



SAINT BEDE'S  
CATHOLIC HIGH SCHOOL

# Teacher of Religious Education

MPS/UPS

REQUIRED FOR SEPTEMBER 2023

## RECRUITMENT PACK

### GENERAL INFORMATION

**Saint Bede's Catholic High School is a successful, over-subscribed 11-16 Voluntary Aided High School in the Diocese of Lancaster. There are currently 820 pupils on roll.**

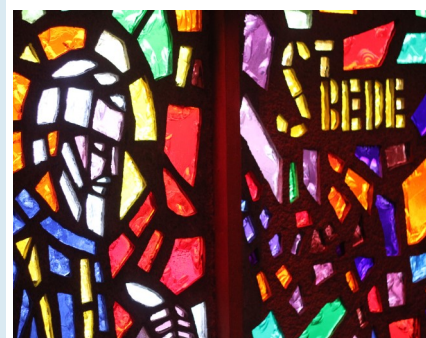
The school is situated in Lytham and is very easily accessible from Preston, Lancaster and East Lancashire via excellent motorway links. M55 Junction 4, for example, is only 3 miles away.

Saint Bede's is 'a highly effective school' where the students 'develop as confident and outward-looking citizens.' (Ofsted).

Staff and pupils have a real pride in the school and the sense of belonging and levels of support for one another are exceptional.

As described in a previous Ofsted report, Saint Bede's is a 'very special place to be'.

Pupils at Saint Bede's are highly motivated and respond well to challenge. Ofsted inspectors noted: 'The pupils we spoke with placed great emphasis on the school's culture, to 'Be a Bede'. They say that it helps to secure an inclusive, safe and aspirational community for all pupils at the school.' (Ofsted)



***"Saint Bede's is clearly an outstanding school and is making rapid progress. The ethos and culture is terrific - enthusiastic, energetic, polite, courteous, 'can do' and values-driven. I was hugely impressed by the school's work."***

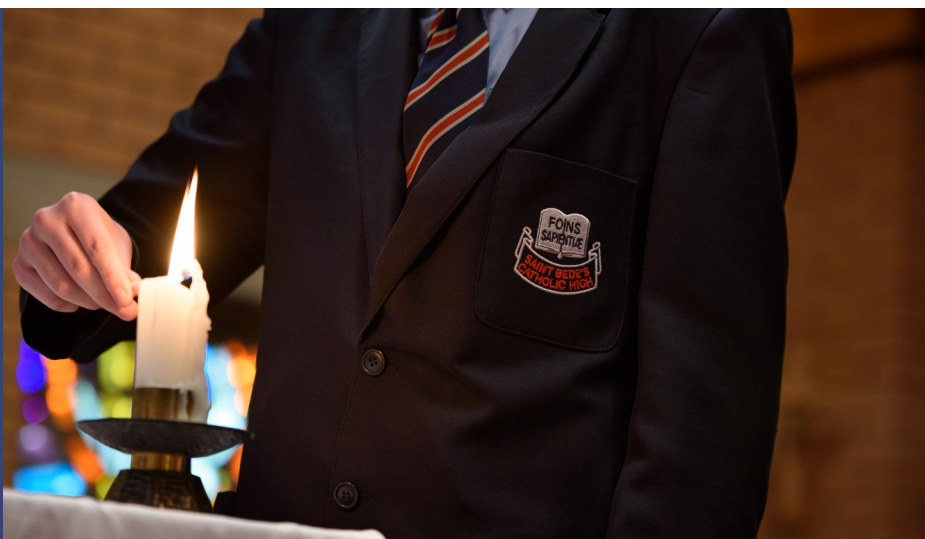
Prof. Steve Munby

Chair of the Teaching Awards Trust



***“The very best in  
Catholic education.”***

Bishop Michael  
Campbell OSA



## THE MISSION AND ETHOS OF THE SCHOOL

The school serves the Catholic Parishes of the Kirkham Deanery, covering the whole of the South Fylde area, and seeks to encourage close liaison with the parishes and primary schools.

