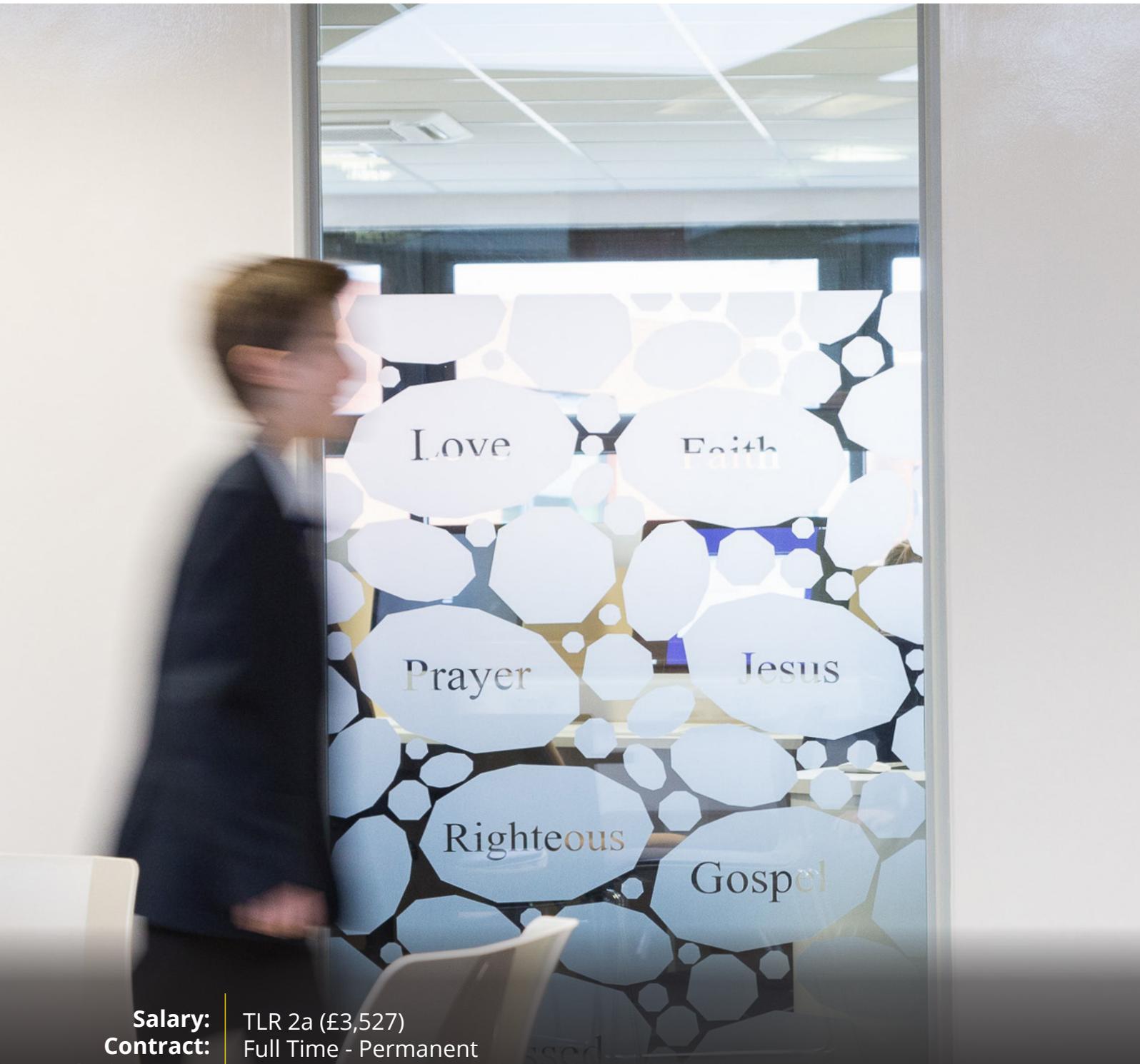




# St Wilfrid's

Church of England Academy



**Salary:** TLR 2a (£3,527)  
**Contract:** Full Time - Permanent  
**Closing Date:** Thursday 19th March 2026

SECOND IN DEPARTMENT - RELIGIOUS EDUCATION

# WELCOME

DOMINE DIRIGE NOS

I am delighted that you have expressed an interest in working at St Wilfrid's Church of England Academy.

We are seeking to appoint a dynamic, inspirational teacher to support the Learning Area Coordinator so that RE continues to affirm, nourish, encourage and challenge every student. The appointed person must therefore be an experienced teacher who understands the clearly defined end points within the RE curriculum and can plan learning sequences which foster progressive skills and knowledge.

