



**St Cuthbert's  
Catholic High School**

*Live life in all its fullness*

# Teacher of Religious Education

## Application Pack

June 2024

**MORE THAN  
A SCHOOL**



St Cuthbert's  
Catholic High School  
*Live life in all its fullness*

[stcuthberts.com](http://stcuthberts.com)

We're all about  
**a warm welcome**



June 2024

**Dear Applicant**

**Re: Teacher of Religious Education**

Let me start by thanking you for your interest in St Cuthbert's Catholic High School. My colleagues on the Governing Body and I are delighted you are considering making an application for the post of Teacher of RE, to commence 1<sup>st</sup> September 2024.

As Headteacher at St Cuthbert's, I am so proud to lead our school as we reflect on and celebrate a year of major change and success. We are experiencing a dramatic shift in terms of ambition, aspiration and achievement. To put it in plain terms, St Cuthbert's Catholic High School is on the up, and we are excited to see how progress will continue at a pace in 2024 and beyond.

Of course, as a community of students, staff, governors and parents, we have been working towards changing our culture and vision of the school for some time, and now we are all satisfied to see that our collective achievements are being showcased and recognised by others.

In July 2022, Ofsted Inspectors returned and confirmed that St Cuthbert's **continues to be a good school**. *"Pupils told inspectors that the best thing about the school is the education that they receive. They value the purposeful learning environment. Pupils focus on their work in class and co-operate well with one another. Leaders and staff have high expectations for pupils' behaviour and academic success. Pupils have pride in their work".*

*"Leaders have put together a coherent and well-ordered curriculum across all subjects. The curriculum identifies what pupils will learn and when this content will be taught. Leaders have ensured that the curriculum is broad and balanced from Year 7 to Year 11. The curriculum is ambitious. Leaders have successfully increased the proportion of key stage 4 pupils who study subjects included in the English Baccalaureate".*

For the sixth year in a row, we are an oversubscribed school for 2023-2024.

I warmly encourage candidates to call me should they wish to discuss the position further, whilst visits to the school can also be arranged. Please telephone my PA, Mrs Geden on 01744 678123, in the first instance to arrange this. On behalf of the Governing Body I look forward to hearing from you and in receiving your completed application form.

Yours sincerely

Mrs Catherine Twist  
**Headteacher**

## Our mission

St Cuthbert's is a Catholic High School, in which students, staff, governors and friends will work together as a Christian family to live the message of the Good News of Jesus Christ to love God and our neighbour



- ❖ By learning to know and accept the love of God by the way we treat each other and work together (Matthew 7:12)
- ❖ By respecting and embracing all cultures and recognising that as individuals we are unique (Genesis 1:26)
- ❖ By developing the gifts, talents and aspirations of all students and staff (Matthew 25:14-30)
- ❖ providing the best education for all students and helping them to live life in all its fullness (John 10:10)
- ❖ accepting the support of those in our community who work for the good of the school (Luke 10:25-37)
- ❖ reaching out to those who need our help in our world (Mark 1:39-42)
- ❖ protect and take pride in all aspects of our environment so that we become stewards of God's creation (Psalm 8)

**“Treat others as you would like to be treated!”**  
**The Golden Rule (Matthew 7:12)**

## Our Vision

A vibrant community, uniquely created by God, which embraces everyone, especially those in need and celebrates difference. Enabled by a staff, dedicated to our Catholic ethos and a culture of excellence, our young people will be inspired to know more, and be more.

## Our Core Values



# Religious Education

The successful candidate will join a team of Religious Education specialists, who are hardworking and committed to improving the quality of learning and teaching. They are professional, creative and ready to try out new strategies and approaches.

The department is very well resourced, with four main classrooms all of which are housed in one area of the school. The department also has access to ICT facilities including iPads, and the Chapel.

