

RE Teacher Full-time Vacancy Permanent Role Information for candidates



RECRUITMENT INFORMATION PACK

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June 2022

Dear Applicant,

Thank you for your interest in Shaftesbury School. This is a key time in the development of Shaftesbury School; we are looking for a Teacher of RE to join our team as soon as possible. This is a permanent, full-time role.

We are delighted that we have been judged by Ofsted as being “Good” in all categories, with the inspectors expecting the school to be “Outstanding” at its next inspection. Our SIAMS inspection also highlighted that we have areas of excellence across the school community and we are a place where children thrive.



It is a privilege to be the Headteacher at Shaftesbury School. The school we are building together is based upon our three core values of aspiration, action and achievement and are underpinned by the Christian foundation centred on Galatians 5:22-23, which is communicated and lived out through the Fruit of the Spirit. This is a school where every member of the community is encouraged ‘to be the best they can be’. These core values, along with the staff having the highest expectations of every student, guide my desire to ensure that we are able to inspire confident learners, who will leave Shaftesbury School with a really good level of knowledge, skills and experience to flourish in an ever-changing world.

We are pleased to be part of the Sherborne Area Schools’ Trust (SAST). There is real strength in coming together with a collective responsibility for all of the children’s development and progress between 0-19 years. We believe in preserving schools in their local community. This means that there will be considerable local expertise to support the school and staff with the chance to make a contribution to wider developments.

Shaftesbury School is a great place to work and is a beautiful town itself; most students come from Shaftesbury and the surrounding area. The school is set on the edge of the town, close to the A303 and within easy commuting distance of the south coast of England, Bath, Salisbury, Yeovil and beyond.

We are looking for someone with high expectations, who is able to motivate and organise, and also laugh and enjoy the challenges of this role. We are looking for someone who will go the extra mile and can make substantial and sustained contribution to the school support team and beyond. In return, you will join a School and Trust that is full of activity, opportunity and optimism.

We look forward to reading your application and we will contact all applicants following shortlisting.

Yours sincerely

Donna London-Hill
Headteacher

THE APPLICATION PROCESS

We look forward to receiving your application by 9am on Wednesday, 6 July 2022.

Interviews will take place on Tuesday, 12 July 2022.

You are asked to provide the following:

- A completed online application form via TES or Dorset Council jobs page OR
- A SAST teaching application form

If you would like any more information about this job role please contact Sarah Hunter
sarah.hunter@shaftesburyschool.co.uk

Completed applications should be returned either by post, marked 'Confidential' to: HR Recruitment Team, Shaftesbury School, Salisbury Road, Shaftesbury, SP7 8ER or preferably by email to: recruitment@sast.org.uk

If you require any assistance, please email: recruitment@sast.org.uk and we will respond as soon as possible.

Shaftesbury School, part of the Sherborne Area Schools' Trust (SAST), has an absolute commitment to safeguarding and promoting the welfare of children. The School follows the national and Dorset policies and procedures for child protection and security and the interview will include questions about safeguarding children. Current and/or previous employers will be contacted through references as part of the verification process pre-appointment checks if the applicant is short listed. The successful applicant will be required to undertake an enhanced disclosure check with the Disclosure and Barring Service.

Sherborne Area Schools' Trust recognises the benefit of having a diverse workforce and is committed to building a workforce which reflects diversity from the communities it serves. SAST values the contributions from all staff from a wide range of different backgrounds and actively seeks to promote an environment that is free from discrimination and harassment and at the same time supports fair promotion and cultural acceptance. Under the provision of the Equality Act 2010 SAST welcomes applications from everyone and operates a recruitment process which is fair and does not discriminate against or disadvantage anyone because of their age, disability, gender reassignment status, marriage or civil partnership status, pregnancy or maternity, race or nationality, religion or belief, sex or sexual orientation.



JOB DESCRIPTION

Job title	RE Teacher
Grade	QTS/MPS/UPS
Responsible to	Head of Department
Responsible for	Provision within the subject area
Effective from	1 September 2022

You are required to carry out the duties of a School Teacher as set out in the School Teachers' Pay and Conditions Document.

Main Job purpose:

To contribute to the teaching and other work of RE within the School.

