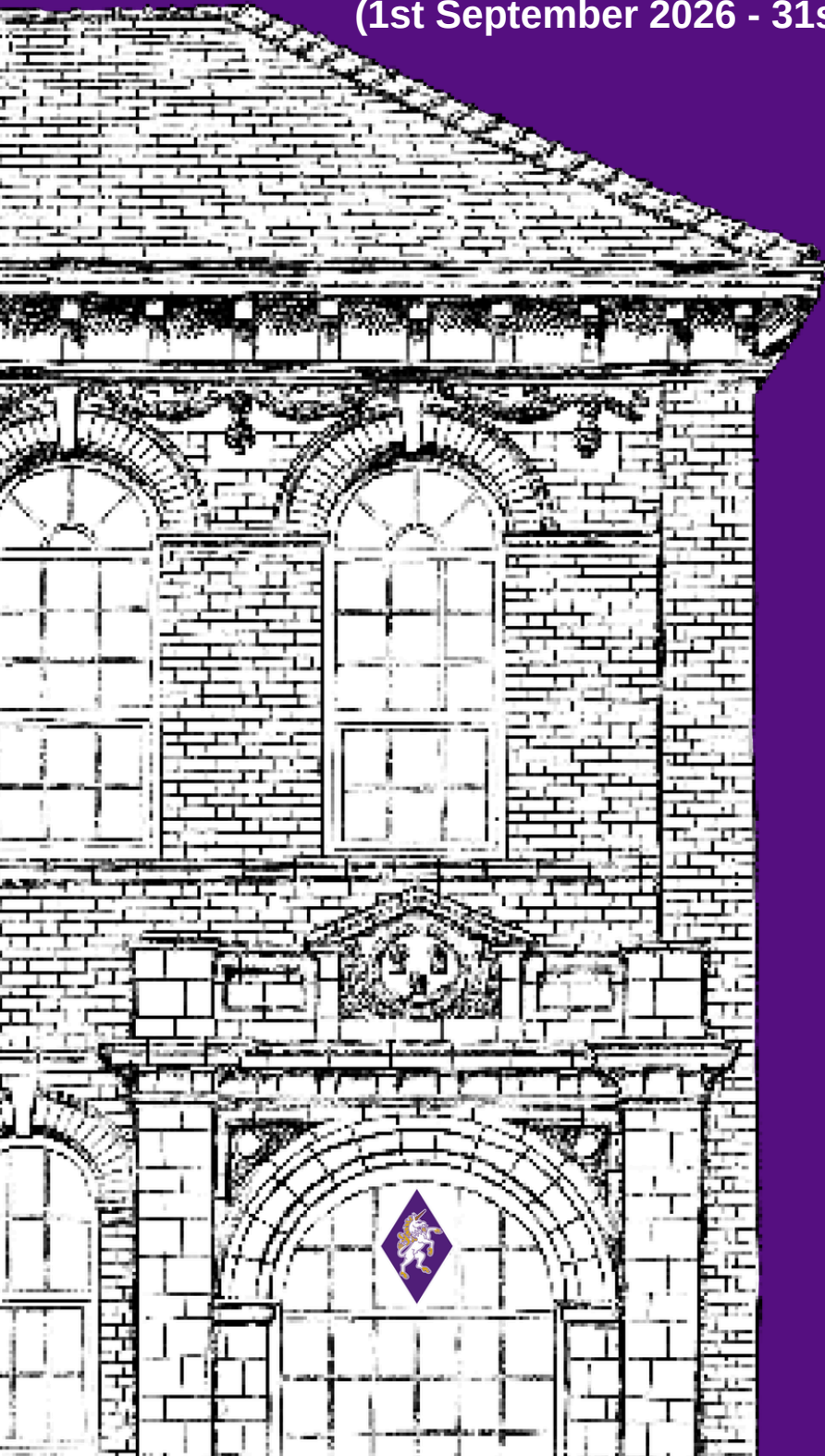


# Candidate Pack

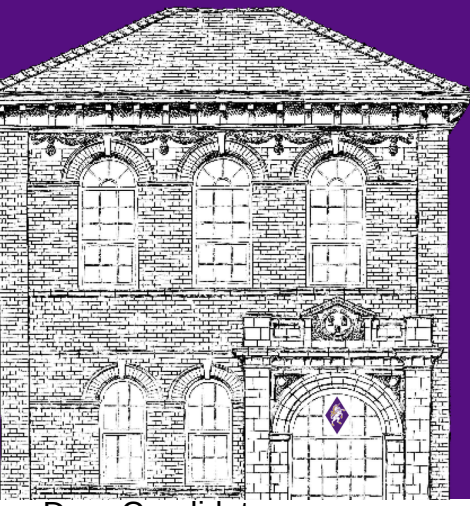
Teacher of RE

0.8 FTE (Temporary)

(1st September 2026 - 31st August 2027)



