



Penwortham Girls' High School



Recruitment Pack

HEAD OF RELIGIOUS EDUCATION



Application Deadline:

4pm on Monday 24th March 2025



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Welcome from the Headteacher

Dear Applicant

Thank you for expressing an interest in joining our exceptional team here at Penwortham Girls' High School. As Headteacher, I am immensely proud of our school's success and the ethos that underpins our achievements. Our commitment to providing a quality first teaching, rooted in our core values of ambition, compassion, social responsibility, curiosity, dignity, and resilience, ensures that our students thrive both academically and personally.

Penwortham Girls' High School has consistently achieved outstanding academic results, ranking among the top-performing schools in Lancashire. Our most recent GCSE results reflect our dedication to excellence, with 72% of students achieving Grade 5 or above in English and Maths and an exceptional Progress 8 score of 0.6 in 2024. These achievements are a testament to the hard work and commitment of both our students and staff.

Our reputation for excellence ensures that the school is consistently oversubscribed each year, with 800 students currently on roll. In addition, we are delighted to share that we are embarking on an exciting new chapter, with the construction of a state-of-the-art school building, scheduled to open in Autumn 2026. This development represents a fantastic opportunity to bring our strong traditional values into a modern and inspiring learning environment.

The strength of our school has been affirmed by our most recent OFSTED report (May 2024), where we were once again judged as outstanding. Inspectors described Penwortham Girls' as a place where, "Pupils are very proud to be part of this welcoming and happy school community. They develop strong and trusting relationships with staff and their peers." As a single-sex school, we are uniquely placed to focus on empowering girls to succeed in every aspect of their education and personal development.

We are currently inviting applications for the position of **Head of Religious Education**, an exciting opportunity for an individual who is passionate about making a positive difference in the lives of young people. Religious Education is a central part of our curriculum, and as Ofsted noted, "Diversity is celebrated well. Pupils relish the opportunities to learn about cultural traditions and different faiths."

As a member of our team, you will join a vibrant, high-achieving, and supportive environment where staff are highly valued and encouraged to grow professionally. Collaboration, innovation, and a relentless focus on student success are at the heart of everything we do.

We are looking for an individual who shares our vision of providing high-quality teaching first, ensuring that all students achieve their potential. We are particularly proud of our inclusive and multicultural school community, where diversity is celebrated, and every student is supported to excel.

In return, we offer:

- A supportive and welcoming workplace with a focus on staff well-being.
- Opportunities for professional development and career progression.
- A chance to make a real impact on the lives of our students.
- The opportunity to work within a school with a proven track record of success and an exciting future ahead.

We warmly invite you to visit our school to experience first hand what makes Penwortham Girls' High School such a special place to work. Please don't hesitate to contact us to arrange a tour.

Thank you for considering this exciting opportunity. I look forward to receiving your application and hopefully welcoming you to our team.

Yours sincerely,
Sharon Hall
Headteacher



Local Area

Penwortham is a suburb of Preston located in South Ribble, and one of the best. It offers a nice selection of shops and parks and is in a good location for access to supermarkets and Preston Centre. As a rural town, it used to be a place for families with ties to Preston who wanted a more integrated community lifestyle, but the resurgence of the nightlife and growing number of eateries have broadened the demographic of Penwortham.



Penwortham is one of the most up-and-coming places in Lancashire, with aspirations of growing further across the next decade.



Staff Benefits

- ✓ Generous pension contributions (Membership to Teachers Pension/Local Government Pension scheme. Family friendly leave of absence policy.
- ✓ For teaching staff, generous PPA allocation (16%).
- ✓ For support staff, 26 days annual leave rising to 31 after 5 years.
- ✓ Employee Assistance Programme.
- ✓ Cycle to Work Scheme.
- ✓ Paid eye test and contribution to glasses for DSE users.
- ✓ Staff Wellbeing Committee.
- ✓ Regular staff social events including walks, wild water swimming, meals/drinks.
- ✓ Weekly break time 'treats'.
- ✓ Paid lunchtime duties available with lunch included.
- ✓ Annual free flu vaccination and NHS Health Check clinics on site for over 40s.
- ✓ Refreshments before school events such as Parents' Evening and Open Evening.
- ✓ Access to the on site school counsellor.
- ✓ Occupational Health, including access to counselling funded by school.
- ✓ Free on site parking.
- ✓ Buddy for new starters.
- ✓ Access to outstanding continued professional development - internal and external.