The learners are taught in mixed ability groups in Key Stage 3 following the 'People of God' scheme of learning. At Key Stage 4, students follow Route B of Eduqas. All staff have been proactive in contributing to the sharing good practice and resources. The department are part of various professional bodies including NATRE and the ACTRE.

The department provides an extra-curricular programme for KS4 for revision, together with a KS3 Philosophy group. The department are receptive to new ideas and will be keen to build on the success they have already enjoyed.

We hope you would like to join our hard-working supportive team and look forward to hearing from you.

*'RE is like an iceberg. As you unpack ideas, you come to understand deeper meaning.'* Year 9 student

## **The RE department wants our students to become:**

### **Well-rounded citizens of the world**

Students to become open minded and rational. For students to be respectful of different cultures and religions, prepared for life in modern Britain as well as taking into account the improving local economy and labour market. We believe this is crucial in an ever-changing world with political uncertainty. We want students to be able to see the relevance of Religious Education in the modern world regardless of their own faith or lack of. Students also need to have an awareness and understanding of the main religions of the world to allow for barriers to be broken down.

### **Academically and religiously literate**

Through an ambitious and knowledge rich curriculum, teaching is designed to build upon previous learning and experiences to develop our young people's knowledge and understanding of religion and its place in the wider world. It ensures students learn about and from the faith of our Catholic school and other faiths.

### **Confident, independent and critical thinkers**

Students who are prepared to take the lead in their own learning and to take risks. To evaluate statements and comments and not to take things at face value. Students to have the ability to be reflective and to make informed decisions. 'Religious Education is concerned not only with intellectual knowledge but also includes emotional and affective learning.' RECD

### **Have good outcomes**

Students to be examination ready at GCSE level to secure the qualifications necessary to embrace the next stage in their lives and to 'live life in all its fullness'.

### **The 'Good Samaritan'**

Students to become the 'Good Samaritan', to put what they learn in their RE lessons into practice, to help others as well as having a sense of justice and charity.

# Job Description

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<b>Post title</b>	Teacher of Religious Education
<b>Salary and grade:</b>	MPR/UPR
<b>Responsible to:</b>	Curriculum Leader Religious Education
<b>Responsible for:</b>	Students and Resources

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## Main purpose of the job:

- Be responsible for the learning and achievement of all students in the class/es ensuring equality of opportunity for all
  - Be responsible and accountable for achieving the highest possible standards in work and conduct
  - Treat students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
  - Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of students
  - Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current *School Teachers Pay and Conditions Document and Teacher Standards*
  - Take responsibility for promoting and safeguarding the welfare of children and young people within the school
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## Duties and responsibilities

All teachers are required to carry out the duties of a schoolteacher as set out in the current *School Teachers Pay and Conditions Document*. Teachers should also have due regard to the current Teacher Standards. Teachers' performance will be assessed against the teacher standards as part of the appraisal process as relevant to their role in the school.

## Teaching

- Deliver the curriculum as relevant to the age and ability group/subject/s that you teach
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate
- Be accountable for the attainment, progress and outcomes of students you teach
- Be aware of students' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these demonstrating knowledge and understanding of how students learn
- Have a clear understanding of the needs of all students, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject)
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for students of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment
- Make accurate and productive use of assessment to secure students' progress



- Give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired as appropriate
- Participate in arrangements for examinations and assessments within the remit of the *School Teachers' Pay and Conditions Document*

## **Behaviour and Safety**

- Establish a safe, purposeful and stimulating environment for students, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- Manage classes effectively, using approaches which are appropriate to students' needs in order to inspire, motivate and challenge students
- Maintain good relationships with students, exercise appropriate authority, and act decisively when necessary
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of students
- Have high expectations of behaviour, promoting self control and independence of all learners
- Carry out break time and other duties as directed and within the remit of the current *School Teachers' Pay and Conditions Document*
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures

## **Team working and collaboration**

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school
- Cover for absent colleagues within the remit of the current *School Teachers' Pay and Conditions document*

