



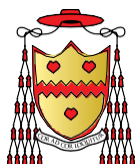
THE SAINT JOHN HENRY NEWMAN  
CATHOLIC SCHOOL



APPLICATION PACK 2023

Teacher of  
Religious Education





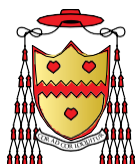
Our School was formed in 1987 from the amalgamation of St Angela's Catholic School for girls and St Michael's Catholic School for boys. We serve the North Hertfordshire Catholic community but our catchment area extends to Bedfordshire, East Hertfordshire and parts of Cambridgeshire. Originally, a 6-form entry School, the intake was increased to 210 in 1999 and increased to 8 form entry in September 2015. There is a high retention rate into the Sixth Form and many students apply to join our Sixth Form from other establishments. Consequently, the School has grown in size from 830 in 1993 to approximately 1550 in September 2019, with 350 students in the Sixth Form. The School became an academy as part of the Diocese of Westminster Academy Trust in 2012 and has benefitted from considerable investment in its buildings as a result, including a new £3.5 million Sports and Performing block (The Pavilion). A major refurbishment of the school estate is currently being undertaken with the provision of two new blocks. This will include new teaching accommodation, a dedicated sixth form suite, a greater number of computer rooms and improvements to the Library, Dining and Hall facilities. Two existing blocks and some temporary accommodation are being demolished and the final phase of the works includes relandscaping the school site. The first of the new facilities will be available in September 2022 and the work will be completed in 2024.



Our Mission Statement emphasises the practical nature of our religious character. We seek to offer a living Christian experience as a community in which each pupil is valued as an individual and is encouraged to achieve success in school life. Our Chapel is a central part of school life but it is in the day-to-day operation of school life that the School sees its aims being fulfilled. We want pupils and students to enjoy the experience of being part of the Saint John Henry Newman Catholic School community, to gain in self-confidence and to become young adults instilled with a sense of personal responsibility, social commitment and, hopefully, an awareness of their own distinctive spirituality. We want them to be equipped to change their world.

The pupil population is almost 100% Catholic and the School is heavily oversubscribed for places. Although not all staff are Catholic (teaching staff 40% are Catholics), all maintain and support the distinctive Catholic nature of the School and support the Headteacher in implementing the School Mission Statement. There is presently the equivalent of 93 full time members of teaching staff and there is a generous complement of support, technical, clerical and maintenance staff. Governors have for many years invested much of their revenue income to allow for relatively small teaching groups and relatively low contact ratios for teaching staff.





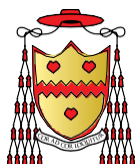
In years 7 to 9 pupils follow a broad and balanced curriculum based on the National Curriculum. Pupils in Year 10 and 11 follow a core curriculum of English, Maths, Science and RE with three subject choices. At Key Stage 4 we encourage students to follow the EBAC where this is appropriate, but we offer a wide range of GCSEs and the creative subjects (Art, Drama, Dance and Music) are very popular option. We offer a range of vocational courses for pupils for whom this is appropriate. Our current provision offers vocational courses in iMedia, Child Development, Catering and Sport. We have a large sixth form of approximately 400 students and there is a very wide range of A-level provision. Advanced Vocational courses are also offered in Art and Design, Production Arts, Digital Music Production, Music Performance. Applied Science, Sport and Health and Social Care. There are currently 306 pupils on the SEN register, of whom 27 have an Educational Healthcare Plan.

The School has an excellent academic reputation. In 2021/22 the students achieved: 89% GCSE English and Maths at 9-4, 38% of all GCSE grades achieved were 9-7, 68% A Level at A\*, A and B. At A-level the pass rate for the last three years has been over 99%.

The pass rate for Vocational courses has consistently been 100%. We are, however, conscious that we have the capacity to improve further and we are determined to do this on behalf of our pupils and students. Exam results, important though they are for opening doors for pupils in the future, do not determine success and happiness. Therefore, we have a strong enrichment and wellbeing programme that encompasses every pupils and student and a comprehensive career curriculum. We have been awarded with the Kitemark for emotional health and wellbeing for our work supporting students, their families and staff.

The number of pupils entitled to free school meals is relatively low (3.5%) with 10% of pupils receiving Pupil Premium. The ethnic composition of the School's population reflects the community which it serves. It is predominately white British (57%) but with significant proportions of ethnic minorities reflecting the Church's world wide mission and the growing number of new migrants employed primarily in health care and scientific research. Attendance is above the national average with very low unauthorised absence figures.