Job Advert

The Governors wish to appoint an excellent classroom practitioner to lead our outstanding RE Department.

The successful applicant will be joining a strong Religious Education department and will additionally deliver Life Skills (PSHE). This post is suitable for a well-qualified, enthusiastic and passionate teacher in Religious Education and PSHE, including NQTs. The department has a strong track record of achieving outstanding GCSE results.



Penwortham Girls' High School is a popular, oversubscribed school, graded as outstanding in every category in its recent Ofsted inspection (May 2024). Ofsted recognised the “welcoming and happy school community” and “the strong and trusting relationships with staff.”

The inspectors commented that students “engage extremely well in their learning.

They are highly motivated and enthusiastic about their studies.” whilst also noting that “Leaders at all levels, along with a motivated staff team, have successfully maintained the excellent quality of education at this school over a sustained period of time.”

Please note that the school is committed to safeguarding and promoting the welfare of young people and expects all staff and volunteers to share this commitment. This post is subject to an enhanced DBS disclosure and online checks.

The closing date is 4pm on Monday 24th March 2025

Interviews will be held w/c 31st March.



Religious Education Department

The Religious Education Department has a strong track record of outstanding GCSE results, both in progress and attainment. The Department is comprised of two RE teachers (including Head of Department) teaching from two dedicated classrooms. RE is a popular subject amongst students, with a third of each year group typically opting to study RE at GCSE. This newly created post is an exciting opportunity to lead the operational and strategic management of the department. Alongside maintaining the department's outstanding GCSE results, a key priority is the development of community links within the local area. Integral to the Head of RE role will also be the close working relationship with the Life Skills Department.

In school, we strive to enable students to become religiously literate. Students find the lessons are engaging, challenging and relevant to their everyday lives. All six main world religions, as well as other world views, are covered at KS3. Students are encouraged to discuss and debate fundamental philosophical and ethical questions.

AQA Religious Studies Specification A is taught to KS4 students with the chosen topics of: Christianity Beliefs & Practices, Islam Beliefs & Practices, Theme A Relationships & Families, Theme B Religion & Life, Theme D Peace & Conflict and Theme E, Crime & Punishment.

Students should leave Penwortham Girls' with an in depth understanding of a variety of religions, which will enable them to exist harmoniously in a multi-faith society and form their own spiritual / religious beliefs.

The Religious Studies results continue to be exceptional. In 2024, the department achieved standard pass rate of 96% (Grades 9-4) and the strong pass rate was 96% (Grades 9-5). The percentage of students achieving a grade 9 was 37%.

We are also looking to appoint a teacher who is as passionate about delivering our Life Skills programme where key aspects of PSHE and personal development are disseminated.

This is an area where students need to develop the knowledge and skills to adapt and be safe in an ever-changing society. Schemes of learning and assessment are well developed and there is a subject coordinator for Life Skills who leads the department. Both of these subjects have high standards and high expectations of students and we are committed to developing them to their full potential, whatever their ability.

If you would like to discuss any aspect of the post please contact Mr Steven Herbert (Associate Assistant Headteacher) on 01772 743399 or s.herbert@penworthamgirls.lancs.sch.uk . You are welcome to visit the school prior to submitting the application.



Person Specification

Head of Religious Education

TLR 2.2 £5645

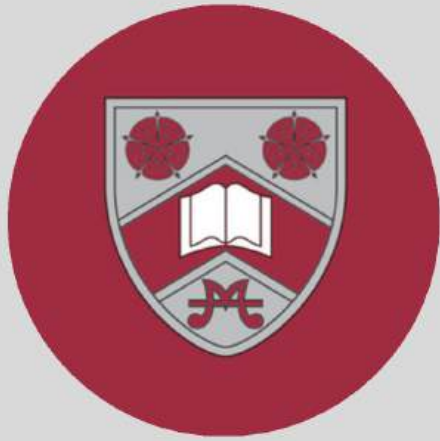
The person appointed will:

