



## Alsop High School



# APPLICATION PACK

<b>ACADEMY:</b>	Alsop High School
<b>ROLE:</b>	Teacher of Religious Education
<b>START DATE:</b>	January 2025
<b>GRADE:</b>	MPS – UPS
<b>SALARY:</b>	£30,000- £46,525



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# MESSAGE FROM THE TRUST

Dear Applicant,

We are delighted that you are considering applying for a role at Alsop High School, part of Omega Multi-Academy Trust. Your interest comes at an important and exciting time in the development of the trust and the implementation of our new three-year strategic plan. Our mission and aims sit at the heart of our strategy; to provide the best school experience possible for every child, and to be the best employer we can be.

Formed in 2018, Omega Multi-Academy Trust is a cross-phase group of six schools serving the metropolitan Borough of Warrington and the City of Liverpool. Our schools are firmly rooted in their communities and respond to their needs with local understanding and knowledge, retaining their unique identities. We strongly believe in the power of genuine collaboration and school-to-school support, so as a trust, we exploit every opportunity that arises to embrace the sharing of best practice, celebrating our many strengths whilst learning together from our mistakes.

We pride ourselves on nurturing a culture of inspiring education which emphasises the knowledge, skills and experiences that will enable pupils to be resilient and aspirational. We invest in our staff and embed innovative, high-quality teaching and learning into our curriculum whilst keeping the best interests of our students at the heart of everything we do.

In my role as Chief Executive Officer, it is a privilege to witness the drive and determination of our staff who have welcomed our new strategic vision so enthusiastically. The strategic plan, as well as having a necessary focus on school improvement as standard, includes a focus on you, the people who help and support our children and young people to stay safe and thrive.

If we are successful in our mission, we will have ensured our schools provide:

- World-class teaching that promotes exceptional learning.
- Bespoke pastoral care that nurtures our students' aspirations.
- Inspiring learning environments, where our students can make mistakes and overcome them to become the best version of themselves.
- Industry-leading professional development for all colleagues, investing in our teams to support them in fulfilling their personal and professional ambitions.



The hard work is paying off and whilst we know our work is far from complete, we are proud to have reached some key milestones. In recent months we have achieved:

- Extremely positive outcome from Ofsted's recent Summary Evaluation of our Trust, commenting on our rigorous approach to staff development, our development of leaders and our strong commitment to staff wellbeing. Inspectors commented that our offer makes Omega Multi-Academy Trust an attractive employer.
- Strong outcomes in each of our school Ofsted Inspections.
- Strong outcomes in Early Years, Key Stage 1 and Key Stage 2.
- Strong or improving outcomes in both Post-16 and GCSE examination cohorts at our two Secondary Schools.

Our dedicated staff and committed team of Trustees and Governors are relentless in their aim of creating truly world-class schools. Our Headteachers are empowered to create schools that reflect the communities they serve, yet we encourage our schools to be externally focused, obsessive in their quest to learn from the very best, never leaving opportunities for improvement to chance. We see vacancies such as this as an opportunity to attract new talent, bringing the best practice into our trust. By joining us, you become a crucial part of the team that will deliver our vision. Together, we will transform lives.

Yours faithfully,



Mr Christian Wilcocks  
**CEO Omega Multi-Academy Trust**



# MESSAGE FROM EXECUTIVE PRINCIPAL

It is my pleasure to welcome you to Alsop High School.

I am delighted that you are considering joining our community. Alsop High School is the largest secondary school in the vibrant city of Liverpool, with 1500 students across Key Stage 3-5. We have been at the heart of the Walton community for over 100 years.

As the Executive Principal of this warm and wonderful school, which is part of Omega Multi-Academy Trust, I feel both proud and privileged to lead our mission of 'Achieving Excellence Together.' At Alsop High School, excellence means seeking 1% improvements every day in all that we do, for both staff and students. We are looking for talented, committed and passionate colleagues to join us on this journey to excellence.

New colleagues often highlight the support from others and the team ethos is a real strength of our school. Built upon our three core values of *Ambition, Respect, and Community* and aligned with the Omega Multi-Academy Trust mission, we strive to provide the best possible school experience for every child and to be the best employer we can be. We consider the workload and wellbeing of our staff to be our greatest resource, which means that we place a high value on managing the amount of work given to staff and ensuring that their overall wellbeing is considered.

I will always expect our staff to treat the children in our care as they would their own. One of my favourite quotes is, "*children's learning is not a rehearsal; they never get a second chance.*" We want ambitious staff who are passionate about maintaining the highest standards every day to ensure that every moment of students learning is as effective and enriching as possible.

