



Thornleigh
Salesian College

JOB **APPLICATION** PACK

Subject Leader of RE



Thornleigh Salesian College
Sharples Park • Bolton • BL1 6PQ
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contact@thornleigh.bolton.sch.uk
thornleigh.bolton.sch.uk



JOURNEY TO OUTSTANDING

73% ENGLISH AND
MATHS 4+

4 YEARS OF POSITIVE P8

“Students say the
best thing about
their school is
their teachers.”

Ofsted 2019



WELCOME FROM THE HEADTEACHER

“Staff say they are
proud to be part
of a supportive
community.”

Ofsted 2019

Thank you for your enquiry about the current vacancy at Thornleigh Salesian College.

This is a very exciting opportunity to join our successful 11-18 Roman Catholic School. We are under the trusteeship of the Salesians of Don Bosco and this identity shapes everything that we do for the young people in school.

As a highly regarded, oversubscribed school both locally and in the Diocese of Salford we work tirelessly to strive for excellence in all that we do. Ofsted (2019) continues to judge our school as good, recognising that ours is a school that children enjoy coming to and where they are safe. Recruitment of outstanding staff is paramount and as a result our children say that 'the best thing about their school is their teachers'.

Thornleigh Salesian College is a rewarding place to work, relationships between colleagues and students are an abiding strength.

Staff in our school work hard, they are totally dedicated to the young people that they work with.

There is a sense of ambition that permeates all elements of our school and we relish the challenge of providing all our students with the provision, resources and opportunities to be the best that they can be.

Staff in our school are treated well – we are totally committed to the continued professional development of all our colleagues and we take seriously our responsibility to develop the leaders of the future. We are equally committed to staff well-being and provide a generous package of support in order to help all colleagues achieve a healthy family and work life balance.

I hope that you find the information in this pack useful and it helps you to make the decision to apply, however if you wish to discuss the post further please do not hesitate to contact me.

Yours Sincerely
Andrea O'Callaghan
Headteacher



JOB VACANCY

Subject Leader of RE

Scale: T1-T9 +TLR 1C (£10,202)

Full time / Permanent post

Required from September 2021



“ Leaders have created a **caring ethos** where pupils enjoy learning and **achieve well.**”

Ofsted 2019

We are seeking to appoint a dynamic and enthusiastic well qualified practising Catholic to lead our Religious Education Department. We are committed to fulfilling the mission of St John Bosco to educate good Christians and honest citizens.

The RE department is at the core of our school, the extensive team are experienced teachers and role models who consistently deliver excellence for our students both in terms of academic qualifications and wider spiritual experiences.

As Subject Leader you will lead all aspects of learning and teaching in this curriculum area, ensuring that students' needs are met and achievement and progress are both high. You will also make a significant contribution to the spiritual life of the school working with the Director of the Catholic Life of the school and the school chaplaincy team.

If you are:

- a practising Catholic who is a role model for young people
- passionate about working with our students

- excited about developing first class teaching and learning
- ambitious for yourself and the students you teach

Then we would love you to come and work with us.

Closing date: 12noon Monday 8th March 2021

Shortlist: Wednesday 10th March 2021

Interview date: w/b Monday 15th March 2021

The job pack and application form can be downloaded from the school website at **www.thornleigh.bolton.sch.uk**

Completed applications should be emailed to **recruitment@thornleigh.bolton.sch.uk**

Thornleigh Salesian College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to complete an enhanced DBS check.

Job Description

Every member of staff at Thornleigh Salesian College is expected to endeavour to maintain and develop the Catholic and Salesian character of the school, and to support and promote the aims and mission of the school in and through the exercise of all contractual duties and any voluntary activities. All appointments are made under the terms of the Catholic Education Service Contract.

Post Title	Subject Leader of Religious Education
Salary Scale	T1-T9 +TLR 1C (£10,202)
Reporting to	Director of the Catholic Life of the School
Responsible for	Teaching and Associate staff within the department
Main Areas of Responsibility	<p>To provide strategic leadership of the Religious Education Department, including the application of the school's policies and development priorities, to secure high level aspiration, progress and attainment for all students at Thornleigh Salesian College in Religious Education.</p> <p>To ensure the provision of an appropriate broad, balanced, relevant and differentiated curriculum for students studying in the department, in accordance with the aims of the school and the curricular policies determined by the Governing Body.</p> <p>To be accountable for leading staff, managing departmental resources and ensuring student progress and development in RE.</p> <p>To lead, monitor and evaluate the department's provision and work with and motivate departmental and support staff to ensure that students consistently receive the highest standard of education provision. To ensure that students are well motivated to achieve their potential.</p> <p>To support the school's aims and objectives, take a full part in the liturgy and prayer life of the school and play a major role in the development of the school's Salesian Catholic ethos and fulfilment of the School Mission Statement.</p>
Main Duties	
Ethos	<ul style="list-style-type: none">• To work within the School Community to support, enhance and develop the Salesian Catholic ethos of our school through Collective Worship and liturgical celebrations.• To participate in the pastoral care of students and to support and promote the policies, ethos and values of the school.
Strategic Planning	<ul style="list-style-type: none">• To produce and implement the department development plan• To devise, implement, monitor and evaluate the whole school strategic plan for RE• To attend and deliver relevant CPDL, INSET and training• To assist in establishing a comprehensive subject handbook and annual development plan which carries forward school aims and policies and identifies