Relationships:

The post holder:-

- Is ultimately responsible to the Headteacher in all matters and through the appropriate Assistant Headteacher, Head of Department and Year Progress Leader for academic and pastoral matters within a given tutor team;
- Interacts on a professional level with colleagues and seeks to establish and maintain productive relationships with them in order to promote mutual understanding of the subjects in the school curriculum and cross-curricular links, encouraging development and improving the quality of teaching and learning in the School.

Key Tasks:

- To teach RE and, if necessary, subsidiary subjects for which qualified to teach, and to participate in the development of appropriate syllabuses, materials and schemes of work in these subject areas, attending team meetings as necessary.
- To control and oversee the use of and storage of books, stationery and other teaching materials related to their teaching and ensuring that relevant Health and Safety Regulations are observed.
- To carry out a share of supervisory duties in accordance with published rosters or as detailed by the Headteacher.
- To participate in appropriate meetings with colleagues and parents as required in respect of duties connected with the post.
- To keep abreast of trends and developments in education, relevant to the post.
- To undertake other tasks/responsibilities specific to the post holder's subject area or work.

To assist the Year Progress Leader in his/her work through delegated key tasks and carry out the duties of a group tutor (if required) in respect of the students in the tutor group to include:-

- the maintenance of discipline and acceptable standards of conduct and appearance of students;
- the establishment of rapport with students to develop their social and academic potential and be a main source of reference for their problems;
- the marking of the tutor group register (a legal document), ensuring that all information therein is kept up to date and that absences and lateness are accounted for and taking appropriate action where they are not;

- the compilation of reports and references on the students as required, the maintenance of and conversance with the contents of the tutor group's students' files;
- the monitoring of homework, student planners and the academic progress of students;
- the effective use of mentoring and tutor periods through activities/tutoring, supervising movement to and from assemblies with the tutor group, and attending tutor team meetings and briefings
- The postholder will be responsible for promoting and safeguarding the welfare of children and young people that they are responsible for/come into contact with, in accordance with the school's safeguarding and child protection policy.

The job description allocates duties and responsibilities. It does not direct the particular amount of time to be spent in carrying them out and no part of it may be so construed. In allocating time to the performance of duties and responsibilities the post holder must use directed time in accordance with the School's published time budget policy, and have regard to Section 67 of a Teacher's Conditions of Employment.

NB: The duties and responsibilities of this post are not restrictive and the post holder may be required on occasion to undertake other duties, tasks and responsibilities commensurate with the grade of their post. This will not substantially change the nature of the post.

Safeguarding responsibilities associated with this role may include engagement in regulatory activity, such as administering first aid or supporting an upset child. It may have some contact with young people on a day-to-day basis. SAST is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will have to meet the person specification and the post is subject to safeguarding checks, including an enhanced DBS check and Children's Barred List check. The post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.



ADVERTISEMENT

Job title: RE Teacher
Start Date: 1 September 2022
Closing Date: 9.00am Monday, 6 July 2022
Interviews: Tuesday, 12 July 2022
Salary: QTS/MPS/UPS
Contract: Permanent Role, Full-time
Contact Details: School Office - 01747 854498
<https://shaftesburyschool.co.uk>
HR@sast.org.uk

We are seeking to appoint an ambitious, creative and inspiring teacher or NQT with energy, enthusiasm and a love of RE. If you are a great RE teacher who want to make an impact on the education of our students whilst making a substantial and sustained contribution in taking the school forward, then this is the job for you.

The successful candidate will:

- A strong subject knowledge and passion for all aspects RE.
- Personal enthusiasm and the ability to embrace and contribute towards our vision for creative design in its widest form, encouraging experimentation, creativity and exploration
- Excellent communication skills and the ability to celebrate and promote high quality teaching and learning
- The ability to support, challenge and inspire our students, encouraging them to achieve the best they can through the promotion of outstanding teaching and learning
- The ability to be a team player who will go the extra mile to support students and who will enjoy the opportunities of this role

We can provide you:

- Supportive, experienced school team of staff and governors
- Great leadership opportunities to develop your career
- An attractive location
- The chance to make a difference and contribute to the school's future development
- Training and leadership development
- The opportunity to work within SAST, a forward-thinking and growing multi-academy trust
- Support and collaboration with other schools across the Trust.
- The expertise available from a National Teaching School
- The opportunity to be involved in the North Dorset Teaching School Alliance

The school, part of the Sherborne Area Schools' Trust, has an absolute commitment to safeguarding and promoting the welfare of children. The successful applicant will be required to undertake an enhanced criminal record check via the DBS.