**Aspire Act Achieve**



# Welcome

Dear Candidate

I am delighted that you are interested in applying for the role of Temporary Teacher of RE at our school. Here at Sale Grammar School, we pride ourselves on providing an excellent educational experience for all our young people so that they can leave our school equipped to lead both happy and successful lives. We have the highest aspirations for everyone and work together to achieve these, acting in a way that demonstrates our values and virtues at all times.

Sale Grammar School is a happy and vibrant place to be. Our visitors always remark upon the warm and welcoming culture within the school and the excellent relationships that are evident between staff and students. Our teachers are passionate about their subjects and have a strong desire to instil in our students a lifelong love of learning, and as a result, they become creative and confident individuals, well prepared for the future. Staff are also fully committed to offering additional opportunities to our students to broaden their understanding and curiosity about curriculum subjects, themselves and the wider world.

Our outstanding pastoral offer has the right balance of both care and support, thus creating an environment in which students feel safe and secure, and as a result, they are able to thrive. An emphasis on a strong personal and social development offer enables our students to gain a better understanding of themselves and others and to understand the importance of making a positive contribution to both their local community and society as a whole.

Everyone is part of a team at Sale Grammar School and we place great emphasis on working together as a genuine community where each individual is equally valued and respected. We treat everyone with kindness, actively building effective relationships underpinned by mutual trust and respect, whilst seeking out opportunities to celebrate the success of both ourselves and others.

As a member of staff here at Sale Grammar School, you will join a team of committed individuals who are supportive of each other. We have an excellent Career and Professional Development Offer which includes a comprehensive, in-house training programme for both Teaching and Support Staff, as well as a coaching programme. We also offer staff the opportunity to take part in external training programmes, for example, we have a number of staff who are completing a National Professional Qualification. For those who are starting out in their career, our offer to our Early Career Teachers is excellent, and includes access to well trained mentors offering high quality support, as well as subject based support from those within their department.