We are fortunate to have a beautiful chapel which fosters the liturgical and sacramental life of the school, reinforced by our Lay Chaplain, regular visits from our Priest Chaplain and parish clergy.

All staff are expected to contribute to the realisation of our Mission Statement and will normally undertake pastoral responsibilities as well as academic duties. Pupils are strongly encouraged to develop responsibility for maintaining high standards of behaviour, courtesy and academic progress. They are also encouraged to join a variety of extra-curricular activities in music, drama, sport together with various clubs and societies. The prayer and liturgical life of the school is central to all that we do.

***“Inspectors were struck by the positive attitude, courtesy and the high levels of self-esteem consistently demonstrated by the pupils at your school.”***

OFSTED

***“We aim to reflect the true Christian values proclaimed in the Gospel and seek to provide a caring community in which young people can grow as balanced individuals, morally, intellectually and spiritually and so participate fully in the real world.”***

## ROLE PROFILE

JOB TITLE	TEACHER OF RELIGIOUS EDUCATION
GRADE	MPS/UPS
REPORTING TO	Mr P Marsden, Headteacher Miss H Newsham, Head of Religious Education and Catholic Ethos
MAIN PURPOSE	The teacher will: <ul style="list-style-type: none"><li>• Maintain and build upon the standards achieved in the award of QTS (Secondary) as set out by the Secretary of State.</li><li>• Meet the expectations set out in the Teachers' Standards</li></ul>

## ROLE AND RESPONSIBILITIES

### TEACHING AND LEARNING

- To manage pupil learning through effective teaching in accordance with the department's schemes of work and policies.
- To ensure the implementation of a whole-school policy for R.E., which provides consistent high-levels of teaching and learning to support pupils' personal and academic development.
- To assist in the process of curriculum development and change, in order to ensure a continued relevance to the needs of pupils, examination and awarding bodies and the mission of the Catholic Church.
- To ensure continuity, progression and cohesiveness in all teaching.
- To use a variety of methods and approaches (including differentiation) to match curricular objectives and the range of pupil needs, and ensure equal opportunity for all pupils.
- To set homework regularly, (in accordance with the school homework policy), to consolidate and extend learning and to encourage pupils to take responsibility for their own learning.
- To work with SEN staff and support staff (including prior discussion and joint planning) in order to benefit from their specialist knowledge and to maximize their effectiveness within lessons.
- To work effectively as a member of the department team to improve the quality of teaching and learning.
- To set high expectations for all pupils, to deepen their knowledge and understanding and to maximize their achievement.
- To use positive management of behaviour in an environment of mutual respect which allows pupils to feel safe and secure and promotes their self-esteem.

### MONITORING, ASSESSMENT, RECORDING, REPORTING AND ACCOUNTABILITY

- To be immediately responsible for the processes of identification, assessment, recording and reporting for the pupils in their charge.
- To contribute towards the implementation of Student Passports as detailed in the current Code of Practice particularly the planning and recording of appropriate actions and outcomes related to set targets.
- To assess pupils' work systematically and use the results to inform future planning, teaching and curricular development.
- To be familiar with statutory assessment and reporting procedures and to prepare and present informative, helpful and accurate reports to parents.
- Keep an accurate register of pupils for each lesson.

### SUBJECT KNOWLEDGE AND UNDERSTANDING

- To have a thorough and up-to-date knowledge and understanding of the National Curriculum programmes of study, level descriptors and specifications for examination courses.

## **PUPILS' PROGRESS WITHIN AND BEYOND ASSIGNED GROUPS**

The post-holder will support the progress of a wide range of pupils, including those in groups taught by other teachers, by coaching and mentoring staff and directly supporting pupils so that pupils will:

- Acquire new knowledge or skills, develop ideas and increase their understanding.
- Apply intellectual, physical and/or creative effort in their work.
- Be productive and work at a good pace.
- Show interest in their work and be able to sustain concentration and think and learn for themselves.
- Understand what they are doing, how well they have done and how they can improve.

