



St Wilfrid's
Church of England Academy



TEACHER OF RE, LEADING ON PSHE

MPS/UPR + TLR 2A

WELCOME

DOMINE DIRIGE NOS

Dear Applicant,

As a Church of England Academy serving a diverse community, we believe that the subjects of Religious Education and PSHE are closely related. We are looking for a teacher who can understand the different worldviews of our pupils and how faith interacts with the core skills and knowledge developed in PSHE.

We are seeking to appoint an experienced, innovative practitioner who is passionate about developing the knowledge, skills and attributes of our young people to keep them healthy and safe, to prepare them for life and work after school and to encourage them to have respect for others. In essence, we want all of our young people to thrive, but to do that they need to be guided and equipped.

We believe that an effective PSHE programme of study should:

- deal with the spiritual, moral, social and cultural issues our students face as they approach adulthood;
- recognise and celebrate British values;
- help our students to understand and manage a range of relationships as they mature;
- develop student respect for all people, regardless of any defining factor;
- enhance the emotional well-being and self-esteem of our students, building their confidence and self belief;
- encourage our students to acquire healthy habits to keep themselves and others safe;
- enable our students to take responsibility for their learning and future choice of courses and career;
- help our students to understand the responsibilities individuals, groups and organisations play within a democratic society and school community.

A growing body of research shows that students who are emotionally healthy, achieve better outcomes. Effective PSHE education helps young people realise their

potential by supporting their wellbeing and tackling issues which can affect their ability to learn, such as anxiety and unhealthy relationships. However, a number of these topics are sensitive and need to be approached with skill. We are therefore looking for a highly skilled teacher to coordinate this work.

All of our teachers of Religious Education are also teachers of PSHE. It is taught as a discrete subject, one hour a week in all year groups. The post holder would be a full member of the Religious Education Learning Area and would be line managed by the Learning Area Co-ordinator.

If you believe that you have the vision, passion and ability to lead on this area of school life, I warmly welcome your application.

Please submit a letter of application of not more than two A4 sides detailing how your experiences to date qualify you for the post.

The closing date for the receipt of the letter is 12 noon on Monday 15th April 2024.

I look forward to receiving your application.

Yours faithfully,

Mrs V Michael
Principal



ABOUT THE ACADEMY

St Wilfrid's Church of England Academy provides a faith-led education for 11 to 18 year olds serving the Borough of Blackburn with Darwen and parts of Pennine Lancashire.

We seek to provide an excellent education based upon a strong Christian foundation, as we develop all who work, learn and serve in our community.

Our Academy is exceptionally diverse and inclusive. Our students and staff, whilst united by the Christian ethos of the school, have a wide variety of backgrounds and beliefs.

We benefit from extensive purpose-built accommodation with excellent facilities.

The Academy was rebuilt on this site in 2003 and benefits from modern, spacious accommodation.

The new Thrive unit for pupils with SEMH opened in September 2023.

We enjoy strong links with local churches, Primary Schools and Blackburn Cathedral where we gather for eucharist each term, and our traditional Nine Lessons and Carols service at Christmas.

Overall, St Wilfrid's Church of England Academy is a wonderful community, and a place committed to the growth and development of its staff and pupils.

Scan to watch a video of staff sharing why they love working at St Wilfrid's.



OUR VISION

*Lord direct us to **live** life to the full*

Our vision statement for the Academy derives from two places:

- 1) Our motto 'Domine Dirige Nos', which translates to 'Lord Direct Us'; and
- 2) A verse from the 10th chapter of the gospel of John, which reads:
"The thief comes only to steal and kill and destroy; I have come that they may have life, and have it to the full."

We believe that this life should be lived out to the full, through direction and guidance from the Lord. Our hope is that the daily experiences within the Academy enables students to develop holistically; growing in character and valuing all others.



Students will **learn** values through academic study and everyday interactions. They will be **inspired** by the spiritual and enriching out-of-lesson experiences, and in turn, inspire hope in others. Students will become stronger, well-rounded and content individuals who **value** themselves and others. They will be given opportunities to develop and **experience** a fully-inclusive environment.



Learn more about our christian ethos, vision and values here



LEARNING AREA: RE

The Religious Education team achieve excellent outcomes as a result of their outstanding subject pedagogical approach and the rapport that they have with each student. They are a forward thinking, dynamic team who are at the forefront of embedding new technologies into daily teaching. All members of the Learning Area are dedicated to producing lessons of the highest standard and work collaboratively to ensure that students are able to experience a high quality curriculum. RE is compulsory at GCSE and all students at KS5 study Core RE. There is a thriving KS5 uptake and a significant proportion of our A2 students go on to study RE related undergraduate courses.

Staff	4 specialist teachers + 1 Learning Area Coordinator + Head of PSHE			
Examination courses for KS4	The majority of students sit the full-course exam - AQA (2016) GCSE RS Specification A			
Examination courses for KS5	All students study EdExcel A-Level Religious Studies (2016) A significant number of our A2 students study RE or an RE-related degree course.			
GCSE examination results*		7+	5+	4+
	2023	52.2%	89.4%	93.8%
	2022	52.1%	89%	94.9%
A-Level examination results		A*-B	A*-E	
	2022	27%	100%	
Teaching Areas	All lessons at KS3 and KS4 are taught in specialist rooms and teaching staff have a room base for the majority of their lessons. KS5 lessons are delivered in the new block predominantly used by Sixth Form. All rooms have full connectivity, to facilitate the use of 1:1 devices and Apple TV.			
Extended Learning	Experiential learning takes place for all year groups. We have strong partnerships with a number of local churches and students regularly have visitors in their lessons. Additional visits are a developing part of the RE curriculum and visits take place in all Key Stages to enhance learning of world views.			



