



THE  
**BRIAN CLARKE**  
CHURCH OF ENGLAND ACADEMY

**Candidate Pack**  
**Teacher of Religious Studies**

# Welcome from the Headteacher

Mrs A Ash, MA, NPQH



Thank you for your interest in the post of Teacher of Religious Studies at The Brian Clarke CE Academy.

An RS Teacher role in a new school is an opportunity education professionals dream about. You will be part of a talented and committed staff team that is growing a school from Year 7 upwards, supporting the development of its ethos and embedding it into the community of school. We also have the benefit of a brand-new building, with state-of-the-art facilities, and supported by the local, successful, and experienced Cranmer Education Trust.

This is an exciting and challenging role. It is a post for a dedicated, energetic and creative professional. The demands will be varied, interesting and developmental, and will put you at the heart of a school where staff and students are growing exponentially year on year. The person specification for Teacher of Religious Studies sets out the key experience, commitment and essential professional skills and qualities that we are looking for.

This is a CE school and the person we appoint must be able, with integrity, to uphold and model Christian values and lead assemblies which have worship at the heart, supported by the Trust's Lay Chaplain and the pattern and resources for worship themes and celebrations which apply across all our schools.

Working for The Brian Clarke CE Academy means that you would be part of the Cranmer Education Trust, a successful, growing Trust which prides itself on looking after its people, offering a high-level of support and access to expertise. This is an excellent time to join the team, as we develop collaborative structure and systems to enhance and support our growing family of schools.

Alongside Brian Clarke, the Trust is made up of primary and secondary schools across Oldham and Rochdale. The Trust also incorporates a teacher training school and the East Manchester Teaching Hub and a MFL hub, which support the training and development of new and existing teachers across the North West of England.

For further details, please visit [careers.cranmereducationtrust.com](https://careers.cranmereducationtrust.com)

## About The Brian Clarke CE Academy

The Brian Clarke Church of England Academy opened with a founding team of staff in September 2022 to 240 young people and will continue to grow annually to a student body of 1,200 by 2026.

We moved to our beautiful, purpose-built building in May 2023, situated on our accessible town centre site on Bloom Street, Oldham.

---

*Our patron, Brian Clarke, has donated a large stained-glass window to the school which adorns the entrance hall, reflecting the multi-cultural nature of the school and shining light into and out of the building to the community.*

---



The school reflects the community it serves. It is multi-cultural, multi-ethnic, and multi-faith within a Church of England ethos. There is a balance between faith intake and non-faith intake from 3 concentric circles of one, two and three miles around the school. 'Faith' equally includes all Christians, as well as members of the other five major world faiths of the Interfaith Network.

The key elements of the curriculum include:

- A rich, broad EBacc curriculum up to GCSE
- Compulsory Religious Studies within the core curriculum up to GCSE
- MFL (German) to GCSE
- A rich KS3 provision which includes the arts, technology, computing, citizenship, and the Bronze Duke of Edinburgh Award in Year 9
- A sequentially planned pastoral curriculum that builds in worship, CEIAG, and form reading. This takes places daily for 30 minutes.
- An aspirational co-curricular provision built into Period 6, which runs Monday to Thursday 2.45pm – 3.30pm. All students take part in two activities per week.
- A facility to support literacy and numeracy to catch up (7.45 – 8.10am) each morning.

---

*The curriculum is underpinned by a consistent pedagogy that understands how students learn, and a rigorous approach to reading and literacy, building character and resilience.*

---

We aim for all our students become good human beings: good friends, good neighbours, and good citizens. People we are proud to know. Their social and emotional development, their self-respect, and their ability to self-manage are just as important as their cognitive development. Students who are happy and secure in their school learn well and become successful people. High quality pastoral care is at the core of all we do.