## **Fulfil wider professional responsibilities**

- Work collaboratively with others to develop effective professional relationships
- Deploy support staff effectively as appropriate
- Communicate effectively with parents/carers with regard to students' achievements and well-being using school systems/processes as appropriate
- Communicate and co-operate with relevant external bodies
- Make a positive contribution to the wider life and ethos of the school

## **Administration**

- Register the attendance of and supervise learners, before, during or after school sessions as appropriate
- Participate in and carry out any administrative and organisational tasks within the remit of the current *School Teachers' Pay and Conditions Document*

## **Professional development**

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on students' progress, attainment and well being, refining your approaches where necessary responding to advice and feedback from colleagues
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal
- Proactively participate with arrangements made in accordance with the current School Appraisal Policy

## **Other**

- To have professional regard for the ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality
- Perform any reasonable duties as requested by the Headteacher

## **Note**

This job description is not your contract of employment or any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed. Nothing will be changed without consultation.

## POSITION: Teacher of Religious Education

### PERSONAL ATTRIBUTES

	Essential Attribute	Stage Identified	Desirable Attribute	Stage Identified
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Qualified Teacher Status*</li> <li>Degree or equivalent *</li> </ul>	A A		A
<b>Experience</b>	<ul style="list-style-type: none"> <li>Excellent practitioner – evidence of outstanding lesson observations</li> <li>Experience of developing resources to enhance learning and assessment throughout appropriate Key Stages.</li> <li>Ability to inspire and motivate students of all abilities.</li> <li>Proven success in raising attainment</li> </ul>	R A   R A   R A	<ul style="list-style-type: none"> <li>Use of ICT in teaching</li> <li>Experience of assessment for learning</li> </ul>	A   A
<b>Knowledge and Skills</b>	<ul style="list-style-type: none"> <li>Ability to analyse data</li> <li>Use a variety of teaching strategies</li> <li>Experience of monitoring and evaluating students' progress</li> <li>Good communication and interpersonal skills</li> <li>Excellent ICT Skills</li> </ul>	A R A   R I R I R A	<ul style="list-style-type: none"> <li>Examination marking experience</li> <li>Ability to work using own initiative</li> <li>Proven ability to set and meet deadlines</li> <li></li> </ul>	A   R A   R A   A
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>Support the Catholic ethos</li> <li>Enthusiasm &amp; energy</li> <li>Commitment to safeguarding and promoting the welfare of Children and Young People</li> </ul>	A   I R A   R	<ul style="list-style-type: none"> <li>Willingness to undertake further training and responsibility</li> </ul>	I
<b>Other circumstances</b>	<ul style="list-style-type: none"> <li>An ability to fulfil all spoken aspects of the role with confidence through the medium of English</li> </ul>	I		

A = Application form   I = Interview   R = Reference

\*Shortlisted candidates should bring with them copies of their qualifications



## School and local information

### St Cuthbert's Catholic High School

St. Cuthbert's is a mixed Roman Catholic Voluntary Aided College for students aged 11 to 16.

Number on roll: 912

### Getting around St Helens

Situated on the main A580 East Lancashire Road and at the centre of the region's motorway network, St Helens is one of the best-connected towns in the country. And once you get into the town centre, parking couldn't be simpler with spaces for over 2,300 cars on our Council run car parks.

St Helens has an efficient bus network with regular services from across the region passing through the main bus station on Bickerstaffe Street, alongside the Hardshaw shopping centre and a few hundred yards away from the newly redesigned Central Railway Station. From here, there are direct rail links with nearby Eccleston, Thatto Heath and Lea Green in addition to direct train to and from Liverpool, Wigan and Manchester.

### Out and about in St Helens!

In our multi-award winning Cultural Quarter we have the perfect location for our new-look arts and entertainment venues – The Citadel and Theatre Royal. The Citadel was voted by *The Independent* as one of the top ten jazz and blues venues in Britain, with theatre, dance, music and film events also on the agenda.