- Be qualified to degree level in RE or a subject related to RE.
- Have a recognised teaching qualification and hold QTS.
- Have a clear and well-articulated philosophy of education.
- Have a clear understanding of the significance Religious Education contributes to a young person's development.
- To have an inspiring vision for a thriving RE department.
- Have experience of resources and people management and involvement in managing performance and/or monitoring and evaluation.
- Have the necessary personal and interpersonal skills to be an innovative team leader.
- Have experience of teaching RE / Life Skills at Key Stage 3 and 4.
- Have expert subject knowledge and pedagogical understanding.
- Work collaboratively with colleagues from other departments.
- Be an excellent classroom practitioner with a proven record of success at all levels.
- Have excellent classroom management skills and be committed to enhancing his/her professional development.
- Be committed to high standards and able to engage and motivate students.
- Take every opportunity to promote the school's core values.
- Promote Fundamental British Values.
- Be willing to maintain and further develop the present commitment to extra-curricular and personal development opportunities in Religious Education, especially work with the community.
- Be organised, with the ability to prioritise and work to deadlines.
- Have enthusiasm, passion, drive, initiative and imagination.
- Be determined and ambitious but sensitive to the needs of others.
- Be a strong advocate of single sex education.
- Have an outstanding attendance and punctuality record.
- Be smart, articulate and presentable.

“Pupils live up to the school's exceedingly high expectations for their academic success. They are keen to succeed and they strive to do their very best” (Ofsted 2024)



Job Description



Job Title: Head of Religious Education
Department: Religious Education
Grade: MPS/UPS and TLR 2.2
Line Management: Responsible to the Associate Assistant Headteacher.

Main Aims

- Maintain and improve upon the existing quality of education offered to students.
- To promote and support the ethos and core values of the school.
- To promote a positive learning environment.
- To ensure the continued professional development of all staff within the department.
- To lead a department at the cutting edge of RE teaching and learning.

Liaison

- With the Senior Leadership Team, Heads of Year, the SENCO, teachers and support staff, LEA representatives, external agencies, and parents.

Disclosure Level

- Enhanced.

“Pupils live up to the school’s exceedingly high expectations for their academic success. They are keen to succeed and they strive to do their very best.”

(Ofsted 2024)



Job Description

Responsibilities

- Under the reasonable direction of the Headteacher, carry out the professional duties as a school teacher as set out in the current School Teachers' Pay and Conditions Document (STPCD).
- To raise standards and student attainment and achievement across the whole curriculum area/areas and to monitor and support student progress.
- To be accountable for student progress and development within the subject area.
- To develop and enhance the teaching practice of others.
- To ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying in the department in accordance with the aims of the school and its curriculum and learning policies.
- To be accountable for leading, and managing and developing the subject area.
- To effectively manage and deploy teaching and support staff, financial and physical resources within the department.
- To ensure the health and safety of students within the curriculum area.
- To enthusiastically perform the duty of Form Tutor if required.

Teaching and Learning

- To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher.



“Pupils access a carefully designed and highly ambitious curriculum. The school has thought deeply about the knowledge that pupils need for their future success.”

(Ofsted 2024)



Job Description

Curriculum Design and Management

- To lead the collaborative development of appropriate syllabuses, resources, schemes of work, marking policies, assessment and teaching and learning strategies in the department within the framework of the school's curriculum policies, the National Curriculum and the requirements of the examination boards.
- To be responsible for the day to day management, control and operation of the department including the effective deployment of staff and resources.
- To monitor actively and follow up student progress within the department.
- To implement school policies and procedures e.g. Health and Safety, Equal Opportunities, Behaviour for Learning etc.
- To work with members of the department to formulate departmental aims, objectives and strategic plans which have a coherence and relevance to the needs of the students and the school's School Improvement Plan and Strategic Aims.
- To keep up to date with national developments in the subject(s) and teaching practice and methodology.
- To monitor actively and respond to curriculum development and initiatives at national, regional and local levels.
- To maintain accreditation with the relevant examination bodies and to oversee the moderation of coursework as appropriate.
- To promote and monitor effective and improving teaching and learning in line with the Behaviour for Learning, Assessment for Learning and Curriculum Policy of the school.
- To organise student groupings within the school's agreed policies.
- To oversee the SEN provision in the department.
- To ensure that curricular records are kept and appropriate reports are written.
- To oversee the provision of information to parents.
- To maintain effective discipline through the implementation of the school's agreed procedures.

“Pupils access a vast array of event and activities beyond the academic curriculum. These serve to promote their understanding of the wider world, harness their talents and develop their sense of empathy and responsibility” (Ofsted 2024)



Job Description

Staffing

- To take part in the interview process for teaching posts when required and to ensure effective induction of new staff in line with school procedures.
- To promote team work and to motivate staff within the department to ensure effective working relations.
- To work with the Head to ensure that staff development needs are identified and appropriate training provided.
- To continue own professional development as agreed with the line manager.
- To take an appropriate part in the school's professional development programme.
- To induct ECT's as required and be involved where appropriate in the ITE programme
- To be responsible for the effective and efficient deployment of support staff within the department.
- To undertake Appraisal Review(s) and to act as reviewer for staff within the department.
- To make appropriate arrangements for classes when staff are absent in liaison with the office and ensure that appropriate work is set.
- To act as a positive role model.