In brief, we are looking for:

- A teacher committed to ambition, excellence, and community, who will work with the Senior Leadership Team to drive the growth and development of The Brian Clarke CE Academy. You will play a key role in driving BCA to become an outstanding provider for young people, and continue to be a school where staff, who are committed and ambitious for young people, take pride in and enjoy their work.
- An inspiring, informed educator with a clear understanding of what makes outstanding educational provision for all, and the ability, understanding, and experience to lead, develop and manage a staff team to achieve this.
- Someone who will go the extra mile for students, not because they are asked to but because they want to; someone who will do their utmost to ensure all our students progress to the future destinations of their choice.
- Someone who will inspire students and the staff they work with, and build strong relationships with our parents, carers and community partners.

We offer:

- Opportunities for professional development in a growing Trust
- Schools: a strong school community that places children, families and staff at the heart of everything we do
- A supportive team who will work with and alongside you to achieve the very best
- Teachers' career average pension scheme with a generous employer contribution
- Central Oldham location, close to good transport networks, less than 7 minutes from nearest bus or tram stops.

The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The Cranmer Education Trust follows Safer Recruitment practices. This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1974, 2013 and 2020, and appointment is therefore subject to satisfactory Enhanced Disclosure form the Disclosure & Barring Service.

The successful candidate must be available for new staff induction days on Thursday 28 and Friday 29 August 2025.

Applications must be received no later than **9am on Friday 7 March 2025**.

Interviews for this position will be on **Friday 14 March 2025**.

Thank you for your interest. We look forward to hearing from you.

Yours faithfully



**Mrs Allison Ash, MA, NPQH**  
Headteacher, The Brian Clarke CE Academy





**“As a member of the founding team I have had the pleasure of growing the BCA family. Our talented team of support staff, teachers and leaders provides the most supportive professional environment you could wish for; one where you can flourish and progress in your career.”**

Mrs R Dickinson, Director of English

**“Working at Brian Clarke is special. We are part of building a legacy. We are cultivating a culture that is ambitious for all stakeholders. The staff support for one another is really special; we are one team. Be part of our journey!”**

Mr A Ahmed, Head of Year 8 and Teacher of RS



**“Brian Clarke is a truly special place. Brilliant staff and students, and a wonderful culture and routines that allow EVERYONE to shine!”**

Mrs J Carey, Library Manager & Worship Coordinator

**“Beautiful building, lovely children and the most supportive colleagues I have ever worked with!”**

Mrs F Briggs, Science Teacher



# Additional benefits when working with The Brian Clarke CE Academy

Here at The Brian Clarke CE Academy, we provide a competitive salary, plus extra benefits when joining us and for years of service.

## Work life, health and work/life balance

- Free parking on site, but also within 5 minutes' walk of Oldham Bus Station, and 7 minutes' walk from King Street Metrolink tramp stop.
- Regular Staff Fellowship activities for socialising and wellbeing.
- Annual leave allowance for non-teaching staff rising in line with years of service.
- Flexible working arrangements for non-teaching staff, and a supportive culture to ensure all teaching staff are able to work with the flexibility they need.
- Employee Assistance Programme, Health One by TELUS Health. This includes an app with wellbeing assistance, latest updates on The Cranmer Trust health initiatives, advice for carers, and fitness sessions.
- Perks, discounts and cashback offers for major retailers, holidays, restaurants and bars via the Health One app.
- A Menopause Support Programme with Newson Health

## Professional development

- Ongoing, high-quality professional development opportunities
- A growing school that offers real career progression
- Weekly CPD training for all teaching staff
- An Assessment and Feedback Policy developed by teachers, for teachers.



# Job description:

## Teacher of Religious Studies



THE  
**BRIAN CLARKE**  
CHURCH OF ENGLAND ACADEMY

Job Title	Teacher of Religious Studies
Contract:	Permanent
Probation period:	6 months
Hours:	Full time, term time
Location:	The Brian Clarke CE Academy, Bloom Street, Oldham, OL9 6BP
Salary	Main Pay Scale

As Teacher of Religious Studies, you will be joining a highly motivated team of teachers. Our RS curriculum has been designed to ensure depth of understanding for all students and our team works collaboratively with a focus on the latest pedagogical ideas and methods.

Centralised but flexible resource planning enables teachers to teach responsively, and a sensible assessment and feedback policy ensures that students make progress at every stage, allowing teachers to focus on planning excellent explanations and learning sequences.