We aim to cultivate a warm, family-like work environment and seek to recruit and retain dynamic and inspirational staff who share our vision and commitment. As part of the Omega Multi-Academy Trust, colleagues benefit from strong collaboration, network opportunities and a broad and varied professional development programme at every level. We plan to "train staff so well that they can leave but treat them so well they don't want to."

We can offer flexible working arrangements and a wide range of CPD opportunities for staff. While we love working in education, we recognise its challenges, which is why your wellbeing is always a priority for us, from emotional support to regular workload management.



As part of a trust, we offer all staff exclusive access to our wellbeing and benefits app “Omega MAT Plus+.” This app provides a gateway to a wide range of exciting benefits, including an Employee Assistance Programme with 24/7 health and wellbeing support, access to GP video appointments and discounts and savings at many high street stores and big brands.

We believe that a diverse and inclusive workforce is essential, drawing from a range of talents, backgrounds and experiences and striving to represent the community we serve. Ultimately, it is the children and young people who will benefit the most, so this is the perfect opportunity to work in an innovative and creative school. We strongly encourage all potential applicants to visit us or get in touch for an informal conversation prior to the interview. We are happy to welcome visitors for an informal tour at any time.

I look forward to meeting you.

Yours faithfully,



**Mr J Kerfoot**  
Executive Principal



# JOB DESCRIPTION

<b>Job Title:</b>	<b>Teacher of Religious Education</b>
<b>Academy:</b>	<b>Alsom High School</b>
<b>Salary:</b>	<b>£30,000- £46,525</b>
<b>Grade:</b>	<b>MPS - UPS</b>
<b>Accountable to:</b>	<b>Head of Faculty, SLT &amp; Headteacher</b>
<b>Start date:</b>	<b>January 2025</b>
<b>Closing date:</b>	<b>Monday 21<sup>st</sup> October 2024 9am</b>
<b>Contract Type:</b>	<b>Permanent</b>

We are a school on a mission and our mission is clear – to provide the best school experience for every child in our school community so that their life chances are transformed. To support us on this mission, we are seeking to appoint a highly motivated, talented, and inspiring Teacher of Religious Education to join us at Alsom High School.

As Teacher of Religious Education you will be a committed teacher with a passion for inspiring, supporting, and challenging students to achieve excellence. Working as part of our Religious Education faculty, you will bring an innovative and creative approach to inspire a love of Religious Education and a thirst for learning.

## PURPOSE

The ideal candidate will be expected to have the potential to teach Religious Education across all Key Stages and they will have the passion and enthusiasm, alongside the skills and aspiration, to develop and nurture every child in their care. The ideal candidate will deliver consistently excellent teaching and learning to help all students achieve excellence; Achieving Excellence Together.



### **Teaching and Learning:**

- To set high expectations for student performance.
- To be responsible for the planning, preparation and delivery of appropriate lessons and courses to meet the educational needs of the students in the teacher's care.
- To use allocated PPA time appropriately to this end.
- To produce structured lessons with pace, which employ a range of resources and teaching styles to maximise student progress and enjoyment, through clear, shared learning objectives and outcomes.
- To write and update schemes of work/courses as required, where possible, working as part of a team, sharing good practice.
- To contribute to the development of the department and the school as a whole.
- To contribute to the development of the profession, through assisting with trainee teachers.
- To ensure that all students' needs are met, in particular specific groups including SEN and HPA, liaising as necessary with support staff to provide differentiation and support.
- To set high standards and provide a role model for students and other staff.
- To incorporate Assessment for Learning techniques into lesson delivery, so that students are clear on what they have achieved and how they can improve.
- To establish and maintain a purposeful learning environment, which is attractive.
- To provide work and set list for cover for planned absence.
- To assist in the provision of cover for absent colleagues, as requested within the agreed limit, and to assist with the direction of supply staff as appropriate.

### **Behaviour for Learning:**

- To be responsible, both individually and in conjunction with other colleagues, for good discipline, adhering to school policy, and ensure students' health and safety is a priority in the classroom, in school generally and when on school visits.
- To undertake break, lunch and detention duties as requested.
- To forge positive and productive relationships with all students and staff.
- To report any concerns for students' well-being to ensure Child Protection and Anti bullying procedures are actively administered.
- To act as a form tutor, as required, in keeping with the form tutor job description.





### **Professional Development:**

- To attend INSET, courses, and meetings in order to continue personal professional development for self and to ensure that a secure, up to date, specialist subject knowledge and an understanding of current methodology is maintained.
- To take part in lesson observations and Performance Management reviews.
- To involve self in additional T+L based activity where possible, including the T+L Working Group and mutual observation to improve practice for self and colleagues.

