



Teacher of Religious  
Education

April 2024

# NEWLAND SCHOOL FOR GIRLS

Cottingham Road, Kingston Upon Hull, HU6 7RU  
Tel: 01482 343098 Fax: 01482 441416 E-mail: nsg\_admin@thrivetrust.uk  
[www.newlandschool.co.uk](http://www.newlandschool.co.uk)  
**PRIDE ASPIRE EXCELLENCE**



**Headteacher: Vicky Callaghan**

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Dear Candidate

Newland School for Girls is a diverse, highly aspirational and academically high achieving school. We are rightly proud of being all-girls, serving and educating young ladies in Hull for over 100 years. We encourage every student to have high aspirations and the ambition to succeed.

We offer a unique educational experience in the city and girls who are part of our school become part of the strong network of Newland Old Girls, within the city and beyond. We promote the traditional values of respect, care for each other and self-discipline, while celebrating the school's diverse talents, abilities and cultures. Our students work together in a well-ordered, harmonious and happy community drawn from all cultures and backgrounds across the city.

We place a high value on care and nurture to enable all our students to make rapid academic progress and grow into caring and responsible young adults. Our students have a keen appreciation of moral values, a lively sense of purpose and a justified pride in themselves. They value highly the support they receive from teachers, the challenge they receive in lessons and the tolerance and respect all students have for each other in their school community. We have high levels of attendance and punctuality. Our students are successful, personable and motivated to learn. "Students' good behaviour and highly positive attitudes to learning are underpinned by good promotion of spiritual, moral, social and cultural education." We place a high value on the development of character alongside, a student's ability to achieve excellent examination results.

Newland is a school you can teach in. It is not without its challenges but we work hard as a staff team to ensure consistency and rigour in the education and support we provide. We are invested in the work we do and the impact we have collectively. Every employee is a part of that team and contributes to the outcomes of the students.

I hope that your research has enabled you to see what we have to offer and that by applying you want to be part of this success culture.

Yours sincerely  
V Callaghan







# Welcome to Newland School for Girls

Newland SFG is an 11-16 all girls Academy with a partial brand new BSF building linked to our 1900's listed building.

We have approximately 700 students on roll. We are a very popular school in the city with many parents hoping for a place for their child.



Newland School for Girls, Cottingham Road, Kingston upon Hull HU6 7RU  
Telephone: 01482 - 343098 Email: [jobs@thrivetrust.uk](mailto:jobs@thrivetrust.uk)



# Examination Results 2023

2023 has been a fantastic year for Newland. Despite the national issues surrounding the reduction of grades awarded to bring results in line with pre COVID grades, Newland has continued to showcase the strength in depth across all subjects.

## Key Stage 4 GCSE Results 2023

Performance Measure	2023/24
Attainment 8 Score	43.6
4+ inc Maths and English	56%
Ebacc Entry	77%
Ebacc APS	3.89



Newland School for Girls continues to provide the highest quality education for its students. 25% of all grades awarded this year were at a 7 or better and 4%, significantly higher than the national average, of all grades awarded were at the top level, Grade 9. As a school we are rightly proud of our students' achievement.







**Welcome from  
Thrive Co-operative  
Learning Trust Chief  
Executive Officer  
(CEO), Jonathan  
Roe**

On behalf of Thrive Co-operative Learning Trust, I would like to thank you for your interest in working with us.

Our mission is to *inspire pupils to thrive in life*. We work cooperatively as a multi-academy trust to enable each pupil, school, and community to reach their fullest potential, and to aspire living our co-operative values.

We hope that you would like to join us in this mission.