A Diocesan Section 48 inspection in November 2019 concluded that we are an "Outstanding Catholic School".

The 2018 Short OFSTED inspection concluded; 'We were immediately struck by the many smiling faces of pupils, who enjoy coming to school. When speaking to them, pupils universally highlighted how their teachers 'go above and beyond' to help them achieve well. Pupils display a real pride in their school. They talk enthusiastically about their strong relationships with staff and the sense of community where 'everyone goes out of their way to be friendly and make you feel welcome'.

Consistent with its aim of encouraging everyone to reach their full potential, the School places great emphasis on its pastoral care.

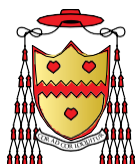
We operate at a very human level and recognise that it is our good and caring staff who sustain and develop our school. Our challenge is to maintain high quality provision, hopefully to continue to make changes to improve this, but above all, to honour the promise we make to every parent who chooses to send their child to our School - that each



child will be recognised and loved for who they are and that they will be offered excellent learning opportunities in a safe, caring and inspirational environment. We are looking to appoint individuals who will enjoy being part of this distinctive community and who will contribute to it by sharing their individual talents, character and commitment and, hopefully, sense of humour!

The Saint John Henry Newman School is committed to safeguarding and promoting the welfare of children and young people. All appointments are subject to a satisfactory enhanced DBS check.





## Job Description for Subject Teacher of Religious Education

Postholder: TBC  
Salary Range: TBC  
TLR Allowance: N/A  
Date: September 2023

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### 1 Introduction

You are accountable to the Governing Body through the line management structure shown in the Staff Handbook.

### 2 Part 1

You are required to maintain and develop the Catholic character of the School in accordance with the direction given by the Governors and expressed in the Mission Statement. You are required to support the Headteacher in implementing the Mission Statement and in maintaining the distinctive Catholic nature of the School.

### 3 Part 2

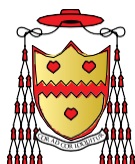
You are required to carry out the duties of a school teacher as set out in the current School Teacher Pay and Conditions of Service Document. This requires you to carry out such duties as the Headteacher may reasonably direct from time to time.

### 4 Part 3 – Job Purpose

- To contribute to the teaching of Religious Education (RE) under the direction of the Subject Leader
- To deliver the National Curriculum as outlined in KS3 and KS4 activity timetables provided by the Subject Leader
- To participate fully in the extra-curricular life of the school
- To be responsible for assisting in the development of schemes of work
- To carry out both Formative and Summative assessment procedures as outlined in the Department Handbook
- To effectively record assessments undertaken using the Department's central record systems
- To complete whole school data collection tasks as directed
- To contribute to monitoring and learning ideas during department inset and participate in practical training days focused on sharing good practice where appropriate.

### 5 Part 4 – Accountabilities

You are responsible to the Headteacher, the Leadership Team Member with responsibility for your Department and the Subject Leader.



You are required to:

- Undertake all reasonable precautions to safeguard the health and safety of students and staff at all times within the departmental area.
- Ensure that all students are treated fairly, consistently and with respect, that opportunities for reinforcing positive self-images are sought, that gender and race discrimination are actively discouraged.
- Encourage an environment and ethos which underpins and enhances students; learning and rewards students; achievements.
- Take active responsibility for formulating fair and consistent standards of discipline and follow up concerns according to the school's procedures.

## **6 Part 5 – Key Reasonability's and Duties**

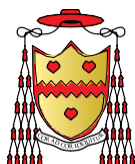
- To help in the organisation and supervision of departmental trips, visits and extra-curricular activities where appropriate
- In line with Department policy regularly liaise with parents on matters such as behaviour, participation levels and pupil achievement and anything relevant to the Department. Where necessary provide feedback through department concern and/or praise letters, telephone calls and/or messages through the pupil diary.
- Implement the Department's Rewards and Sanctions policy (as outlined in the Department handbook).
- Attend Parent Consultation Evenings.

## **7 Monitoring**

- To keep an accurate and up to date register for all classes taught
- Regularly mark pupils work in line with the School's marking policy. Monitor pupil progress and address underachievement using Departmental policies.
- To contribute to the development of self-evaluation procedures within the department.