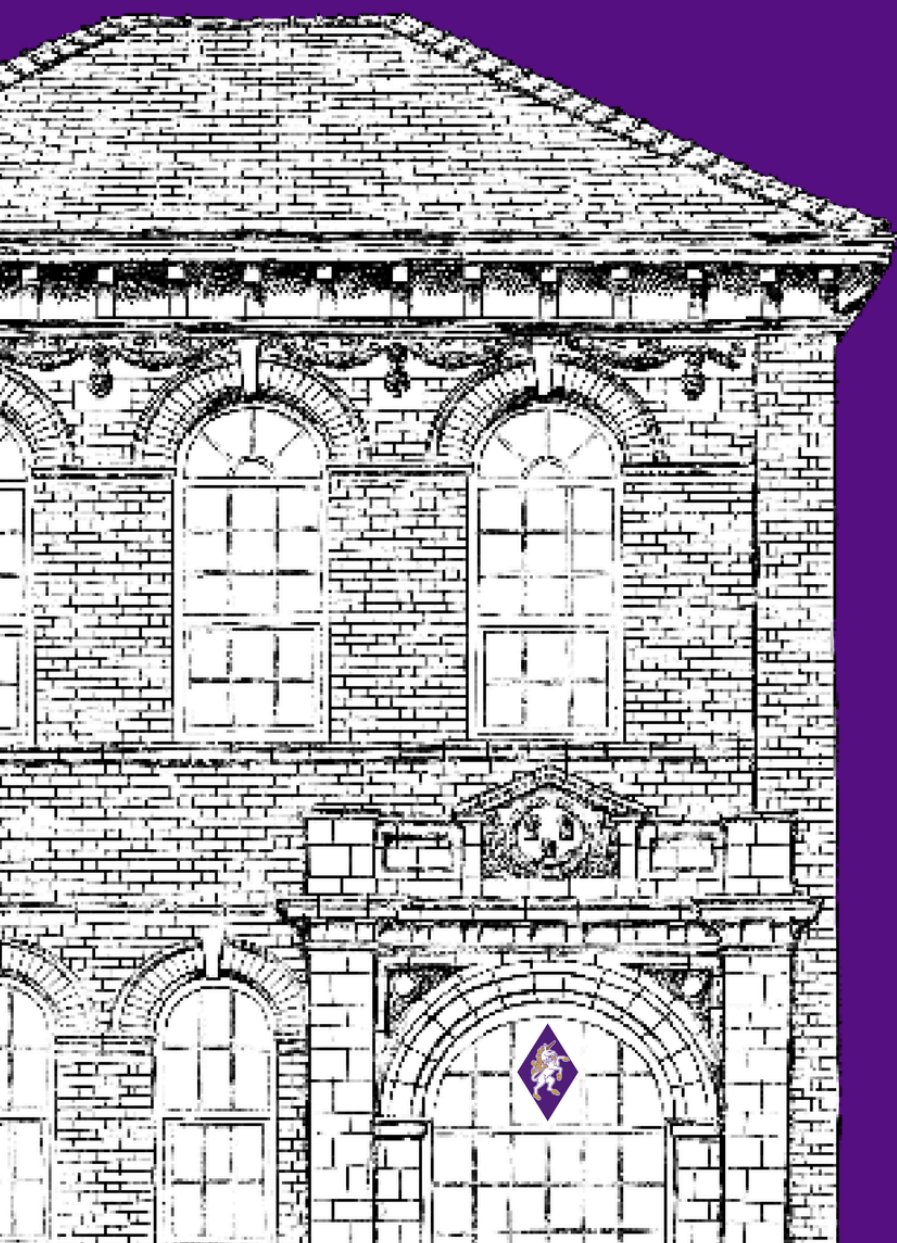
I do hope that once you have read the information here that you are interested in joining our school. If you would like to visit the school, then please do contact us on [office@salegrammar.co.uk](mailto:office@salegrammar.co.uk) and a visit can be arranged for you.

With my very best wishes  
Rebecca Smith  
Headteacher

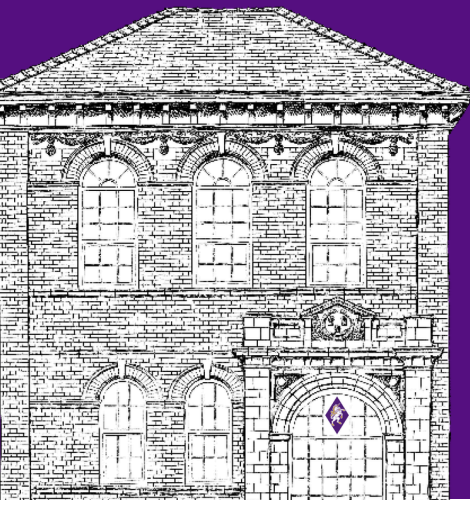
**Aspire Act Achieve**

*"Pupils and students respond exceptionally well to leaders' and staff's extremely high expectations for their academic achievement, behaviour and personal development."*

**Ofsted 2022**



**Aspire Act Achieve**



# Our School

Sale Grammar School is an oversubscribed, selective 11-18 State Grammar School situated in Sale which is in the Trafford Borough. We are a Single Academy Trust and more information about our School can be found on our website at [www.salegrammar.co.uk](http://www.salegrammar.co.uk) as well as on our through our instagram feed.

*"The exceptional curriculum design, coupled with teachers' expert curriculum delivery, means that pupils and students build a rich body of knowledge across many subjects"*

*"Pupils' learning experiences are enhanced especially well by a comprehensive extra-curricular programme."*

*"Staff appreciate the consideration that leaders give to their workload and well-being. They spoke highly of the training that they receive to enhance their delivery of the curriculum further. "*