## Our Values



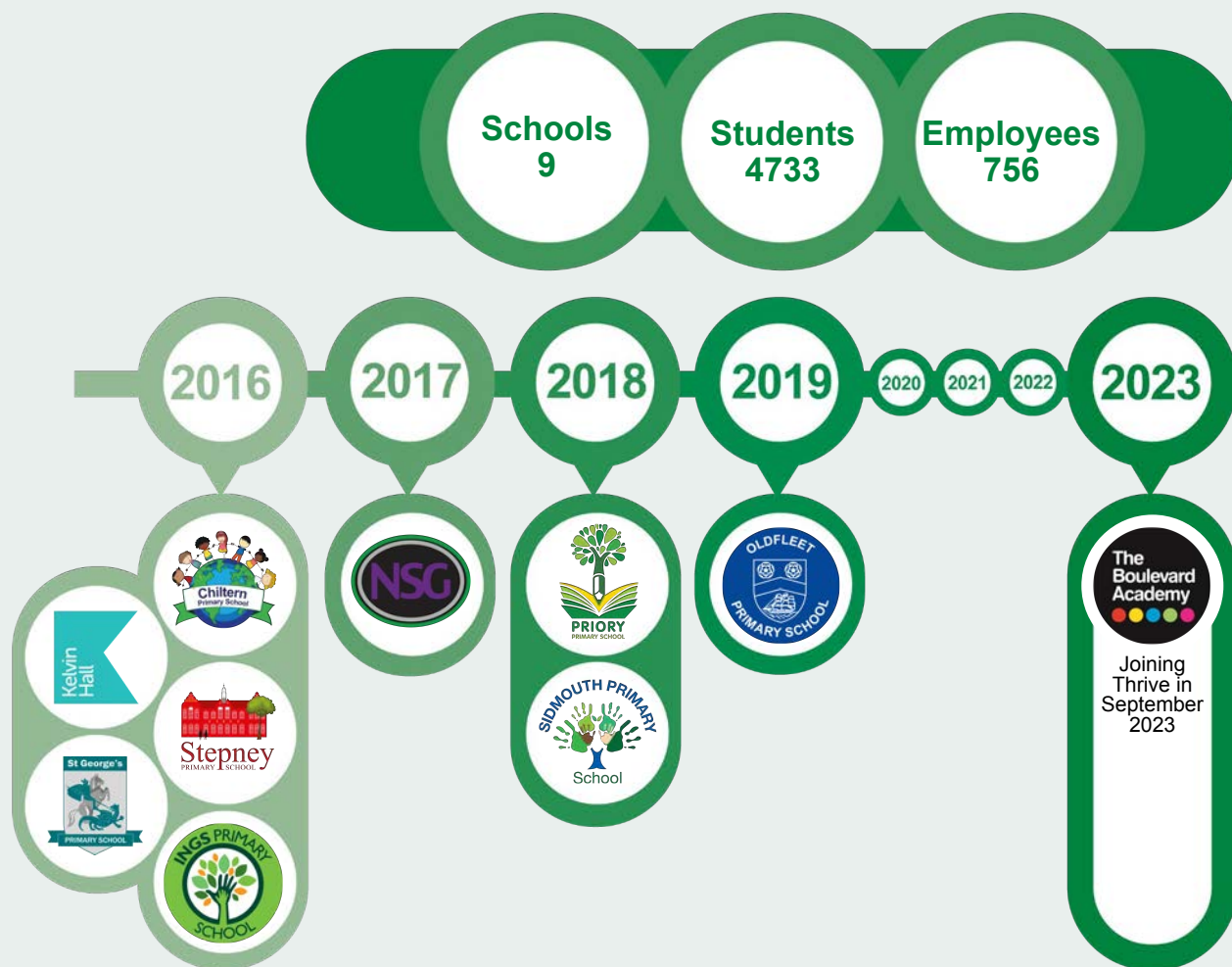
### Thrive Mission Statement *Inspiring pupils to thrive in life*

Thrive Co-operative Learning Trust **understands thriving to mean learning**, and learning to mean **growing in knowledge, self-reliance and in responsibility towards others**. Achieving this will allow pupils and staff to **develop a sense of agency and co-agency**, which is the awareness that we are powerful and can affect change, that life is something to be grasped rather than something that happens, and that we have maximum impact when **we work together for the common good**. This sense of agency plays out at three scales as it affects the future of **the individual, their community (local and national), and their planet**.

View our **Thrive Charter** here...



# Our Journey so far...

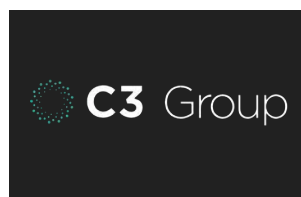


## Our Partners

Our ongoing partnerships with the following organisations



Our partnership with the Reach Foundation is leading us to develop a 'Cradle to Career' model across our three schools in HU3 - and later across the whole of Thrive.



Our recent partnership with C3 Group has brought us closer to achieving our goal of net-zero emissions, reinforcing our pledge to create a more sustainable future for our students, staff, and the wider community.



Yorkshire 100 aims to identify 100 future school leaders and take them on a development journey of peer-led support and cutting edge national and international school development.



Coop Schools provides services and support for the network of cooperative schools, strengthening school improvement and local accountability.