If you want art, then the Godfrey Pilkington Art Gallery and the World of Glass museum are the places for you, giving you a flavour of the town's industrial heritage and history. As is the North West Museum of Road Transport with the largest collection of old buses in the country – especially if you have kids.

At the heart of the town's shopping offering is Church Square, St Helens largest indoor shopping centre, with popular high street stores amongst the many shops.

Outside of town is Ravenhead Retail Park on the Linkway, where you will find some of the larger retailers, conveniently situated in one place. While St Helens Retail Park may offer the same but it also houses a number of independent and discount stores.

When it comes to eating out, St Helens town centre has many restaurants appealing to all tastes and budgets from café bars and coffee shops to international and traditional British cuisine. Or if you are simply looking for a place to enjoy a few drinks, we have the traditional pubs with many serving real ale, modern bars and clubs in and around the town centre, with the biggest concentration of eating and drinking establishments on Bridge Street and Westfield Street

### In the Area

St Helens excellent communication links offer a gateway for you to explore the local area, and there's loads to do nearby with Knowsley Safari Park right on our doorstep. And if you want countryside, then we have loads with Sankey Valley Country Park, Billingehill and Carr Mill Dam on the edge of the town. Venturing further out of town, the splendour of Knowsley Hall will impress you with its 2,500-acre scenic parkland that resembles a scene from *Brideshead Revisited*.

On the edge of the town we have the product of "The Big Art Project", an ambitious public art commissioning initiative from Channel 4, supported by Arts Council England, the national development agency for the arts, and The Art Fund, the UK's leading independent art charity.

*Dream* has generated worldwide media coverage for St. Helens, and was awarded the prestigious Marsh Sculpture Prize for the best public sculpture of the year, plus 8 other awards. It is attracting tens of thousands of additional visitors to the site and surrounding region every year.

When it comes to Sport, there can only be one in the town: rugby league!

In St Helens we are fanatical about the game and with some justification because, the 'Saints' are the most successful Super League team in history, and having just taken delivery of a fabulous new stadium, who can blame us?

If you love football, then all of Liverpool and Manchester's grounds are within 40 minutes travelling time from the town centre.

Our leisure facilities are second to none with 4 state of the art, council run, leisure centres, golf course and driving range, as well as private clubs in the area, you won't be lost for something to do!

# Advisory Note to Applicants

## Information for Applicants

Please download, complete and return the CES application form, recruitment monitoring form, disclosure form and consent to obtain references form by the closing date specified.

Please ensure that you fully complete all the relevant sections. Please ensure that you provide an up-to-date email address as we often contact candidates electronically rather than by post.

You should make reference to the person specification and job description stating your particular strengths and how your experience to date has prepared you for this particular role.

Please note that CVs will not be accepted.

## Safeguarding - Disclosure and Barring Service Check

St Cuthbert's Catholic High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The position advertised is subject to an Enhanced Disclosure and Barring Service Check, medical clearance, satisfactory references, qualification checks and eligibility to work checks under the Asylum and Immigration Act.

## At Interview

If you are invited for interview, references will be taken up prior to your interview.

Applicants are also requested to bring to interview the original documentation of their qualifications. Applicants who have not received an invitation to interview within two weeks of the specified closing date should assume they have not been shortlisted (unless otherwise stated in the advertisement).

## Application Closing Date:

The closing date for applications is **Monday, 1<sup>st</sup> July 2024 at 9:00am.**

Interviews will be held:  
**TBC - During week of 1<sup>st</sup> July 2024.**

Completed application forms should be returned by email to [hello@stcuthberts.com](mailto:hello@stcuthberts.com) or posted to:

The Headteacher  
St Cuthbert's Catholic High School  
Berrys Lane  
Sutton  
St Helens  
WA9 3HE

*Thank you for considering St Cuthbert's Catholic High School and we look forward to receiving your application.*



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**For more information, please contact  
the Headteacher, Mrs Catherine Twist  
on 01744 678123**

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