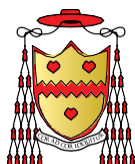
Signature of Postholder: \_\_\_\_\_

Date: \_\_\_\_\_



## Person Specification for Role

Essential	Desirable
<b>Qualifications</b> <ul style="list-style-type: none"><li>• Qualified Teacher Status (or will be gained this year)</li><li>• Good specialist subject knowledge through degree</li><li>• High standard of written and oral communication</li></ul>	<ul style="list-style-type: none"><li>• Evidence of recent relevant professional development</li></ul>
<b>Teaching and Learning</b> <ul style="list-style-type: none"><li>• Ability to teach RE from KS3 through to KS4.</li><li>• Excellent classroom teacher, or potential to be one, with the ability to reflect on lessons and continually improve their own practice</li><li>• Ability to contribute to a culture of high expectations amongst students and staff within their curriculum area, both academic and in terms of behaviour and attitudes</li></ul>	<ul style="list-style-type: none"><li>• Ability to teach RE at KS5</li><li>• Experience as a Form Tutor</li><li>• Experience of contributing to curriculum planning and development, and the organisation of resources</li><li>• Good understanding of the recent and upcoming changes to the curriculum</li></ul>
<b>Personal</b> <ul style="list-style-type: none"><li>• Genuine passion and a belief in the potential of every pupil</li><li>• Resilience and determination</li><li>• Motivation to continually improve standards and achieve excellence</li><li>• Ability to communicate effectively and relate well to others</li><li>• Good team player who contributes positively to teams</li><li>• Effective time management and organisational skills</li><li>• Commitment to equality of opportunity and the safeguarding and welfare of all pupils</li><li>• Fully support for the School's aims, values and Catholic ethos</li><li>• Demonstrate excellent attendance, punctuality and professional appearance</li></ul>	



## Departmental Contextual Information

### The Department

There are seven specialist RE teachers in the department, who together make up a successful team with experience, enthusiasm and motivation to develop new and forward thinking initiatives to improve the learning of all pupils and students. Teachers deliver the curriculum across Key Stage 3, 4 and 5 play an active role in departmental development, enrichment and developing the spiritual life of the school. Staff work together closely on the preparation, production and evaluation of resources and collaboratively review schemes of work and assessments. The RE department work closely with the Chaplaincy team who support the work of the RE department both in classroom and non-classroom based learning.

### Accommodation and Resources

The hub of the department is centred in the Nash block, which was opened in 2000. There are 5 dedicated Religious Education rooms, all of which have an interactive whiteboard, a PC connected to the school network and in-room storage. Staff within the department have built a large library of resources, including books, DVDs, videos and electronic resources which are centrally stored in the departmental office and therefore available for general use by all departmental staff. The department office has provision for staff to work during their non-contact time in addition to communal work areas. Staff also have access to the school Chapel in which they can timetable lessons.

### The Curriculum

#### Key Stage 3

All pupils in Key Stage 3 are timetabled to receive five 1 hour lessons over a two-week timetable. Teaching groups are mixed ability and pupils are taught in tutor groups in years 7 and 8. All pupils in Key Stage 3 receive a broad and balanced RE curriculum based on the guidance of the Bishops of England and Wales in the Curriculum Directory. The schemes of work are broadly based on the traditional '*The Way, The Truth and The Life*' model and all textbook editions of this programme are available for use within the department. Other key teaching resources are centrally coordinated for teacher reference. Pupils in Key Stage 3 are assessed each half term and at the end of the year.

#### Key Stage 4

All pupils in Key Stage 4 are timetabled to receive five 1 hour lessons over a two-week timetable. Teaching groups are mixed ability classes. The delivery of the GCSE content starts in Year 9 and all pupils in Key Stage 4 are studying Edexcel Specification A: Catholic Christianity, Judaism and Philosophy and Ethics

#### Key Stage 5

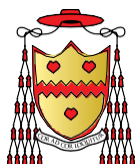
Students can opt to study Edexcel Religious Studies A Level. This comprises of the three components, Ethics, New Testament and Philosophy taught by religion, philosophy and ethics specialists. Students are timetabled to receive nine, 1 hour lessons over a two-week timetable. All students in the Sixth Form are timetabled to receive two 1 hour lessons of 'Core Religious Studies' every two weeks. This is a compulsory course and is assessed by teachers across the course of the year.

### Enrichment

There are a number of enrichment opportunities offered and supported by the Religious Education Department. There is an annual trip for each of the year groups at Key Stage 3:

- Year 7 Friendship Days early in the autumn term, ran by the Chaplaincy team
- Year 8 visit churches in Stevenage Old Town in the last half of the summer term
- Year 9 visit the Masorti synagogue, St Albans in the summer term to support their GCSE course





The department offers and directly supports a wide variety of enrichment opportunities for pupils and students within school. There are a number of visitors and groups we have welcomed to the school in recent years, including:

- Ten Ten Theatre for Years 8 – 10
  - Members of the local mosque, Baptist church and Coptic church
  - University Chaplains for students considering university application
  - Grade booster revision days where the school hosts visitors from other schools in the region
- After school sessions are offered to examination groups in both Key Stage 4 and 5 as a matter of course. These are coordinated with the support of the whole department.