### **Monitoring and Assessment:**

- To assess, record and report on the development, progress, and attainment of students, as individuals and groups, in line with school and departmental policy and as requested.
- To mark students' work carefully, conscientiously, and regularly according to school and departmental policy.
- To set student targets and track pupil progress, analysing pupil performance and attainment standards for groups taught in comparison to prior attainment, cognitive ability tests and minimum target levels/grades.
- To participate in open evenings, parents' evenings, and other functions of a similar nature, as deemed necessary by the Headteacher.
- To prepare and assist with subject examinations where the professional skill/judgement of a teacher is required. This does not include basic invigilation.

### **Accountability:**

- To liaise on behalf of the school with students, parents, staff, visitors, and governors as appropriate.
- To meet deadlines in accordance with school and department policy.
- To undertake regular self-evaluation of one's own teaching methods, materials and schemes of work employed and to make changes as appropriate.
- To ensure that all Monitoring, Evaluation and Review are managed as detailed in the School Progress Cycle.
- To contribute to whole school reviews of policy and aims.
- To report absence at the earliest convenience to the member of staff responsible for Cover and on return to school to see the Headteacher.

The responsibilities above are subject to the general duties and responsibilities contained in the current statement of Teachers' Conditions and Employment. This job description takes into account the recommendations of the roles and responsibilities as outlined in the TTA National Standards as well as the broad guidelines for Subject Leaders. This job description is not necessarily a comprehensive definition of the post and will be subject to modification or amendment at any time after consultation with the post holder. The post-holder will undertake the professional duties of a member of school staff as circumstances may require under the reasonable direction of the Headteacher.



“Beginning my teaching journey in Alsop High School is an experience I am truly grateful for. Having been an Alsop student myself, I have always admired the dedication, hard work, and heart of the staff body. Throughout my training year, I was given the utmost support and felt inspired daily. That inspiration is something I endeavour to share with our students. I aspire to create an environment in which all pupils believe in themselves and encourage them to see what I see in them.

The continued professional development from Alsop and Omega Multi-Academy Trust during my ECT year have been invaluable. I have been encouraged and guided to become a reflective practitioner and undoubtedly, this has had a positive impact on my confidence and classroom presence. My experience since joining Alsop High School has enabled me to see the true heart of our school and I am enjoying the privilege of positively contributing in any way I can.”

Eve McArdle

**English Teacher**



# PERSON SPECIFICATION

**Academy:** Alsop High School

**Job Title:** Teacher of Religious Education

**You should be able to demonstrate that you meet the following criteria which are all essential**

E= Essential D=Desirable

**Measured by:**

A=Application Form

T=Test/Exercise

P=Presentation

I=Interview

R=Reference

You will be required to safeguard and promote the welfare of children and young people. Candidates failing to meet any of the essential criteria will automatically be excluded.

## QUALIFICATIONS

<b>E</b>	PGCE or teacher-related qualification	A
<b>D</b>	Degree in main subject or SKE	A

## KNOWLEDGE AND UNDERSTANDING

<b>D</b>	KS3 National Curriculum	A/I
<b>D</b>	KS4 National Curriculum	A/I
<b>D</b>	KS5 National Curriculum	A/I
<b>D</b>	Assessment	A/I
<b>D</b>	Safeguarding & Health and Safety rules.	A/I

**EXPERIENCE**

<b>E</b>	Experience of working in secondary school	A/I
<b>D</b>	Experience of working in a team	A/I
<b>D</b>	Experience of working independently	A/I
<b>E</b>	Experience of creating schemes of work/resources	A/I

**PERSONAL QUALITIES AND SKILLS**

<b>E</b>	Good communication skills	A/I
<b>E</b>	Good interpersonal skills	A/I
<b>E</b>	Honesty	A/I
<b>E</b>	Team player	A/I
<b>E</b>	Empathy with students/ability to form good relationships	A/I
<b>E</b>	Ability to meet deadlines/manage time	A/I
<b>E</b>	Organisational Skills	A/I
<b>E</b>	ICT literate	A/I
<b>E</b>	Enthusiastic ability to motivate others	A/I
<b>E</b>	Initiative/Problem-solving skills	A/I
<b>E</b>	Willingness to learn new skills	A/I
<b>E</b>	Commitment to the school ethos and aims	A/I

**ADDITIONAL FACTORS**

<b>E</b>	A commitment to raising achievement across the whole age and ability range	A/I
<b>E</b>	Willingness to be involved in extra-curricular activities	A/I
<b>E</b>	Driven towards achieving results for all	A/I
<b>E</b>	Commitment to developing links with parents and the wider community	A/I

**PRE-EMPLOYMENT CHECKS**

<b>E</b>	Positive recommendation from all referees, including current employer	RI
<b>E</b>	DBS Clearance post appointment	N/A



# THE SELECTION PROCESS

## HOW TO APPLY:

Thank you for taking time to read and digest our information.