Registered Office Address:

Kelvin Hall School, Bricknell Avenue, Hull, East Yorkshire HU5 4QH

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**Teacher of Religious Education  
ECT/ MPS / UPR  
Permanent, Full time  
September 2024**

We are looking to appoint an outstanding teacher of RE to join our successful team. The role will involve teaching RE to all KS3 and upto GCSE level. This is an exciting opportunity to work in a highly successful and ambitious school helping to deliver outstanding outcomes for all of our students.

We are an 11-16 girls comprehensive school with approximately 650 students on roll. We are a popular first choice of school for families in Hull and the East Riding of Yorkshire. We are a successful school academically; our outcomes have risen rapidly in the last five years and we are now in the top three schools academically in the city of Hull.

We are one of three secondary schools in a developing Multi Academy Trust (Thrive Co-operative Learning Trust) that currently consists of an additional seven Hull primary schools. This partnership offers tremendous opportunities for future leadership development for both newly trained and experienced teachers.

Newland School for Girls will offer you:

- An inclusive, successful school and Outstanding Multi Academy Trust to work in.
- Friendly, highly motivated and enthusiastic students.

Should you wish to have an informal and completely confidential discussion or visit to the school, please contact via the email Pippa Haslam-Siddy, Director of Humanities and MFL ([haslam-siddyp@thrivetrust.uk](mailto:haslam-siddyp@thrivetrust.uk)) or telephone Newland School for Girls 01482 343098

**Closing date: Tuesday, May 21st 2024 12 noon**

**Interview date: Friday May 24th**

As part of Thrive Co-operative Learning Trust commitment to safer recruitment processes and in accordance with statutory guidance: [Keeping Children Safe in Education \(2022\)](#) an online search will be carried out on all shortlisted candidates.

**Please note, we do not accept CVs, applications must be submitted using our application form.**

**Our commitment to Safeguarding:** Thrive Co-operative Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Each school has a robust Safeguarding Policy and all staff receive training relevant to their role at induction and throughout their employment.

A candidate's suitability to work with children will be explored at all stages of the recruitment process. The successful applicant will, in accordance with statutory guidance, be subject to a comprehensive pre-employment checking process including receipt of a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS), a Children's Barred List check, a Section 128 Management Check if relevant, Prohibition check and overseas checks as applicable, identity check, medical clearance, proof of qualifications, satisfactory references and a check regarding their eligibility to work in the UK.

This role involves contact with children and provides regular access to children, therefore it is 'regulated activity'. As such, this post is exempt from the Rehabilitation of Offenders Act - 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

**Our commitment to equality and diversity:** Thrive Co-operative Learning Trust recognises and celebrates the diversity of its schools and their communities. There is a shared commitment across the Trust to develop further a culture of respect, where discrimination is not tolerated, and individuals are treated equitably and fairly and feel a sense of belonging.

Please visit [Thrive Trust website](#) to view our Job Applicants Privacy Notice, which explains how we collect, store, and use personal data about individuals applying for jobs at our school.



# Job Description

Post Title	Teacher of Religious Education
Grade	ECT / MPR / UPR
Location	Newland School for Girls
Reporting to	Director of Humanities and MFL

## Purpose of Role

To provide an efficient and effective RE teaching by

- Having responsibility for delivering high quality RE lessons.
- Assisting in establishing and maintaining general organisation and order of the school and implementing agreed curricular and pastoral policies.

## Principal Accountabilities:

- Carry out the professional duties of a main grade teacher as detailed in the Teachers Pay and Conditions Act 1999.
- Plan and prepare lessons in the agreed directorate format.
- Set and mark work within the agreed school policy.
- Assess, record and report on the development, progress and attainment of pupils in the agreed school policy.
- Participate in any arrangements within an agreed national framework for the appraisal and performance of teachers.
- Participate in reviews of his/her teaching and the subsequent training to enable professional development.
- Co-operate with the Senior Leadership Team on the development of methods of teaching and pastoral arrangements.
- Assist in establishing and maintaining general organisation and order of the school
- Participate in meetings in the school which relate to the efficient management of the school or the objective of raising standards within the department and school.
- Undertake all necessary work to enable pupils to enter public examinations.
- Manage and supervise any support staff allocated in the teaching area.
- Perform the role of a form tutor.
- To promote and safeguard the welfare of children and young person's in accordance with Safeguarding Children in Education under the provisions of the Education Act 2002 section 175.
- The above principal accountabilities are not exhaustive and may vary without changing the character of the job or level of responsibility.
- The above duties may involve having access to information of a confidential nature, which may be covered by the Data Protection Act. Confidentiality must be maintained at all times.
- The postholder must be flexible to ensure the operational needs of the school are met. This includes the undertaking of duties of a similar nature and responsibility as and when required, throughout the various work places in the trust.
- To promote the Trust's Equal Opportunity Employment Policy.