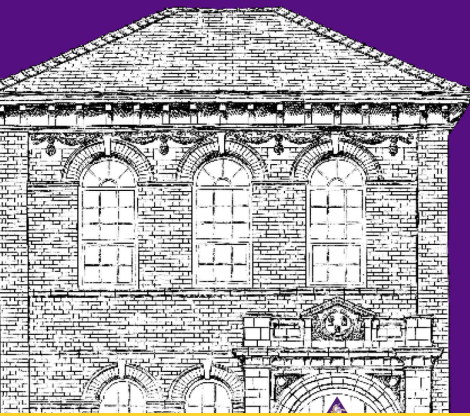
The RE Department is made up of three members of Teaching Staff who are all subject specialists and is part of a wider Humanities Faculty. The Head of Humanities oversees the Faculty, with the Head of RE having direct responsibility for the subject area. All staff teach across each of the Key Stages and may be required to deliver an additional subject. The Department organises a wide range of opportunities for our students to engage beyond the classroom, and engage in networks both within the local area and beyond. They also work with local ITT providers, which provides opportunities for staff to take on mentoring roles. Feedback from students about the curriculum is exceptionally positive and further information about our curriculum can be found on our website.

Across the school there are over eighty different extra-curricular clubs and activities that our students can take part in, alongside many other opportunities, and the uptake across our entire student body is very high. Each Department offers activities and opportunities that enhance the experiences of our students, and staff support clubs both inside and outside of their Teaching areas. Staff are expected to get involved in the school's extra-curricular programme.

In addition to this, there are a range of different Student Leadership opportunities which enable our students to lead activities and initiatives for others. These include peer mentoring programmes which are both academically and pastorally based. All Teaching staff act as Form Tutors providing them with the opportunity to further develop their pastoral skills and to support the wider aims of the school.

There is a strong culture of wellbeing which permeates throughout the school. Through active stakeholder voice, we have worked together to initiate a range of workload reduction strategies for all staff. We have a clear mental health and wellbeing policy which outlines support for both students and staff. The offer includes access to an Employee Assistance Programme as well as clear HR Policies such as our Flexible Working Policy. Other benefits also include free tea and coffee, access to a Childcare Voucher Scheme and a Cycle to Work Scheme. In addition, there is an extensive CPD programme to support staff at all stages in their career.

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# The Job Description

Teacher of RE (MPS/UPS)

As Teacher of RE, you will join both the RE Department and the Humanities Faculty, and will be expected to teach across KS3-5. The successful applicant will be passionate about their subject and have a strong desire to develop within students a real interest and love of their subject, by offering a range of high-quality experiences both within and beyond the classroom.

The successful candidate will be able to enthuse, motivate and inspire young people, generating within them a love for learning. You will be a creative thinker, who will contribute to the teams of which you are part of to continue to achieve excellence in all aspects of your role. At the heart of your approach will be our values of; aspire, act, achieve and our virtues of community, kindness, creativity, curiosity, perseverance and respect.

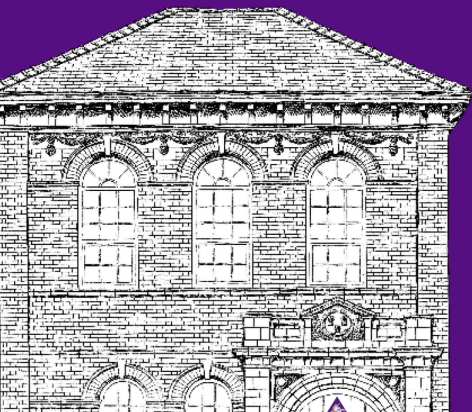
## Job Purpose

- Under the reasonable direction of the Headteacher, carry out the professional duties of a school teacher as defined in the school teacher's pay and conditions of service and the national professional standards.
- Implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students.
- Facilitate and encourage a learning experience which provides students with the opportunity to realise their full potential and secure the very best outcomes.
- Monitor and support the overall progress and development of students as a form tutor.