## **ENHANCING THE TEACHING OF OTHERS**

The post-holder will enhance the teaching of others within Religious Education by enabling colleagues to:

- Develop and improve subject knowledge and pedagogy.
- Plan effectively, setting clear objectives that pupils understand.
- Challenge and inspire pupils, expecting the most of them, so as to deepen their knowledge and understanding.
- Develop and improve technical competence in teaching basic skills.
- Use methods which enable all pupils to learn effectively.
- Manage pupils well and insist on high standards of behaviour.
- Use homework effectively to reinforce and/or extend what is learned in school.
- Assess pupils' work thoroughly and use assessments to help and encourage pupils to overcome difficulties.

## **PROFESSIONAL STANDARDS AND DEVELOPMENT**

The successful candidate is expected to:

- Be a role model to pupils through personal presentation and professional conduct.
- Arrive in class, on or before the start of the lesson, and to begin and end lessons on time.
- Cover for absent colleagues as is reasonable, fair and equitable.
- Co-operate with the employer in all matters concerning Health & Safety, and that of any other persons who may be affected by their acts or omissions at work.
- Be familiar with the School and Department handbooks and support all the School's policies, e.g. those on Health & Safety, PSHCE, Literacy, Numeracy and ICT.
- Establish effective working relationships with professional colleagues and associate staff.
- Strive for personal and professional development through active involvement in the School's appraisal system and performance management procedures.
- Maintain a working knowledge and understanding of teachers' professional duties as set out in the current School Teachers' Pay and Conditions document, and teachers' legal liabilities and responsibilities relating to all current legislation, including the role of the education service in protecting children.
- Liaise effectively with Parent/Carers and with other agencies with responsibility for pupils' education and welfare.
- Undertake any reasonable task as directed by the Head of Department.
- Be aware of the role of the Governing Body of the School and to support it in performing its duties.
- Be familiar with and implement the relevant requirements of the current SEN Code of Practice.
- Consider the needs of all pupils within lessons (and to implement specialist advice) .

*NB: Every subject teacher will be expected to have pastoral responsibilities which will be outlined on appointment.*

## **EQUAL OPPORTUNITIES**

- We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

## **ATTENDANCE**

- Good attendance enhances the service delivered by schools, minimises staffing difficulties and ensures best value to the school. It is essential that applicants for positions in this school can evidence a previous satisfactory attendance record/commitment to sustaining regular attendance at work.

## **SAFEGUARDING COMMITMENT**

- This school is committed to safeguarding and protecting the welfare of children and young people. All staff and volunteers must follow school policies and the staff code of conduct.

*The above sets out the area of work in which duties will generally be focused, and gives an example of the type of duties that the post holder could be asked to carry out. Please note that this is for guidance only. Post holders are expected to be flexible, to operate in different areas of work and may be required to undertake a lower graded role as appropriate.*



## KEY INFORMATION



Job Title	Teacher of Religious Education
Reporting to	Mr P Marsden, Headteacher Miss H Newsham, Head of Religious Education and Catholic Ethos
Required for	September 2023
Salary	MPS/UPS
Closing Date for Applications	Wednesday 1st February 2023 (12 noon)
Interview Date	To be arranged.
Type of School	Secondary (VA)
Age Range	11 - 16
Location	Lytham, Lancashire
Denomination	Catholic
Number of Pupils	820
Co-educational	Yes

***“The school made us all feel so welcome.  
It is a rare sight nowadays when students hold open doors when they see you approaching, say ‘please’ and ‘thank you’ and have smiles on their faces.***

***Yesterday restored my faith in young people  
as caring and responsible citizens”***

*A recent visitor to the school*