Information about our curriculum can be found here: [Key Stage 3 - The Brian Clarke Church of England Academy](#)

### Job Purpose

1. To contribute actively and substantially to building, communicating and implementing the Trust's vision of Ambition, Excellence and Community and the school's commitment to all young people to 'Let Your Light Shine'.
2. To actively model and promote the values, vision and ethos of this Christian school which serves a multi-faith, multi-ethnic community.
3. To have an understanding of what makes outstanding educational provision in your designated subject area.
4. To plan and teach a broad, balanced, and relevant curriculum within your subject such that all students are included, challenged and supported, and so that all can progress and achieve.



# Job description:

## Teacher of Religious Studies



THE BRIAN CLARKE  
CHURCH OF ENGLAND ACADEMY

5. To monitor, review and support the overall progress and development of students as a teacher and as a pastoral tutor.
6. To seek to inspire in students, as teacher and tutor, a love of learning and to foster imagination, creativity, confidence, independence and respect for others.
7. To contribute to the school's co-curricular (period 6) and extra curricular provision.

## Key responsibilities

### TEACHING AND LEARNING

1. To deliver an academic, aspirational, broad, balanced, relevant and responsive curriculum in your subject area(s).
2. To contribute to the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in your subject area(s).
3. To be evidence informed, keeping abreast of local, national and global sources of credible information and using this to inform curriculum, assessment and CPD in your subject area(s).
4. To consistently and effectively plan lessons to meet students' individual learning needs, using a range of appropriate strategies for teaching and classroom management.
5. To consistently and effectively use information about the prior attainment of students to set well-grounded expectations for students and monitor progress to give clear and constructive feedback.
6. To work with new technologies and help develop their use to promote teaching, learning and experience of students.
7. To ensure that the learning environment is organised, attractive and stimulating.
8. To prepare and update subject materials.
9. To set and mark home learning according to school policy.
10. To comply with our Health and Safety policy.

### MARKING, ASSESSMENT AND REPORTING

1. To mark and assess students' progress according to whole-school policies and as requested by external bodies.

# Job description:

## Teacher of Religious Studies



THE  
BRIAN CLARKE  
CHURCH OF ENGLAND ACADEMY

2. To maintain appropriate records and provide relevant accurate and up-to-date information to support the overall monitoring of students' progress according to school policy.
3. To complete accurately reports on students' progress for parents according to school policy and the school calendar.
4. To communicate with parents of students about their progress as appropriate and according to school policy.
5. To take part in liaison activities including parents' evenings, open days/evenings, review days.

### DEPARTMENTAL

1. To assist in the development of curriculum, schemes of work, assessment policies and teaching and learning strategies in the department.
2. To support the department's effective organisation and management.
3. To contribute to the department's improvement planning.
4. To liaise professionally with other colleagues across the school, and external agencies as necessary.
5. To contribute to the school's co-curricular (period 6) and extra curricula provision.

### PASTORAL

1. To be a form tutor to an assigned group of students.
2. To actively model and promote the values, vision and ethos of this Christian school, which serves a multi-faith, multi-ethnic community. Tutors should attend year, school and chaplaincy assemblies and sit with students as a community worshipping together.
3. To use the school's MIS to monitor attendance, behaviour and progress of students in their tutor group in line with policy.
4. To plan interventions as necessary if a student appears to be underachieving, referring any concerns to the Head of Year as pastoral line manager.
5. To help collate and act upon any information passed on which concerns students within the tutor group.
6. To contribute to induction and transition days as required.

# Job description:

## Teacher of Religious Studies



THE BRIAN CLARKE  
CHURCH OF ENGLAND ACADEMY

7. To help prepare students for transition as required.
8. To oversee the welfare and discipline of every form member and report any concerns which might need parental / external agency involvement to the Head of Year and any issues of Safeguarding to the Designated Safeguarding Leads. Tutors should never promise absolute confidentiality.
9. To model, implement and champion consistently the 'Brian Clarke Way', maintaining high standards of behaviour, attendance, punctuality and dress in accordance with school policy and procedures.
10. To register students accurately using the school systems, follow up punctuality and attendance concerns in line with school policy.
11. To develop a sense of community and active citizenship within the form group and year and taking active responsibility with the students for the appearance of the form room.
12. To organise the election of form captains.
13. To deliver the planned pastoral curriculum on form worship, careers, literacy and wellbeing (PSHRE).
14. To seek professional support if there are any areas of the pastoral curriculum that present challenges.
15. To ensure that home-school communications are efficient, and encourage good and positive relationships with parents, guardians and carers.
16. To attend year group meetings and contribute positively to the team.
17. To fulfil supervision duties in school in line with published duty rotas.
18. To contribute to the pastoral team's enrichment programme for students.