## Teaching and Learning

- Set high expectations that inspire, motivate and challenge all students.
- Have secure and up-to-date subject knowledge and related pedagogies in order that you can plan and teach appropriately challenging lessons that engage and motivate students, considering student needs and prior attainment, and adapting your teaching accordingly.
- Ensure that all lessons are prepared and delivered in order that all students progress and achieve their very best.
- Maintain accurate student records and be able to utilise a range of approaches to assessment that provide pupils with effective feedback and next steps for learning.
- Report, evaluate and analyse student progress towards targets to identify individual and groups of students in line with School policies and procedures,
- Keep up to date with the assessment requirements and arrangements for the subject(s) you teach across all Key Stages
- Work alongside the Head of Subject and other staff to offer interventions in an informed, swift and timely manner so that any barriers to learning can be quickly dealt with.
- Maintain high standards of behaviour both within the classroom and beyond, whilst consistently and fairly applying the rewards and sanctions policy in line with School policy,
- Have a sound and up-to-date knowledge and understanding of a range of teaching, learning and behaviour management strategies and apply and adapt these to meet the needs of each learner
- Work with the Learning Support Staff and other adults to ensure their skills are effectively utilised to support learning by giving clear direction and involving them in planning, delivery and assessment
- Ensure that the learning environment is safe, welcoming, stimulating and promotes learning and to take responsibility for the management of shared and dedicated learning spaces.
- Take responsibility for promoting excellent student attendance and punctuality to lessons and school and to ensure that accurate and prompt registers are taken for all lessons.
- Assist in the development of both the curriculum intent and implementation, including appropriate schemes of learning and resources for the subject area and any other areas that are taught

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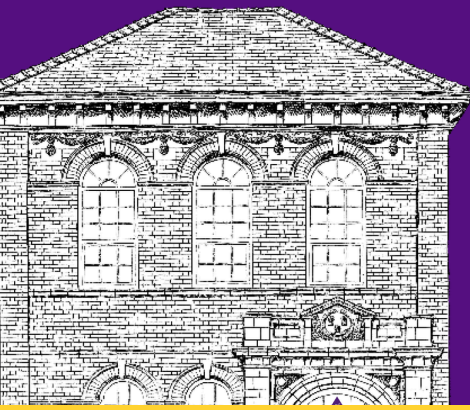
# The Job Description

Teacher of RE (MPS/UPS)

- Ensure that literacy, oracy and numeracy, alongside other school curricular initiatives, are reflected in the learning experience for all students taught.
- Effectively prepare pupils for external examinations, such as GCSE and A-Level
- Plan for and work within the health and safety requirements of both the department and the school

## Other Responsibilities of a Subject Teacher

- Be an effective team member sharing the development of effective practice and understanding your role and the roles of colleagues in developing both yourself and others.
- Be committed to the delivery of extra curricular activities and other opportunities for students, as part of your role.
- Be a reflective practitioner who is both adaptive and committed to improving your practice through appropriate professional development opportunities including mentoring and/or coaching.
  - Support the school's ITT and ECT programmes as appropriate
  - Be a visible, proactive presence around the school, promoting positive behaviour and ensuring the smooth day to day running of the school
  - Reinforce and model the school's values and virtues
  - Contribute to the development of effective links with the community and beyond
  - Promote the school and the subject areas at events such as the School's Open Evening
  - Be a positive and professional role model for all students and staff.
  - Treat all students with dignity, building relationships that are rooted in mutual respect and at all times observing proper boundaries appropriate to a teacher's professional position.
  - Maintain excellent relationships with students, exercising appropriate authority and to act decisively when necessary.
  - To know, understand and follow whole school policies and apply them consistently, including those on safeguarding and well-being, in accordance with statutory provisions and school policy.
  - Ensure any concerns regarding student welfare and safeguarding are communicated to the relevant senior member of staff and to understand that safeguarding is the responsibility of all staff.
  - Carry out supervision duties as directed in the school duty rota.
  - Engage actively in the school Appraisal and CPD process.
  - Contribute to the preparation of subject improvement plans, policy and practice as part of the subject team.
  - Play a full part in the life of the school, including extra-curricular activities, and to support its vision, values and ethos.
  - Attend school events and activities as directed by the Headteacher
  - Undertake pastoral duties and to contribute towards the school's pastoral and wellbeing programme through being a form tutor and the delivery of our Skills for Life programme
- Demonstrate the school's virtues and values in all you seek to achieve
- Any other duties as directed by the Headteacher.