St Wilfrid's C of E Academy is a special place: located in one of the most deprived wards in the country; multi-racial; multi-cultural and serving those of all faiths and of no faith. In the Religious Education Learning Area, students explore faith in a safe and academic context leading to greater understanding and community cohesion.

Our ideal candidate is an experienced teacher, ready for leadership responsibility. If you were to be successful in your application, you would be joining an Academy which strives for excellence. We benefit from purpose-built accommodation with excellent facilities. All in all, it is a wonderful place to work, learn and worship. We aim to raise aspirations, realise potential and develop well-rounded successful teachers and young people.

As an Academy we seek to embrace new methodologies, whilst maintaining a balance with traditional practice, to bring about examination success. All students at Key Stage 3 and 4 have a 1:1 mobile device. We are part of the local Faith Community and work with SACRE to shape the KS3 curriculum.

The successful candidate will be required to lead a Key Stage within the RE Learning Area. As an analytical thinker, they should have the ability to evaluate our current provision and refine this, so that our RE curriculum intent continues to be ambitious, inspirational and progressive. They will have a comprehensive understanding of assessment and the role it plays in both informing practice and aiding the learning process.

Please note a recruitment and retention allowance will be available for a suitably experienced candidate or to enable you to relocate.

The closing date for applications is 9:00am on Thursday 19th March 2026.

Applicants are warmly invited to ring for an informal discussion or to visit the Academy. Please contact Mrs K Nightingale, PA to the Principal, via [knightingale@saintwilfrids.com](mailto:knightingale@saintwilfrids.com) who will arrange this.

Please submit the Teaching Staff application form, which can be downloaded from the Academy website, along with a letter of application of not more than two A4 sides detailing how your experiences to date qualify you for the post.

I look forward to receiving your application.  
Yours faithfully,

**Mrs V Michael**  
Principal



# ABOUT THE ACADEMY

St Wilfrid's Church of England Academy provides a faith-led education for 11 to 18 year olds serving the Borough of Blackburn with Darwen and parts of Pennine Lancashire.

We seek to provide an excellent education based upon a strong Christian foundation, as we develop all who work, learn and serve in our community.

Our Academy is exceptionally diverse and inclusive. Our students and staff, whilst united by the Christian ethos of the school, have a wide variety of backgrounds and beliefs.

We benefit from extensive purpose-built accommodation with excellent facilities.

The Academy was rebuilt on this site in 2003 and benefits from modern, spacious accommodation.

We enjoy strong links with local churches, Primary Schools and Blackburn Cathedral where we gather for eucharist each term, and our traditional Nine Lessons and Carols service at Christmas.

Overall, St Wilfrid's Church of England Academy is a wonderful community, and a place committed to the growth and development of its staff and pupils.

Scan to watch a video of staff sharing why they love working at St Wilfrid's.



# OUR VISION

*Lord direct us to **live** life to the full*

Our vision statement for the Academy derives from two places:

- 1) Our motto '*Domine Dirige Nos*', which translates to '*Lord Direct Us*'; and
- 2) A verse from the 10th chapter of the gospel of John, which reads:  
*"The thief comes only to steal and kill and destroy; I have come that they may have life, and have it to the full."*

We believe that this life should be lived out to the full, through direction and guidance from the Lord. Our hope is that the daily experiences within the Academy enables students to develop holistically; growing in character and valuing all others.



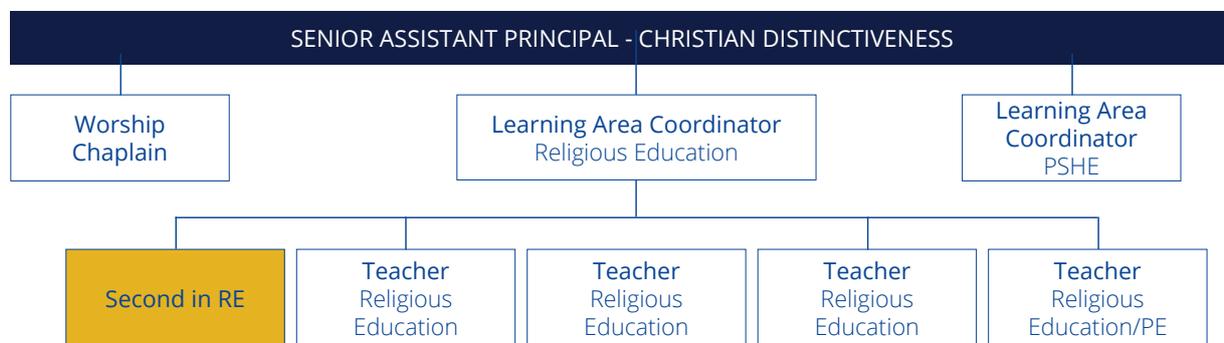
Students will **learn** values through academic study and everyday interactions. They will be **inspired** by the spiritual and enriching out-of-lesson experiences, and in turn, inspire hope in others. Students will become stronger, well-rounded and content individuals who **value** themselves and others. They will be given opportunities to develop and **experience** a fully-inclusive environment.



