May 2023

Dear Applicant,

**Teacher of Religious Education: Application Pack**

Thank you for your interest in the position of Teacher of Religious Education at St. John Fisher Catholic Comprehensive School. Our application pack offers the following information, which we hope will assist you in deciding if you have the right qualities to work here and whether our school is the best place for you to further your development and career.

* External Advertisement
* Job Description
* About the Department
* Our History
* Mission Statement
* Our Results
* Commitment to Staff Wellbeing and Workload
* How to Apply

The following important documents are also available on our website:

* School Prospectus <https://stjohnfisher.school/wp-content/uploads/_PDF/KS3_CURRICULUM/sjf_KS3_16-Propectus-2018-web.pdf>
* Sixth Form Prospectus <https://stjohnfisher.school/wp-content/uploads/2019/11/SJF_SIXTHFORM_PROSPECTUS.pdf>
* Application Forms <https://stjohnfisher.school/home/about-us/vacancies/>

We look forward to receiving your completed application.

Yours faithfully,

Dympna Lennon

(Headteacher)

**External Advertisement: Required from September 2023**

**TEACHER OF RELIGIOUS EDUCATION**

*MPS / UPS: Full time*

Due to an expanding roll and the promotion of existing staff, the Governing Board is seeking to appoint an enthusiastic and well-qualified teacher of Religious Education from September 2023.

The successful candidate will be a Religious Education specialist. They will model at least good teaching practice and will be able to engage and inspire students of all abilities both in and out of lessons. They will also be keen to contribute to the school’s extra-curricular life to enhance the opportunities available to our students. A bespoke CPD programme will be tailored to their needs.

St. John Fisher Catholic Comprehensive School is a non-selective coeducational secondary school for students age 11-18. A single site school with free parking, we moved to world-class brand new buildings in the spring of 2023. Our mission statement is that ‘***St. John Fisher Catholic Comprehensive School inspires students, spiritually and educationally forming them through Faith so that they can achieve their aspirations and contribute to their community’.***  As a Catholic school, we are passionate about the formation of the whole student, making sure that we develop students into good people as well as ensure they get good results.

The school is in Rochester, Medway, a 30-minute distance from London by road or high-speed rail link. Medway benefits from a multimillion-pound regeneration programme bringing new housing developments and facilities for its inhabitants; it also has the lowest council tax rates in Kent.

We are happy to offer visits and informal discussions of the role: please contact Assistant Headteacher Lucy Bennett, [l.bennett@stjohnfisher.school](mailto:l.bennett@stjohnfisher.school) for further information. No agencies please.

Closing date for applications: 9am on Friday 2nd June 2023. Interviews will take place shortly after the closing date.

*Shortlisted candidates only will be contacted for interview which will take place shortly after the deadline. St. John Fisher Catholic Comprehensive School is an Equal Opportunities Employer, committed to safeguarding and promoting the welfare of all students. Any offer of appointment will be subject to satisfactory references and an enhanced DBS check will be required for all successful applicants.*

|  |  |
| --- | --- |
| **Post Title:** | Teacher of Religious Education |
| **Role:** | To teach Religious Education at KS3-5, to act as a form tutor and to support the Humanities and RE faculties as appropriate. |
| **Responsible to:** | Head of Faculties and Assigned member of the Senior Leadership Team |
| **Responsible for:** | Progress of the students within your designated classes / subject(s) and form group |
| **Grade:** | MPS / UPS |
| In addition to the duties summarised in your job description please refer to:   * The current year’s statutory Guidance on School Teacher’s Pay and Conditions (issued by the DfE) which details: * Conditions of Employment of Teachers other than Head Teachers * Conditions of Employment of Deputy Head Teachers and Assistant Head Teachers * Conditions of Employment of Head Teacher’s (the duties of which you will be expected to carry out in the event of the absence of the Head Teacher from the School). * The current year’s Professional Standards for Teachers. * The Conditions of Service for School Teachers (the Burgundy Book)   The School will endeavour to make reasonable adjustments to this job description and to the working environment in order to enable access to employment opportunities for disabled job applicants and/or to enable continued employment for an employee who develops a disabling condition.  The duties summarised in your job description are indicative and we retain the right to include other reasonable duties which may be reasonably requested commensurate with the post held and duties undertaken. This job description may, after satisfactory negotiation has taken place, be modified by the Head Teacher to reflect or anticipate changes which occur over time at a local or national level. As you are aware, any post working within a School includes substantial access to young people and all appointments are subject to an enhanced Disclosure and Barring Service check and a satisfactory result being received. All employees (temporary or permanent) are required to inform the School of any subsequent convictions or other matters whilst employed by the School. Failure to do so will result in the disciplinary process being invoked. All employees in posts eligible for an enhanced check are contractually required to undergo a re-check upon request. | |