# The Job Description

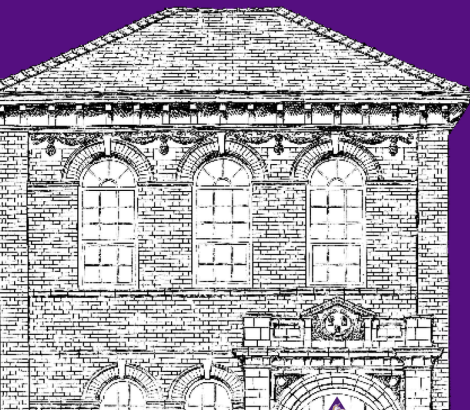
Teacher of RE (MPS/UPS)

## Other

All employees are responsible for:

- Compliance with health safety rules and procedure as laid down in their area of activity.
- Ensuring that they take reasonable care of their own health and safety and hence avoid injury to themselves and to others by act or omission whilst at work.
- Using protective clothing or clothing as may be provided.
- Reporting promptly all sickness, accidents, unsafe working conditions or practices and dangerous occurrences of which they are aware.
- Co-operating with the Headteacher in the fulfilment of the objectives of the school Health & Safety policies and all other policies.

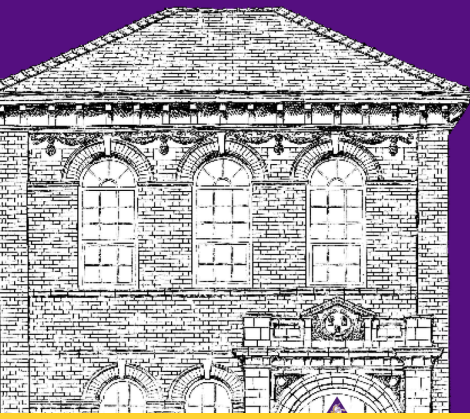
*Sale Grammar School is responsible for safe recruitment and promotes the welfare of children. All our appointments are subject to Enhanced DBS clearance. We are committed to safeguarding and protecting the welfare of children and vulnerable adults and have this as our number one priority. We value variety and individual differences, and aim to create a culture, environment and practices which encompass acceptance, respect and inclusion and which demonstrate our core values.*



# Person Specification

Teacher of RE (MPS/UPS)

<i>Qualities and Attributes</i>	<i>Essential</i>	<i>Desirable</i>	<i>Evidenced by</i>
<b>Teaching</b>			
Qualified teacher status	✓		Application
Relevant 'A' level qualification at a good grade	✓		Application
Good honours degree or equivalent	✓		Application
<b>Knowledge/Understanding</b>			
Thorough knowledge and understanding of the KS3 National Curriculum programme of study	✓		Interview
Thorough knowledge and understanding of the course requirements for GCSE and A Level	✓		Application/Interview
An understanding of the role of assessment and pupil tracking systems in raising standards	✓		Application/Interview
ICT competent	✓		Application/Interview
<b>Management</b>			
Evidence of good pupil management and discipline	✓		Interview/Observation
A commitment to achieving high standards and evidence where this has been achieved	✓		Application/Interview
Excellent organisational and planning skills	✓		Interview/Observation
A commitment to supporting community initiatives and extra curricular activities	✓		Application/Interview
<b>General/Personal Qualities and Characteristics</b>			
An effective team player	✓		Interview
Able to use initiative	✓		Application/Interview/Observation
Sensitive to the needs of pupils	✓		Application/Interview/Observation
Able to motivate pupils and staff	✓		Interview/Observation
Strong interpersonal skills	✓		Interview/Observation
Enthusiastic and ambitious	✓		Interview
An effective decision maker	✓		Interview
An effective communicator	✓		Interview
Willing to support colleagues	✓		Interview
Able to work under pressure, meet deadlines	✓		Interview
A commitment to the school vision, values and virtues	✓		Application/Interview/Observation



# Additional Information

**If you have any general enquiries about the job, please direct these to Mrs Paula Witterick by emailing [office@salegrammar.co.uk](mailto:office@salegrammar.co.uk)**

## **How to Apply**

All applications must be made using the School's application form which can be found on the school website on our 'Vacancies' page. Please note that we do not accept CVs.

You should return your completed application to Mrs Paula Witterick by emailing [jobs@salegrammar.co.uk](mailto:jobs@salegrammar.co.uk)

The closing date for applications is clearly outlined on the advertisement. We are unable to accept applications after the deadline has closed.

## **Timeline for Interviews**

All completed application forms will be reviewed by the recruitment panel and a short-list of candidates will be drawn up. Successful candidates will be notified and invited for interview as soon as possible after the closing date. Please note that we are unable to provide any feedback on applications.