# LEARNING AREA: RELIGIOUS EDUCATION

The Religious Education team achieve excellent outcomes as a result of their outstanding subject pedagogical approach and the rapport that they have with each student. They are a forward thinking, dynamic team who are at the forefront of embedding new technologies into daily teaching. All members of the Learning Area are dedicated to producing lessons of the highest standard and work collaboratively to ensure that students are able to experience a high quality curriculum. RE is compulsory at GCSE and all students at KS5 study Core RE. There is a thriving KS5 uptake and a significant proportion of our A2 students go on to study RE related undergraduate courses.

<b>Staff</b>	4 specialist teachers + 1 Learning Area Coordinator + 1 Second in RE/PSHE Lead			
<b>Examination courses for KS4</b>	The majority of students sit the full-course exam - AQA (2016) GCSE RS Specification A			
<b>Examination courses for KS5</b>	All students study EdExcel A-Level Religious Studies A significant number of our A2 students study RE or an RE-related degree course.			
<b>GCSE examination results*</b>		<b>7+</b>	<b>5+</b>	<b>4+</b>
	<b>2025</b>	27.4%	55.7%	69.2% (Whole Cohort)
	<b>2024</b>	46.4%	78.4%	88.0% (Optional)
	<b>2023</b>	52.2%	89.4%	93.8% (Optional)
<b>Teaching Areas</b>	All lessons at KS3 and KS4 are taught in specialist rooms and teaching staff have a room base for the majority of their lessons. KS5 lessons are delivered in the new block predominantly used by Sixth Form. All rooms have full connectivity, to facilitate the use of 1:1 devices and Apple TV.			
<b>Timetable structure</b>	<p><b>Lessons are taught on a weekly timetable.</b></p> <p><b>KS3</b> Year 7 have one period and Year 8 and 9 have two periods per week</p> <p><b>KS4</b> Students studying the full course have two periods per week</p> <p><b>KS5</b> Five periods</p> <p>The curriculum time for RE increased in 2023, with all students studying the full course GCSE.</p>			
<b>Extended Learning</b>	Experiential learning takes place for all year groups. We have strong partnerships with a number of local churches and students regularly have visitors in their lessons. Additional visits are a developing part of the RE curriculum and visits take place in all Key Stages to enhance learning of world views.			



# JOB DESCRIPTION

## **PURPOSE**

To support the Learning Area Coordinator to lead the RE Learning Area and ensure that the best possible outcomes for all students within the Academy are realised.

## **RESPONSIBILITIES**

Work with the Learning Area Coordinator, ensuring that the team shares the vision for the Learning Area, supporting them in turning that vision into reality

Motivate and work with others to foster and promote the distinct Christian ethos of the Academy

Be passionate about learning and the teaching of RE

Lead a Key Stage within the RE Learning Area (to be confirmed upon appointment)

Assist in monitoring, evaluating and reviewing classroom practice and leading improvement strategies which ensure teaching instils an enthusiasm and passion for RE

Take a strategic role alongside the Learning Area Coordinator and the other post holders to create schemes of learning and assessments whilst promoting effective pedagogy to ensure students develop a love of RE

Establish creative, responsive and effective approaches to learning and teaching through the use of technology

Proactively foster a culture and ethos of challenge and support, where all students achieve success and are engaged in their own learning

Work closely with the Learning Area Coordinator to use assessment data to inform planning and maximise progress. Actively monitoring specific student cohorts ensuring timely and effective intervention is achieved

Assist in the monitoring of marking across the Learning Area, ensuring students are provided with constructive feedback and are set appropriate targets to maximise progress

Evaluate one's own teaching critically and use this to improve effectiveness

Treat people fairly, equitably, with dignity and respect, to create and maintain a positive culture within the Academy

Develop and maintain a culture of high expectations for oneself and for others and take appropriate action when performance is unsatisfactory

Review one's own practice, set personal targets and take responsibility for one's own personal development

Have a passion for working with young people

Manage one's own workload and that of others to allow an appropriate work/life balance

Contribute to the production and implementation of clear, evidence-based improvement plans and policies