**Job Description**

|  |  |
| --- | --- |
| **Teaching and Learning:** | * To undertake an appropriate timetable of teaching in line with current School Teachers’ Pay and Conditions Document practices. * To follow the school’s teaching, learning and assessment policies. * To plan and deliver lessons within an appropriately broad, balanced, relevant and differentiated curriculum for students which enable all to be challenged and make progress. * To consistently and effectively use a range of appropriate strategies for teaching and classroom management. * To contribute to raising standards of academic attainment. * To demonstrate a thorough and up-to-date knowledge of the teaching of your subject areas and take account of wider curriculum developments which are relevant to your work. * To consistently and effectively use information about prior attainment to set well-grounded expectations for learners. * To set homework which challenges learners at all levels. * To self-evaluate your teaching and show willingness to work with others in order to improve your practice. |
| **Data, monitoring and supervision:** | * To maintain appropriate records and provide relevant and up-to-date information for the school’s management information system (e.g. SIMS data input, completion of registers). * To complete relevant documentation to assist in the tracking of students. * To consistently and effectively monitor progress to give clear and constructive feedback to students, in line with the school’s marking policy; also, to follow up and support as appropriate in order to raise attainment. * To participate in department quality assurance processes such as book looks and shared moderation. * To participate in the school Performance Management process as appropriate. |
| **Pastoral:** | * To act as a form tutor, promoting the general progress and well-being of your tutees. * To liaise with the Head of Year to ensure a consistently high tutor experience across the year group. * To help to monitor student attendance, progress and performance in relation to individual targets. * To write reports to parents in accordance with school policy. * To register students, accompany them / participate as appropriate in assemblies and religious services, and encourage their full participation in all aspects of the Catholic life of the school. * To participate in a daily duty team as required. |
| **Communication** | * To communicate effectively with the parents and carers of students as appropriate, including attending Parents’ Evenings and Open / Information Evenings. * To write reports to parents in accordance with school policy. * To attend staff meetings as appropriate, including Department and Year Team meetings. |
| **Catholic Ethos:** | * To support the Catholic Ethos of the school and create opportunities for its development within the department. |
| **General Requirements:** | * To take responsibility for your professional development, using this to improve your teaching practice. * To uphold the school’s principles, aspirations and policies. * To play a full part in the life of the school community. * To promote the school positively within the local community and beyond. * To promote current Health and Safety provisions and policies. * To exercise proper care in handling, operating and safeguarding any equipment, systems or appliances provided or issued by the School for the post-holder’s individual or shared use in the performance of his/her duties, including computer equipment. * To support the management and administration of the examination process within the School in any way necessary. * To undertake any other tasks that may reasonably be regarded as being within the nature of the duties and responsibilities of this post, provided that, after satisfactory negotiation has taken place, any significant and permanent changes are incorporated into a revised job description. |

**About the Religious Education (RE) Department**

At St John Fisher, Religious Education is a core subject taught to students in all key stages. All Key Stage 4 students take GCSE RE, and results are consistently improving. At Key Stage 5, we offer a very successful A Level Philosophy and Ethics course in addition to providing a core RE course for all students.