<p>Learning & Teaching</p>	<p>resource needs. This will engage all subject staff in the creation, implementation and review of innovative schemes of learning which encapsulate the most up to date Religious Education pedagogy.</p> <p>To ensure that:</p> <ul style="list-style-type: none"> • The department uses data effectively to aid ensure accurate fine grading and assessment, providing support and guidance to staff to ensure understanding and consistency. • Rigorous monitoring and evaluation of student progress targets in place to ensure measurable and significant contribution to whole school targets. • Analysis of student and staff performance data is done to facilitate intervention strategies to maximise student achievement. • Standards of teaching in Religious Education is outstanding and never less than consistently good, to ensure all students make consistent and sustained progress. • Teaching and learning is monitored to ensure students are highly motivated and make consistent progress across the subject. • Teachers systematically and effectively check student understanding throughout lessons, and intervening where required ensuring effective learning. • The teaching of reading, writing, communication and mathematics is effectively incorporated into lesson plans across the subject. • Departmental staff generate high levels of engagement and commitment to learning across the subject. • High quality marking and constructive feedback from teachers is consistently in place. • Quality teaching strategies used with focused support and intervention to ensure exceptional learning in the subject.
<p>Student Achievement</p>	<p>To ensure that:</p> <ul style="list-style-type: none"> • Students make at least expected progress and exceed this where possible • Students have a quality understanding and make consistent progress across the subject • A wide range of skills (reading, writing, communication, mathematics) are developed and successfully applied by students to ensure preparation for next learning or employment stage • Groups of students (SEN, more able, Pupil Premium) make good progress and achieve their potential • Attainment of all groups are at least in line with National Average (more able, pupil premium) with many achieving above this. Quality strategies to be in place to 'close the gap'.
<p>Leadership and Management</p>	<ul style="list-style-type: none"> • Responsible for Religious Education in Key Stages 3,4 and 5 • Ensuring effective schemes of work to engage students and incorporate statutory requirements • Management of assessment and tracking of student progress • Ensuring resources for all key stages • Holding RE staff to account through Quality Assurance and Appraisal procedures • Monitoring student reports • Attending relevant meetings • Monitoring CPD impact

Other Responsibilities	<ul style="list-style-type: none"> • To follow the statutory requirements and guidance of School Teachers Pay and Conditions Document (STPCD) and the schools pay policy which is adapted from the LA pay policy. The expectation is that teaching will be at least good; this means that all teachers are expected to meet the Teacher's standards to a good level as appropriate to the stage of their career development. • To undertake the role and responsibilities of a Form Teacher / Sixth Form Group Tutor (as specified in the Staff Handbook) • To carry out any other duty as specified by STPCD not mentioned above. • To comply with any reasonable request from a manager to undertake work of a similar level which is not specified in this job description. • To engage actively in the performance review process • To be committed to continuous professional development
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Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task may not be identified.

This job description details duties and responsibilities but does not indicate the amount of time to be spent carrying them out. No part of it may be so construed. In allocating time to the performance of duties and responsibilities, the post holder must use directed time in accordance with the school's policy as published in the Staff Handbook and having regard to the School Teachers' Pay and Conditions Document.

This job description is current at the date shown, but, in consultation with the post holder, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.

Person Specification

The successful candidate must be able to demonstrate that he/she has the qualifications, experience, knowledge, abilities and personal qualities outlined below. References obtained about candidates will also be used in the assessment of their suitability for the post.

Essential	Desirable	Method of Assessment
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Qualifications, Training, Experience

<ul style="list-style-type: none">• A relevant degree and teaching qualification• Qualified Teacher Status• Post qualification professional development• Experience as TLR holder / Assistant Subject Leader in RE Department• Evidence of outstanding classroom teaching to at least GCSE level• Evidence of leading on department self-evaluation and assessment for learning• Experience of effective use of data to challenge underperformance• Proven record of raising standards• Good prioritisation and time management skills	<ul style="list-style-type: none">• Catholic Teachers' Certificate• A level teaching experience	Application form, observed lesson and interview
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Knowledge and Abilities

<ul style="list-style-type: none">• To have detailed knowledge of the requirements of the Religious Education Curriculum• Conversant with the planning and delivery of KS3 and KS4 Religious Education courses with a view to improving attainment and achievement• Ability to promote Spiritual, Moral & Cultural development of students• The ability to use data, resources and initiatives to raise attainment for all students• Able to use interventions effectively to aid attainment• Evidence of using new initiatives successfully• Proven interpersonal skills to form and promote positive relationships with staff, students, parents, external agencies• Set high expectations for students and establish a clear framework for classroom discipline promoting good student relationships and independence	<ul style="list-style-type: none">• Conversant with the planning and delivery of 'A' level Religious Education courses	Application form, observed lesson and interview
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whilst managing student behaviour constructively. <ul style="list-style-type: none"> • Good communication skills • The ability to manage the work of others and monitor and evaluate the quality of their work. • Work effectively as part of a team developing positive relationships with colleagues, students, parents and other agencies as appropriate. • The ability to lead and use innovative ICT to facilitate learning. 		
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Personal Qualities

<ul style="list-style-type: none"> • Practising Catholic • Ability to work under pressure, meet deadlines and remain calm • Good time management and organisational skills • Clear dedication to teaching as a career • Energy and enthusiasm and a liking for work with young people • Flexibility and an ability to respond creatively to changing circumstances • Appropriate professional dress and appearance • Sense of humour 	<ul style="list-style-type: none"> • Commitment to extra-curricular activities 	<ul style="list-style-type: none"> • Application form/interview • Application form/interview • Application form/interview • Application form/interview • Interview and interaction with others whilst visiting school • Interview • Interview
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Date Job Description and Person Specification prepared by/updated	A O'Callaghan / February 2021
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