Monitoring and Evaluation

- To work with the Assistant Head in setting targets within the department and monitoring progress against these using data provided.
- To establish and monitor common standards of practice within the department to ensure effective teaching and learning.
- To observe staff within the department in line with school procedures.
- To develop and oversee Self Evaluation procedures in line with the school's Self Evaluation Policy.
- To devise, implement and monitor the Departmental Improvement Plan and related targets.
- To produce insightful reports on examination performance.
- In liaison with the Assistant Head, manage the collection of data.
- To provide the Governing Body with relevant information relating to the department's performance and development.

“Diversity is celebrated well. Pupils relish the opportunities to learn about the cultural traditions and different faiths. As such, pupils have a mature understanding of fundamental British values. They are prepared very well for life in modern Britain.” (Ofsted 2024)



Job Description

Record Keeping

- To ensure that accurate records are kept.

Resource Management

- To manage the allocated budget for the department effectively and appropriately, by monitoring expenditure and keeping clear records of equipment, textbooks and other resources.
- To oversee the provision and maintenance of effective resources for learning.
- To ensure that Health and Safety issues are properly understood and procedures followed effectively and consistently.

Student Well-being and Personal Development

- To promote student engagement and participation in learning.
- To monitor and support the overall progress and development of students within the department.
- To monitor student attendance together with progress and performance and ensure that school procedures are followed within the department.
- To enthusiastically act as a form tutor and carry out the duties as outlined.
- To ensure that effective behaviour procedures are implemented across the department to ensure quality teaching and learning.

A background image showing a group of students sitting at round wooden tables outdoors, engaged in conversation. The setting appears to be a school courtyard or outdoor seating area with a building in the background.

“At this school, there is an expectation that we are caring and compassionate and so that’s how we live.” (Ofsted 2024)



Job Description

Communication and Liaison

- To ensure that all members of the department are familiar with its aims, objectives and improvement plan.
- To liaise with partner schools, higher education, industry, examination boards, awarding bodies and other relevant external groups.
- To represent and the department's views and interests.
- To contribute to the planning and delivery of liaison and community activities.
- To develop effective subject links with partner schools and the community where required.
- To attend middle management meetings as appropriate.
- To lead department meetings, ensuring the provision of agendas and minutes. Meeting minutes and other documentation to be distributed to the relevant stakeholders and to the Headteacher.

School Ethos

- To play a full part in the life of the school to support its vision and to encourage and ensure that staff and students follow this example.
- To be a member of a school duty team.
- To supervise school detention when required.
- To ensure the health and safety of students and all members of the school.
- To support the school in meeting its legal requirements for worship.
- To promote actively the schools aims and core values.
- To maintain the good name and reputation of the school.
- To be punctual and professional in manner and appearance.
- To have a strong working relationship with colleagues.
- Any other duties that the Head may reasonably require from time to time.

General

- The job description is current at the date below but will be reviewed on an annual basis and following consultation with you may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade.

“Pupils engage extremely well in their learning. They are highly motivated and enthusiastic about their studies.”

(Ofsted 2024)



Applications

All applications should be on the Lancashire County Council application form. Completed forms should be accompanied by a letter of application which should be no more than two sides of A4. Please note that whilst CVs can be submitted as additional information they will not be accepted as an application on their own.

The closing date for applications is by 4pm on Monday 24th March 2025.
Interviews will be held the following week (w/c 31st March 2025).
Interview dates will be confirmed after shortlisting.



All applications should be returned to:

Head of RE Application

C/O Business Manager

Penwortham Girls' High School

Cop Lane, Penwortham

Preston, PR1 0SR

a.barnes@penworthamgirls.lancs.sch.uk

Due to limited resources, it is not our policy to write to the unsuccessful candidates so please assume your application has been unsuccessful if you do not hear from us within two weeks of the closing date.

Thank you for your interest.

Penwortham Girls' High School

We are an **outstanding** school (Ofsted 2024)



www.penworthamgirls.lancs.sch.uk

Cop Lane, Penwortham, Preston. PR1 0SR

01772 743399