JOB DESCRIPTION

PURPOSE

To Teach Religious Education and teach and lead Personal, Social, and Health Education.

RESPONSIBILITIES

- Create an overview SOL for years 7-13
- Create resources for staff to use when delivering PSHE
- Deliver appropriate CPD so that staff are equipped with the knowledge and skills to effectively teach the PSHE curriculum
- Evaluate the impact of the delivery of the programme and make subsequent changes to the SOL, resources and future teaching
- Assist in the monitoring of the quality of teaching and learning relating to the delivery of the PSHE curriculum
- Regularly meet with the Senior Vice Principal for Student Support to ensure that the common elements which arise from safeguarding concerns are addressed within the PSHE curriculum
- Work alongside the Lead Teacher of Technology to ensure elements relating to online safety are current and addressed within the PSHE curriculum
- Work closely with the Assistant Principals for each Key Stage to ensure that the materials are age appropriate
- Work alongside the Assistant Principal for Christian Distinctiveness to ensure that the LIVE values are embedded within the programme
- Ensure that Careers Information, Advice and Guidance are woven into the programme, working in partnership with the Senior Assistant Principal with responsibility for this area
- Liaise with LACs as the provision of PSHE is mapped across the curriculum
- Evaluate one's own teaching critically and use this to improve effectiveness
- Treat people fairly, equitably, with dignity and respect, to create and maintain a positive culture within the Academy
- Develop and maintain a culture of high expectations for oneself and for others and take appropriate action when performance is unsatisfactory
- Review one's own practice, set personal targets and take responsibility for one's own personal development
- Have a passion for working with young people
- Manage one's own workload and that of others to allow an appropriate work/life balance
- Fully participate in the Academy's Appraisal programme
- Be aware of, and adhere to, policies and procedures relating to safeguarding, child protection, health and safety, confidentiality and data protection, reporting all concerns to the appropriate persons
- Fulfil commitments arising from contractual accountability to the governing body
- Undertake any other duties and responsibilities as required which are covered by the general scope of the post
- Undertake any other reasonable duties at the request of the Principal
- Create and maintain effective partnerships with parents and carers to support and improve students' academic achievement, in addition to their spiritual, moral, social and cultural development
- Attend Parents' Evenings as required to ensure a positive partnership is realised between staff, students and parents

- Contribute to the wider life of the Academy and uphold our mission statement
- Support the Academy House System
- Provide pastoral support for students to the best standard possible
- Carry out the roles and responsibilities of a form tutor
- Contribute where possible to Academy events and extra curricular activities
- Actively promote the Academy within the community

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This job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be changed at management's discretion in the future. The appointment is subject to the current conditions of employment in the current School Teacher's Pay and Conditions.

REWARDS AND BENEFITS

- Salary: TLR 2a (£3,213)
- A Recruitment and Retention allowance of £3,000 is available for an exceptional candidate.
- Teacher's pension scheme.
- Laptop and iPad.
- Access to the Employee Assistance programme offering free confidential support on a range of issues such as work, wellbeing, money, health and legal advice.
- Excellent opportunities for continuous professional development and support to develop your career.

SAFEGUARDING

St Wilfrid's Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

PERSON SPECIFICATION

ESSENTIAL	DESIRABLE
QUALIFICATIONS	
<ul style="list-style-type: none">• 5 good GCSEs (or equivalent) including English and Mathematics• A-Levels or equivalent• Degree or equivalent• QTS Status	
EXPERIENCE	
<ul style="list-style-type: none">• Be an excellent teacher demonstrating enthusiasm and a commitment to education• Have experience teaching RE up to GCSE• Have experience of building and sustaining effective relationships with colleagues• Have experience of delivering PSHE	<ul style="list-style-type: none">• Have experience of creating PSHE material for a year group or a cohort of students
SKILLS AND ABILITIES	
<ul style="list-style-type: none">• Have strong analytical and problem-solving skills• Have excellent communication and interpersonal skills• Have the ability to motivate young people and raise their aspirations• Have a good understanding of the SMSC, British Values, Citizenship and the Academy's RSE Policy• Have the ability to plan SOL and materials that are inspiring, accessible and age appropriate• Be able to hold supportive and challenging conversations with individual students, groups of students and parents• Have a knowledge of and commitment to the implementation of the Safeguarding agenda• Be able to think of creative strategies to improve students behaviour, attendance and student wellbeing• Be able to efficiently communicate a strategy to all stakeholders	<ul style="list-style-type: none">• Have the ability to research and network, utilising a range of external agencies which will improve our current provision• Have the ability to research innovative practice
PERSONAL QUALITIES	
<ul style="list-style-type: none">• Be able to actively support and promote the Christian Ethos of the Academy• Be fully committed to making a difference so that each student LIVES their life to the full• Be a team player used to working collaboratively• Be a resilient and reflective individual who has energy, tenacity and the ability to work under pressure• Possess a good sense of humour• Be able to lead by example and demonstrate high professional values, securing the ethos of the Academy• Have effective communication skills, both written and oral• Demonstrate high professional standards in dress, attendance, punctuality and conduct• Be willing to attend relevant CPD and support the CPD of others	

HOW TO APPLY



CLOSING DATE: 12 NOON MONDAY 15TH APRIL 2024

Please submit the Teaching Staff application form, which can be downloaded from the Academy website, along with a letter of application of not more than two A4 sides detailing how your experiences to date qualify you for the role. This should be sent to **knightingale@saintwilfrids.com**.

We look forward to receiving your application.

