate and articulate.</li> <li>• Highest level of professional and personal integrity.</li> <li>• A strong commitment to inclusion and overcoming barriers to learning.</li> <li>• Desire to raise the profile of RE.</li> <li>• Personal resilience, persistence and perseverance.</li> <li>• A sense of humour.</li> <li>• Commitment to continuous professional development of self and others.</li> </ul>		



**Blackburn Central**  
High School

Aspire and achieve

**Blackburn Central High School**

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Blackburn  
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01254 505700

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[www.bchs.co.uk](http://www.bchs.co.uk)



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