- The Health and Safety at Work etc. Act (1974) and other associated legislation places responsibilities for Health and Safety on all employees. Therefore, it is the post holder's responsibility to take reasonable care for the Health, Safety and Welfare of themselves and other employees in accordance with legislation and the Trust's Safety Policy and Programme. Specific details are outlined in the Trust Safety Policy.
- Where the postholder is disabled, every effort will be made to supply all the necessary employment aids, equipment or adaptations to enable them to perform the full duties of the job. If, however, a certain task proves to be unachievable then job redesign will be given full consideration.

### Safeguarding Children

Thrive Co-operative Learning trust is committed to safeguarding and promoting the welfare of our pupils and young people. Each school has a robust Safeguarding Policy and all staff will receive training relevant to their role at induction and throughout employment at the school. We expect all staff to share this commitment. All post holders are subject to a satisfactory Enhanced disclosure from the Disclosure & Barring Service (DBS) and satisfactory employment references, as well as identification and qualification checks which will be required before commencing duties.

<b>Responsibilities for Staff:</b>	None
<b>Responsibilities for Customers/Clients:</b>	Safeguarding and promoting the welfare of children.
<b>Responsibility for Budgets/Financial Resources:</b>	None
<b>Responsibility for Physical Resources:</b>	None

		E	D	How Identified
<b>Qualifications</b>	Qualified teacher status or equivalent	✓		AF, R
	Good honours degree		✓	
<b>Relevant Experience</b>	Working with young people in a statutory or non-statutory setting	✓		AF
	Teaching experience		✓	
<b>Skills &amp; Abilities</b>	Motivation to work with children and young people	✓		AF, I, R
	Ability to form and maintain appropriate relationships and personal boundaries with children and young people	✓		
	Effective classroom practitioner	✓		
	Competent with ICT	✓		
	Able to reflect on own practice	✓		
	Excellent communication skills	✓		



		E	D	How Identified
<b>Skills &amp; Abilities</b>	Good organisational skills and able to meet deadlines	✓		AF, I, R
	Very good numeracy/literacy skills	✓		
	Knowledge of recent developments within education		✓	
	Able to apply theory to professional practice		✓	
<b>Knowledge</b>	A knowledge and commitment to safeguarding and promoting the welfare of children and young people	✓		AF, I, R
	Thorough understanding of the National Curriculum to KS2 in order to support effective teaching and learning	✓		
	Secure subject specific knowledge	✓		
	Commitment to raising standards	✓		
	Understanding and knowledge of developments in learning and teaching	✓		
<b>Interpersonal/ Communication Skills: Verbal Skills</b>	Ability to establish professional, effective working relationships with a range of partners/colleagues and children & young people	✓		AF, I, R
	Very good communication and interpersonal skills	✓		
	Ability to work with a range of colleagues	✓		
	Understanding of the range of needs of young people within age group.	✓		
	To have a flexible approach to work	✓		
	To be committed to the objective of raising achievement in the school	✓		
	To help raising standards of learning for pupils	✓		



		E	D	How Identified
<b>Personal Qualities</b>	Sense of humour and be able to work with staff from all backgrounds	✓		I, R
	Ability to work under pressure and meet deadlines	✓		
	Energy, ambition and enthusiasm	✓		
	Projects a professional image	✓		
<b>Disclosure &amp; Barring Service</b>	The successful candidate's appointment will be subject to the School obtaining a satisfactory Enhanced disclosure from the Disclosure & Barring Service and Children's Barred list check	✓		DBS
	This post is exempt from the Rehabilitation of Offender Act 1974 the candidate is required to declare full details of everything on their criminal record.	✓		(after short listing)





# How to apply



Application forms can be downloaded from our website and should be returned to [jobs@thrivetrust.uk](mailto:jobs@thrivetrust.uk) by the closing date below.

Should you wish to have an informal and completely confidential discussion please contact Pip Haslam-Siddy via email on [haslam-siddyp@thrivetrust.uk](mailto:haslam-siddyp@thrivetrust.uk) if you would like to arrange a visit to the school, please contact via email ([edwardsh@thrivetrust.uk](mailto:edwardsh@thrivetrust.uk)) or telephone Newland School for Girls 01482 343098.

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