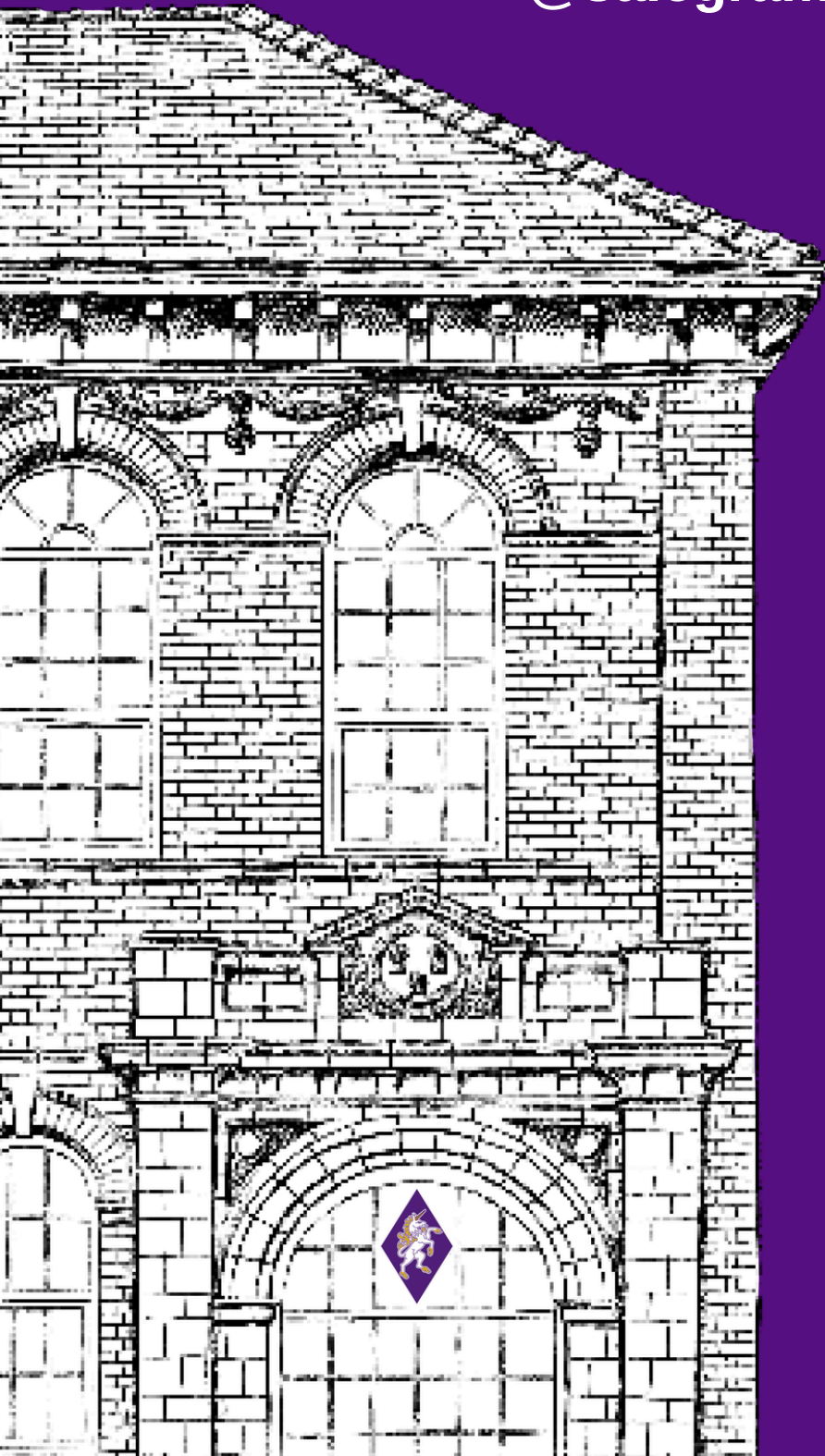
## **Safeguarding Commitment**

Sale Grammar School is an aware employer is committed to safeguarding and protecting the welfare of children and vulnerable adults as its number one priority. This post is subject to an enhanced DBS check. We value variety and individual differences, and aim to create a culture, environment and practices at all levels which encompass acceptance, respect and inclusion. All our colleagues are expected to demonstrate a commitment to our values and virtues.

**Thank you for your interest in this post.**

**[www.salegrammar.co.uk](http://www.salegrammar.co.uk)**

**@salegrammar**



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