While every effort has been made to set out the main duties and responsibilities of the post, each individual task undertaken may not be identified.

**This post is subject to an enhanced DBS disclosure check through the Disclosure & Barring Service.**

**This job description is a guide to the duties and should be read in conjunction with the accompanying person specification (please see next page).**

# Person Specification:

Teacher of Religious Studies



THE BRIAN CLARKE  
CHURCH OF ENGLAND ACADEMY

In your application form there will be a section about Knowledge and Experience. In this section, please explain to us as fully as you can how you meet the criteria listed in the Person Specification below. Use real-life examples of your work and its impact where possible.

Please do not include a Curriculum Vitae.

Person Specification – Teacher	Essential or Desirable	How identified Application (A) Interview (I)
<b>Educational Qualifications</b>		
Good honours degree (or equiv.) in relevant subject	E	A
PGCE or equivalent and Qualified Teacher Status	E	A
Relevant and successful teaching experience	E	A/I
<b>Teaching and Learning</b>		
Passionate commitment to the subject(s) domain and the ability to enthuse and inspire young people across the full ability range.	E	A/I
Sound understanding of the effective curriculum design and pedagogy in the subject(s) domain.	E	A/I
Sound understanding of the effective assessment design in in the subject(s) domain.	E	A/I
Good working knowledge of National Curriculum, specifications, and assessment criteria in main subject area.	E	A/I
Positive, confident and forward-looking approach to the teaching of the subject(s) domain.	E	A/I
Ability to use ICT and technology in the classroom.	E	A/I
Evidence informed classroom practitioner who can build positive relationships with pupils.	E	A/I
A passionate belief in the Trust's vision of Ambition, Excellence and Community and the school's commitment to all young people to 'Let Your Light Shine'.	E	A/I
Experience/ability to lead on co-curricular and extra curricula activities.	E	A/I
<b>Personal and Professional Qualities</b>		
Excellent time manager	E	A/I
Resilient, intuitive, tactful	E	A/I
Intellectually and organisationally agile and well-organised: open to new directions, continuously pro-active and thinking ahead, whilst planning and structuring what needs to be done to translate aspiration into reality	E	A/I
Professional reliability re attendance, punctuality, and deadlines	E	A/I
Good interpersonal skills, the ability to empathise with young people and build positive relationships with pupils and colleagues	E	A/I
A team player with a 'can-do' approach	E	A/I
A commitment to personal, professional development and becoming the best that you can be	E	A/I
<b>Ethos</b>		
Ability to support, uphold and model the Christian ethos of the school within a multi-faith, multi-ethnic school community	E	A/I
The ability and willingness to lead Christian worship with integrity. All staff are fully supported in leading worship by the Trust's lay chaplain	E	A/I
<b>Safeguarding</b>		
Committed to the protection and safeguarding of children and young people	E	A/I

**Any candidate with a disability who meets the essential criteria will be guaranteed an interview.**

# Person Specification:

Teacher of Religious Studies



THE  
BRIAN CLARKE  
CHURCH OF ENGLAND ACADEMY

## How to apply

We only accept applications via our online portal, [careers.cranmereducationtrust.com](https://careers.cranmereducationtrust.com).

Applications must be received no later than **9am on Friday 7 March 2025**.

Interviews for this position will be on **Friday 14 March 2025**.

If you have any questions or queries, or would just like to chat about the role, please get in touch via e-mail on [headteacher@brian-clarke.org](mailto:headteacher@brian-clarke.org).

**We look forward to hearing from you!**