Religious Education is a core subject because it is essential to the Catholic mission and ethos of the school. It inspires students spiritually and offers opportunities for them to develop socially, morally and culturally through the study of religious beliefs and practices that may not be their own, thereby enabling them to become tolerant and well-rounded members of society who will give back to their community. We are proud to have been judged an ‘Outstanding’ Catholic school in our 2021 Diocesan inspection; the quality of Religious Education was judged to be ‘Good’ overall.

Currently, all students in Key Stages 3 receive two lessons of Religious Education per week. Students in Key Stage 4 receive three lessons. At Key Stage 5, A Level students receive five lessons per week, while the core RE has one hour a week.

The Religious Education department has five full-time members of staff in addition to this post. We are a collaborative and supportive department seeking a candidate who will share our determination to inspire all students with a passion for the subject. We work collaboratively with local clergy, inviting them into school, and also enjoy going out on trips to visit other faith centres.

Having moved to a new build on City Way in February 2023, the department now has world-class facilities in which to deliver the curriculum. All staff, with the exception of those teaching a part-time timetable, have their own classroom, each fully equipped with new furniture and facilities. Nearby, the department has access to their own workroom, complete with telephone, and kitchen facilities, making this a space where colleagues can relax and collaborate effectively. We also have a school Chapel, complete with a modern interpretation of stained glass windows.

**Our History**

St. John Fisher Catholic Comprehensive School has a proud history of educating our local Medway community. Established in 1964, we are the only Catholic secondary school in the local authority. One of seven secondary modern schools in the area, we are a diverse community, proud to educate Catholic students as well as those of other faiths and none.

Our students often refer to us as their second family, and it is a great place to work as a teacher. Our community of staff is incredibly supportive of each other, and our personalised CPD programme means that everyone’s career development is supported in a way that is specific to them. We are passionate about work-life balance, finishing lessons early on a Wednesday afternoon so that CPD and meetings can largely take place during normal school hours, and we provide counselling services free of charge to those who need them. In addition, our feedback policy asks that staff read student books and then get the class to respond collectively in the next lesson in purple pen, rather than requiring that every set of books be deep marked on a frequent basis.

The school has been on a trajectory of improvement since the appointment of the Headteacher, Dympna Lennon, in September 2016. This was recognised in our ‘Good’ Ofsted in May 2019, with inspectors commenting that ‘standards across the school have improved since the last inspection’ and ‘Teaching, learning and assessment are strong across subjects.’ We were proud to be recognised as an ‘Outstanding’ Catholic school in our 2021 Diocesan Inspection. SJF’s sixth form offers a wide range of academic and vocational qualifications. It has a comprehensive intake, ranging from students who are re-taking Level 2 qualifications all the way to those who are enrolled in our Oxbridge programme which helps students to reach the top universities.

Having been the recipient of a multimillion-pound grant from the Department for Education’s Priority Schools Building Programme, we moved into world-class, purpose-built facilities in Spring 2023. Situated at the top of City Way looking down across Rochester and the River Medway, the school is equipped with enviable sporting and academic facilities.

SJF undoubtedly has a proud history, but we are even more excited about the future. We hope that you’ll want to be part of it.

**Our Mission Statement**

St. John Fisher Catholic Comprehensive School inspires students, spiritually and educationally forming them through Faith, so that they can achieve their aspirations and contribute to their community.

**Our Results**

**Key Stage 4 Overall**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **2016** | **2017** | **2018** | **2019** | **2022** |
| Progress 8 | -0.44 | -0.09 | -0.2 | +0.13 | -0.29 |
| Attainment 8 | 37.76 | 37.87 | 37.69 | 41.4 | 40.1 |
| English and Maths 5+ | N/A | 22% | 21% | 30% | 34% |

**Key Stage 4 Religious Education (2022)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Grade 4+** | **Grade 5+** | **Grade 7+** | **A8** | **P8** |
| **Religious Education** | 50% | 35% | 7% | 37.0 | -0.79 |

**Key Stage 5**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **All** Exams | **Applied** Results | **A Level** Results |
| Average as a grade |  | Merit | D |

**Key Stage 5 Religious Education (2022)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Grade C+** | **Grade B+** | **Grade A+** | **Estimated ALPS** |
| **A Level Philosophy and Ethics** | 29% | 14% | 0% | 5 |

**Commitment to Staff Wellbeing and Workload**

At SJF, we are committed to excellence in a sustainable way. This means we value our staff, devise policies with workload in mind and believe that everyone working in education should have the opportunity to enjoy the highest possible standard of wellbeing and mental health. We recognise that working in a deprived area is never going to be easy, but we are committed to ensuring it’s not any harder than it needs to be. Our approach to staff wellbeing and workload is underpinned by research and best practice.

