

**Starting:** Monday 21<sup>st</sup> April 2025  
**Contract:** Full Time, Fixed Term from (Maternity cover Monday 21<sup>st</sup> April 2025 – 31st December 2025)  
**Salary:** MPR/UPR

An exciting opportunity has arisen for an energetic, enthusiastic and ambitious Religious Education Teacher to join our school from 21<sup>st</sup> April 2025. You will need to be able to teach across both key stages and the full range of prior attainment and be committed to delivering excellent outcomes for pupils.

Our ideal candidate will:

- Be an excellent teacher who is committed to delivering high-quality teaching and learning
- Be passionate about your subject and its delivery
- Possess the ability to inspire, challenge and motivate pupils
- Play an active role in the school and the wider community
- Be driven to achieve the best outcomes for all pupils.

In return, we will offer you:

- A skilled, talented team of colleagues to work alongside
- A comprehensive programme of purposeful, relevant continued professional development that is shaped by your needs
- Minimum 16% PPA for all teachers. (ECT in line with statutory guidance)
- Focus on high expectations for pupils with a centralised behaviour system
- Regular review of staff workload in order to support staff wellbeing.

We warmly welcome applications from both ECTs and experienced teachers. To apply, return an application form to [hr@thebarlowrchigh.co.uk](mailto:hr@thebarlowrchigh.co.uk) (we do not accept CVs) If you would like a conversation with a member of the team, or a tour of the school please contact us at [hr@thebarlowrchigh.co.uk](mailto:hr@thebarlowrchigh.co.uk)

**Closing date:** Tuesday 25<sup>th</sup> February 2025, 8.00am

**Interview date:** Interview on Application

## About our School



The Barlow is a highly successful, mixed, 11-16 Catholic comprehensive. **In July 2024, Ofsted judged our school to be 'Good' in all categories.** Public examination results are strong; above national average in most subject areas. We are a diverse and inclusive community, with high standards of pupil behaviour and a calm and purposeful learning environment. The school is located in Didsbury, a popular area of south Manchester, with excellent transport links.

**The Barlow RC High School**  
Parrs Wood Road, Didsbury, Manchester, M20 6BX  
[www.thebarlowrchigh.co.uk](http://www.thebarlowrchigh.co.uk)  
☎ 0161 445 8053



*Our school is committed to safeguarding and protecting the wellbeing of children and young people, and expects all staff to share their commitment. An enhanced DBS and social media screening are required for all successful applicants.*

*Our school is passionate about diversity and treat everyone equally, without compromise. We are committed to providing equality and fairness throughout our recruitment and employment practices and not discriminating on any grounds.*

# TEACHER



Rise up,  
take courage,  
and do it.

## JOB DESCRIPTION

<b>Salary</b>	Teachers Main Pay Scale/Upper Pay Scale
<b>Working Time</b>	Full time as specified within the STPCD
<b>Directly Reporting to</b>	Curriculum Leader
<b>Liaising with</b>	Senior Leadership Team, teachers, support staff, external agencies and parents.
<b>Disclosure Level</b>	Enhanced
<b>1. Teaching</b>	
<b>1.1</b>	To teach pupils according to their educational needs, including the planning of lessons and feedback in line with policy.
<b>1.2</b>	To assess, record and report on the attendance, progress, development and attainment of pupils and to keep such records as are required.
<b>1.3</b>	To provide, or contribute to, oral and written assessments, reports and references relating to individual pupils/ groups of pupils.
<b>1.4</b>	To ensure that ICT, Literacy, Numeracy and school subject specialism(s) are reflected in the teaching/learning experience of pupil.
<b>1.5</b>	To undertake a designated programme of teaching.
<b>1.6</b>	To ensure a high-quality learning experience for pupils which meets internal and external quality standards.
<b>1.7</b>	To prepare and update subject materials.
<b>1.8</b>	To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
<b>1.9</b>	To undertake assessment of pupils as requested by external examination bodies, departmental and school procedures.
<b>1.10</b>	To mark, grade and give written/verbal and diagnostic feedback as required.
<b>2. Operational/Strategic Planning</b>	
<b>2.1</b>	To assist in the development of appropriate schemes of work, and resources in the subject area(s).
<b>2.2</b>	To contribute to the Curriculum Development Plan and its implementation.
<b>2.3</b>	To plan and prepare courses and lessons.
<b>2.4</b>	To contribute to the whole school's planning activities.
<b>3. Curriculum Development/Provision</b>	
<b>4. Staffing</b>	
<b>4.1</b>	To take part in the school's CPD programme by participating in arrangements for further training and professional development.
<b>4.2</b>	To continue personal development in the relevant areas including subject knowledge and teaching methods.