Within curriculum time pupils and students from Year 7 to Year 13 have the opportunity to learn and worship together in the school chapel and the department works very closely with the school's Lay Chaplain to support whole school worship and liturgy.

Pupils and students also have the opportunity to join a variety of groups, with which the RE department have close ties, including the student Chaplaincy teams, Fair Trade and the Young Philosophers' group. Recent opportunities to travel with the school to Auschwitz, Lourdes, to Uganda and to World Youth Day have all been offered to students and pupils and coordinated by members of the department and Chaplaincy team.



## Benefits of working at The Saint John Henry Newman School

### Superb working conditions

- Excellent transport links – close to the A1 and 30 miles to central London. Stevenage to London is just over 20 minutes on the train.
- Stevenage is an area with more affordable housing, than other areas of Hertfordshire. Staff also choose to live in the beautiful villages and market towns of North Hertfordshire.
- Secure free car parking for all members of staff
- Excellent staff facilities including free tea and coffee and microwaves and fridges in the staffrooms
- Staff association which provides gifts, flowers and cards for leavers and staff with significant life events
- Social activities e.g. Friday after school football, staff choir, staff book group, running club, Christmas party, informal nights out, staff pantomime
- Child care voucher scheme
- Flu vaccinations for all staff
- Excellent teaching facilities with the new and refurbished buildings
- Supportive of flexible working
- Ensuring equality and diversity is a priority
- Governors focused on Staff wellbeing

### A thriving community where you can enjoy teaching

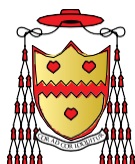
- Oversubscribed school with close link with the community and supportive parents
- Exemplary student behaviour which is always commented on by visitors
- Extensive range of extracurricular activities and enrichment – much of which takes place within the school day so there is no expectation to give up free time
- All teachers are issued with a laptop



- Workload is constantly being reviewed e.g. email protocols to reduce number of emails, assessment policy to reduce time spent marking
- Generous non-contact time
- Very large sixth form so many opportunities to teach this age group
- Lessons are taught by subject specialists
- Many opportunities to work with students and participate and support in local, national and international fundraising and awareness opportunities

### A serious commitment to professional development

- New staff induction programme – September-November
- Performance Management that is focused on developing teacher's careers in the areas that they wish
- Bespoke professional development opportunities – Masters, NPQs, Educator Led Development Programme, exam board training, in school opportunities to develop teaching and leadership, ECT and ECT + 1 programme
- Whole school CPD focuses on teaching and learning and there are many opportunities for staff to become involved in the design and facilitating of INSET



## Application

School visits are welcomed and encouraged by prior arrangement. To arrange this, please contact Mason Emoli, Office Manager [emolim@jhn.herts.sch.uk](mailto:emolim@jhn.herts.sch.uk) or by phone 01438 314643.

Application is by the CES application form. Please send completed forms to [hr@jhn.herts.sch.uk](mailto:hr@jhn.herts.sch.uk)

**Closing Date: Insert date** but we may hold interviews as and when applications are received.

With this in mind, you are encouraged to apply as early as possible.

**Interview Dates are to be confirmed once shortlisting has been completed.**





# MISSION STATEMENT

Our mission is to be:

*A Living, Christian Experience*



## INSPIRED BY

- love of the Creator
- faith in Jesus Christ
- hope from the Holy Spirit.

## IN SERVICE TO

- the needs of our students
- the parents and guardians of Our students
- the educational mission of the Catholic Church

## WE BELIEVE

- in the goodness and beauty of God's creation
- in the goodness, dignity and worth of each person
- that everyone has a unique spiritual identity which they are called to fulfil
- in loving one another and yourself for the person that you are
- that all have rights, roles and responsibilities for which they are accountable
- in discovering and nurturing our God-given gifts
- in celebrating the personal development of each individual
- that the quality of teaching and learning is of fundamental importance
- in developing informed minds. capable of making informed and considered decisions
- that everyone thrives in a secure, safe and structured environment
- in forgiveness and being forgiven
- in celebrating and living our faith, and reaching out to others

and that learning is a life-long journey through which each person should aspire to make the world a better place.