***Ensuring efficient working practices regarding data, marking and feedback, behaviour management and curriculum planning (as outlined in the DFE school workload reduction toolkit:*** <https://www.gov.uk/guidance/school-workload-reduction-toolkit#wellbeing>)

1. Clear behaviour policy and support including centralised interventions and rapid response on call
2. Marking policy devised by teachers on a full timetable whereby staff read books every 4-6 lessons and then teach a feedback lesson, rather than time consuming deep marking on all work
3. Strategic placement of inset days including one at the end of the year to finish early for summer
4. Progress reports limited to twice a year for each year group
5. Wellbeing events held at the end of each half-term, not a work meeting
6. Break duties consolidated to two per week, taking place near the teacher’s room where possible
7. Lunchtime supervisors employed so teachers do not have to supervise at this time
8. Teaching timetables below the national upper limit of 90%.

***Ensuring communication is streamlined and effective***

* 1. One weekly briefing email to keep you informed of school-wide developments
  2. No expectation to answer work related email at evenings and weekends
  3. All deadlines are staggered, agreed with middle leadership annually, and published well in advance

***Ensuring staff are supported throughout the day***

* 1. Your own dedicated teaching room (for all full-time teaching staff except SLT)
  2. Free parking at the front of the school site, less than a minute’s walk from Reception
  3. Free breakfast for staff teaching exam classes during exam seasons
  4. Staff room onsite for rest and relaxation
  5. Workrooms in each departmental area with tea, coffee, water, fridges, and microwaves
  6. Food during all day events
  7. Fully staffed admin team, reprographics service and pastoral care leaders to support your work with students
  8. Staff treats provided in the last week of term at Christmas, Easter and Summer

***Investing in staff development***

* 1. At least fortnightly line management meetings with the first question focusing on wellbeing
  2. Investment in development of staff through a programme of personalised CPD and learning walks
  3. Opportunities to work across local Catholic schools to share good practice and strategy
  4. Non-punitive appraisal process that focuses on supporting staff to do everything they can to meet their targets, rather than penalising them if they are not reached despite this

***Bringing joy into the workplace and giving back***

* 1. Investment in the staff room and staff reflection space
  2. Staff clubs/socials (social secretary)
  3. Staff Christmas and summer parties
  4. Christmas and Birthday card for each staff member from the Headteacher
  5. Gifts for staff on weddings and new births
  6. Staff wellbeing coordinator

**How to Apply**

To apply, please complete our application form, downloadable from our website <https://stjohnfisher.school/home/about-us/vacancies/>. As part of this application, please include a supporting statement of no more than 1300 words, outlining your suitability for the role and stating how your qualifications and previous experience have prepared you for this position. **You are also asked to complete a Recruitment Monitoring form and a Rehabilitation of Offenders Disclosure form (also available from our website).**

Your completed forms should be returned to:

Ms. E. Liffen, Headteacher’s PA

St. John Fisher Catholic Comprehensive School

Ordnance Street

Chatham

ME4 6SG

Or by email to [e.liffen@stjohnfisher.school](mailto:e.liffen@stjohnfisher.school)

Closing date for applications: Closing date for applications: 9am on Friday 2nd June 2023

*Early applications are encouraged. We reserve the right to close the vacancy early if a suitable candidate is found Interviews will take place shortly after the closing date. If you have any questions, please contact Lucy Bennett, Assistant Headteacher, at* [*l.bennett@stjohnfisher.school*](mailto:l.bennett@stjohnfisher.school)*.*