4.3	To engage actively in the appraisal process.
4.4	To ensure the effective/efficient deployment of classroom support.
4.5	To work as a member of a designated team and to contribute positively to effective working relations within the school.
<b>5. Quality Assurance</b>	
5.1	To help to implement school quality procedures and to adhere to those.
5.2	To contribute to the process of monitoring and evaluation of the curriculum area in line with agreed school procedures, including evaluation against quality standards and performance criteria. To seek/implement modification and improvement where required.
5.3	To review from time to time methods of teaching and programmes of work.
<b>6. Management Information</b>	
6.1	To maintain appropriate records and to provide relevant accurate and up-to date information for the school's SIMS, ClassCharts etc.
6.2	To complete the relevant documentation to assist in the tracking of pupils.
6.3	To track student progress and use information to inform teaching and learning.
<b>7. Communication &amp; Liaison</b>	
7.1	To communicate effectively with the parents of pupils as appropriate.
7.2	Where appropriate, to communicate and co-operate with persons or bodies outside the school.
7.3	To follow agreed policies for communications in the school.
7.4	To take part in liaison activities such as Parents' Evenings and liaison events with partner schools.
7.5	To contribute to the development of effective subject links with external agencies.
<b>8. Management of Resources</b>	
8.1	To contribute to the process of the ordering and allocation of equipment and materials.
8.2	To assist the Curriculum Leader to identify resource needs and to contribute to the efficient/effective use of physical resources.
<b>9. Pupil Support System</b>	
9.1	To be a Family Tutor to an assigned group of pupils.
9.2	To promote the general progress and well-being of individual pupils and of the Family Group as a whole.
9.3	To liaise with Head of Year/Key Stage Leader to ensure the implementation of the school's support systems.
9.4	To evaluate and monitor the progress of pupils and keep up-to-date student records as may be required.
9.5	To contribute to the preparation of action plans and progress files and other reports.
9.5	To alert the appropriate staff to problems experienced by pupils and to make recommendations as to how these may be resolved.
9.6	To communicate as appropriate, with the parents of pupils and with persons or bodies outside the school concerned with the welfare of individual pupils, after consultation with the appropriate staff.
9.7	To contribute to PSHCE and Citizenship according to school policy.

<b>9.8</b>	To apply the Behaviour Management systems so that effective learning can take place.
<b>10. School Ethos</b>	
<b>10.1</b>	To play a full part in the life of the school community, to support our distinctive Catholic mission and ethos and to encourage staff and pupils to follow this example.
<b>10.2</b>	To support the school in meeting its legal requirements for worship.
<b>10.3</b>	To comply with the school's Health and Safety policy and undertake risk assessments as appropriate.

*Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.*

*The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.*

*This 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.*

# TEACHER

## PERSON SPECIFICATION

### Criteria for Appointment (Person Specification)

Source Key:	A = Application Form, I = Interview, R = References, CC = Checking Certificates		
<b>[A] Experience, Training &amp; Qualifications</b>	<b>Essential</b>	<b>Desirable</b>	<b>Source</b>
Qualified Teacher Status.	*		A/CC
Evidence of continuous professional development.	*		A/I
Proven ability as an excellent Classroom Teacher.	*		A/I/R
<b>[B] Knowledge Skills &amp; Abilities</b>	<b>Essential</b>	<b>Desirable</b>	<b>Source</b>
Professional knowledge of what constitutes high quality and standards in teaching and learning.	*		A/I/R
Professional understanding of inclusion and strategies for engaging all learners.	*		A/I/R
Professional understanding of safeguarding within a school setting.	*		A/I
Ability to write reports, keep accurate records and communicate effectively.	*		A/I/R
Effective organisational skills.	*		A/I/R
Ability to work well with a range of audiences, including parents/carers and other professionals.	*		A/I/R
Ability to use a positive approach to promote learning and excellent behaviour.	*		A/I/R
Confident and competent in the use of ICT.	*		A/I/R
Understanding of curriculum and assessment of pupil progress.	*		A/I/R
Understanding of cross-curricular teaching.	*		A/I/R
<b>[C] Personal Qualities</b>	<b>Essential</b>	<b>Desirable</b>	<b>Source</b>
Resilience, the ability to work under pressure and be able to meet deadlines.	*		A/I/R
Proven ability to prioritise workloads.	*		A/IR
Ability to work effectively and supportively, creatively and collaboratively within The Barlow team.	*		A/I/R
Excellent communication and organisational skills (including written and oral skills).	*		A/IR
A commitment to safeguarding and promoting the welfare of children and young people.	*		A/I
Commitment to our pupils and their learning, wellbeing and safety.	*		A/I
Ability to establish rapport and respectful and trusting relationships with children, their families, carers and other adults.	*		A/I

Inclusive approach to education.	*		A/I/R
Able to build and maintain successful and purposeful relationships.	*		A/I
Open-minded, self-evaluative and adaptable to changing circumstances and new ideas.	*		A/I
Willingness to be involved in the wider life of The Barlow.	*		A/I
Willingness to uphold the Catholic Ethos of the school.	*		A/I
Willing to apply for an enhanced DBS (Disclosure and Barring Service) check.	*		A/I
Committed to continuing personal professional development	*		A/I