If you wish to apply for this post with Omega Multi-Academy Trust, then you should follow the below steps:

- If you would like to discuss this role with a member of the Senior Leadership Team or organise a visit to our school, then please email [office@alsophigh.org.uk](mailto:office@alsophigh.org.uk) with your request and we will coordinate a mutually convenient date and time to visit.
- Download and complete the Omega Multi-Academy Trust application form from our website.
- Complete the application form fully, ensuring all details are accurate and all declarations are signed. Please ensure you enclose two professional referees, one being your current employer (with name and email addresses if possible).
- Ensure you fully complete the relevant skills and experience section of the form, addressing the key characteristics and experiences outlined in the person specification, along with details of the unique contribution that you could make to the future success of Alsop High School. CVs cannot be accepted.
- The application form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post. There should be no unexplained gaps in career history.
- Email completed application forms to [recruitment@omegamat.co.uk](mailto:recruitment@omegamat.co.uk) by the deadline below  
PLEASE NOTE THE REQUIREMENT TO ATTACH YOUR APPLICATION FORM AS A SEPARATE DOCUMENT TO YOUR EQUAL OPPORTUNITIES FORM WHEN EMAILING YOUR APPLICATION TO US.

## TIMETABLE FOR THE SELECTION PROCESS

**Closing date for applications:** Monday 21<sup>st</sup> October 2024 9am

**Start date:** January 2025



“From the first minutes of starting my role as pastoral support officer, Team Alsop has always made me feel welcome, valued and supported. In my role, I count myself lucky to be able to forge excellent relationships with the students and their families. The role brings me great job satisfaction in assisting students to become the best, happiest and most successful versions of themselves.

Alsop has always supported me with my own continuing professional development, encouraging me to take part in both whole school and individual projects and this has given me opportunities to further my own knowledge and expertise in my role. I am proud to be part of such a supportive and caring team of staff, who work tirelessly to ensure the students stay at the center of everything we do.”

Dave Taylor

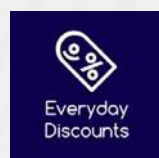
**Pastoral Support officer**



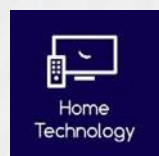
# STAFFWELLBEING & BENEFITS

Omega Multi-Academy Trust is committed to attracting, developing and retaining top talent to achieve high performance across all school communities. Vital to pursuing this aim is the recognition of employees for exceptional performance, behaviour and achievements. Our offer encourages such recognition of individuals and teams through a range of formal and informal methods. We are committed to encouraging positive work environments that promote the physical and mental wellbeing of our staff. The capability, capacity and comfort of our colleagues is a priority for us.

Omega MAT Plus+ is an exclusive suite of benefits that is on offer to every colleague across the Trust. This is a gateway to a huge range of exciting benefits, including an Employee Assistance Programme. There is 24/7 health and wellbeing support available for everyone, as well as fabulous discounts against big brands and many high street stores.



Discounts against big brands and high street stores including supermarkets, holidays, leisure activities, cinemas and restaurants



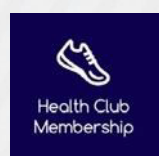
An offer to purchase home technology and personal electronic devices by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes



An offer to purchase a cost effective way to get new cycling equipment and bicycles by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes.



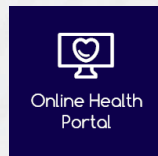
An offer to purchase an electric car by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes.



Discounted corporate memberships access to 3700 gyms, health clubs and leisure centres across the UK



# STAFFWELLBEING & BENEFITS



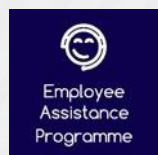
Online Health Portal

Access to the Health Assured Health Portal. Containing an online library of wellbeing information, including articles, videos, and self-help guides to provide support on a range of health and advisory issues to aid your physical and mental health.



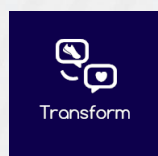
Online GP

Video or phone consultation with a GP at a time that suits you.



Employee Assistance Programme

Legal, money advice and personal support and guidance.



Transform

Transform brings together a carefully created suite of wellbeing tools, including hundreds of workout classes, motivational messages, mental health support, healthy recipes, tools for a better night's sleep and stress management techniques.



Free on-site parking at all school locations.





## ALSOP HIGH SCHOOL

**Alsop High School**  
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