Contribute to regular Learning Area meetings & CPD to ensure effective consultation, sharing of good practice and training exists

Assist with the monitoring and evaluation of the range, quality and use of resources within the Learning Area to improve the education for all students

Support the LAC in preparing evidence regarding the impact or RE within a SIAMS inspection

Fully participate in the Academy's Appraisal programme

Be aware of, and adhere to, policies and procedures relating to safeguarding, child protection, health and safety, confidentiality and data protection, reporting all concerns to the appropriate persons

Fulfil commitments arising from contractual accountability to the governing body

Undertake any other duties and responsibilities as required which are covered by the general scope of the post

Undertake any other reasonable duties at the request of the Principal

Create and maintain effective partnerships with parents and carers to support and improve students' academic achievement, in addition to their spiritual, moral, social and cultural development

Attend Parents' Evenings as required to ensure a positive partnership is realised between staff, students and parents

Contribute to the wider life of the Academy and uphold our mission statement

Support the Academy House System

Provide pastoral support for students to the best standard possible

Carry out the roles and responsibilities of a form tutor

Contribute where possible to Academy events and extra-curricular activities

Actively promote the Academy within the community

*This 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 changed at management's discretion in the future. The appointment is subject to the current conditions of employment in the current School Teacher's Pay and Conditions.*

## REWARDS AND BENEFITS

- Salary: TLR2a (£3527).
- Teacher's pension scheme.
- Laptop and iPad.
- Access to Employee Assistance programme offering free confidential support on a range of issues such as work, wellbeing, money, health and legal advice.
- Excellent opportunities for continuous professional development and support to develop your career.
- Cycle to work scheme.

## SAFEGUARDING

St Wilfrid's Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

# PERSON SPECIFICATION

ESSENTIAL	DESIRABLE
<b>FAITH COMMITMENT</b>	
	<ul style="list-style-type: none"><li>Regular involvement in a church in membership of Churches Together in England, The Evangelical Alliance or North West Gospel Partnership.</li></ul>
<b>QUALIFICATIONS</b>	
<ul style="list-style-type: none"><li>5 good GCSEs (or equivalent) including English and Mathematics</li><li>A-Levels or equivalent</li><li>Degree or equivalent in a relevant subject</li><li>QTS Status or QTLS status</li></ul>	<ul style="list-style-type: none"><li>Further qualifications demonstrating leadership development, such as NPQs</li></ul>
<b>EXPERIENCE</b>	
<ul style="list-style-type: none"><li>Be an excellent teacher demonstrating enthusiasm and a commitment to education</li></ul>	<ul style="list-style-type: none"><li>Have experience of teaching RE up to KS5</li><li>Have experience of leading strategies with impact to improve the progress of students</li><li>Have experience of enriching the learning opportunities of students beyond the classroom</li><li>Have leadership and management experience</li><li>Have recent experience of examining RE or be interested in pursuing this</li><li>Have knowledge of and a commitment to the implementation of the safeguarding agenda</li></ul>
<b>SKILLS AND ABILITIES</b>	
<ul style="list-style-type: none"><li>Have the ability to demonstrate a clear understanding of the principles and practice of effective teaching specifically relating to RE</li><li>Have confidence and competence in using student achievement data appropriately, to support students and therefore make timely interventions which have a long-term impact</li><li>Have the ability to hold honest, supportive and challenging conversations</li><li>Have knowledge and experience of recent relevant pedagogical developments</li></ul>	<ul style="list-style-type: none"><li>Have experience of utilising research to develop innovative practice</li><li>Have experience of networking with other schools and education providers</li></ul>
<b>PERSONAL QUALITIES</b>	
<ul style="list-style-type: none"><li>Be able to actively support and promote the Christian Ethos of the Academy</li><li>Be passionate about the teaching of subjects within the RE Learning Area</li><li>Have a passion for working with young people</li><li>Be a team player used to working collaboratively</li><li>Have high expectations</li><li>Have a willingness to make a commitment to support the success of colleagues</li><li>Have creativity, energy, enthusiasm and a sense of humour</li><li>Be able to lead by example and demonstrate professional values, securing the ethos of the Academy</li><li>Have energy, tenacity and the ability to work under pressure</li></ul>	

# HOW TO APPLY



**CLOSING DATE: 9AM THURSDAY 19TH MARCH 2026**

Please submit the Teaching Staff application form, which can be downloaded from the Academy website, along with a letter of application of not more than two A4 sides detailing how your experiences to date qualify you for the role. This should be sent to [knightingale@saintwilfrids.com](mailto:knightingale@saintwilfrids.com).

We look forward to receiving your application.