The Trust values the diversity of our workforce and welcomes applications from all sectors of the community.

ABOUT SHAFTESBURY SCHOOL

Shaftesbury School is 11-18 school which also has an international boarding house facilities serving students from around the globe. Shaftesbury School is successful in gaining good results for its students at both GCSE and A-level. The Sixth Form students have an excellent record of success in gaining university entrance. We are a very proud school which attracts students from around the local Dorset area.

Shaftesbury School has been a place of learning for over 200 years. The school and town have seen many changes over the years but what has not changed is our commitment to education and our core values 'aspiration, action and achievement' for all pupils.

The school is also one of 38 state boarding schools in the country and this provides a unique atmosphere to our community and one that we are extremely proud of. We value the diversity and internationalism that our boarders bring and recognise how valuable their contributions can be. We are a local school, with an international outlook.

Shaftesbury School is a wonderful place to work and has a special atmosphere and feel. It became an academy in June 2014 to sustain the quality of our outstanding provision. We joined Sherborne Area Schools' Trust (SAST) in July 2020 and are now part of a family of 17 schools in the local area.

Shaftesbury is a beautiful rural country town that has easy road and close rail links to London, Bath, Bristol, Exeter and the glorious Dorset coast. North Dorset and the south west of England combines the space and beauty of the Dorset countryside with a variety of famous sites, events and activities for all.



Sherborne Area Schools' Trust (SAST) Information

SAST is a multi-academy trust, formed in June 2017, of seven schools serving the West and North Dorset area as well as students from South Somerset. Currently, there are 17 schools with more than 5,000 students and over 850 members of staff. SAST has large town primary schools with over 300 children, smaller village primary schools and nursery provision. SAST also has 4 secondary schools including a state boarding school and Sixth Form and a large 11-18 secondary school with a Sixth Form of over 400 students. There is a mix of formerly maintained and Church of England schools - both voluntary controlled and voluntary-aided in the Diocese of Salisbury. We believe in preserving Schools in their local community.

Our Schools:

A key principle of the SAST is that member schools maintain their own character, such as church and community status. All schools in the multi-academy trust are equal partners and are committed to the principles of collaboration, sharing expertise and resources to enable all partner schools to deliver excellent education for all young people in their care.

At the heart of SAST is the desire to work in partnership, to collaborate with others and to be outward facing for the benefit of children and staff. The schools have extensive links beyond the immediate area and are keen to extend these further.

SAST works by providing opportunities to share and improve - to develop further our provision as well as supporting the quality of leadership and management. This includes sharing best practice, being creative in maintaining a broad and diverse curriculum, ensuring the care and support is in place for children and families and enabling further staff and teacher development. We also work together on meeting the challenges of funding and the opportunities for financial efficiency, determining for ourselves which services and providers we will use to provide outstanding provision for our children.

What we value – our ethos:

Partnership and Collaboration

Our schools support each other, by sharing expertise and resources, to ensure improvement.

Pursuit of Excellence

We provide a high quality education to enable all students and staff to aspire, thrive and succeed.

Holistic Lifelong Learning

We promote the personal development of every child and a love of lifelong learning for our students and staff.

Equality and Distinctiveness

We celebrate the individuality of each school and all in it. We are proud to be at the heart of our local communities.

Organisation - How we work:

All our schools are successful. Of course we recognise that we need to continually improve and evolve. The priority is to enable every School to continue to provide an excellent education for all our students while protecting the School's role at the heart of its community, along with our unique qualities and strengths.

There is a balance as to the responsibilities delegated to Schools and those that are the responsibility of SAST. The focus is to continually evaluate, improve and develop through strong, effective and accountable leadership at all levels. The aim is to establish clear, simple and effective accountability including slim and streamlined governance.

Partnerships:

Partnership and collaboration is a core feature of all our Schools – a genuine desire to be outward-facing, to use the best ideas from across the world. The Schools have always worked closely together and across Dorset and Somerset.

SAST Benefits:

As part of the Sherborne Area Schools Trust, we can offer you a range of benefits including:

- High quality CPD opportunities
- Employee Assistance Programme
- Cycle to work scheme