



Education
Partnership
Trust

High Expectations • Commitment • Ambition

Candidate Information Pack

Religious Education Teacher (Maternity Cover)

Pleckgate High School



A message from the Headteacher

“Pupils at this school are strongly supported to develop aspirational goals for their future lives. They thrive in a well-established culture of high academic expectations”. **Ofsted 2024**

Thank you for expressing an interest in the position of Religious Education Teacher at Pleckgate High School.

This is a special opportunity for an outstanding, ambitious and dynamic individual to join an outstanding school at an exciting stage of its journey. We welcome applications from a range of candidates for this exciting post, we are able to provide the necessary professional development to support the successful candidate in their teaching career. We would welcome applications from candidates who are interested in working part time.

We have an excellent CPD programme in place to support staff who are either new to the profession or wish to prepare for the next step in their career. We will provide mentoring, coaching and bespoke training for the right candidate.

Our Religion and Worldviews Department is very successful, all pupils study Edexcel Religious Studies at GCSE and we achieve excellent results. Pupils enjoy and value their lessons, extracurricular activities and opportunities to discuss and debate big questions and topics. We also deliver PSHE to both key stages and we would wish for the successful candidate to bring their knowledge, creativity and enthusiasm to both the design and delivery of both Religion and Worldviews and our PSHE curriculum.

We are a dynamic forward-thinking department who works with a number of partner organisations such as the Anne Frank Trust, Solutions not Sides and we have recently applied for the REQM Award celebrating outstanding practice in the study of religion and worldviews. In February 2022, we became one of eight Anne Frank Trust Schools in the UK and we are currently one of ten schools working towards the Olive Branch Award with Solutions Not Sides. We also offer a number of trips across the year, including a multi-faith trip to Bradford and a trip to Blackburn Cathedral, as well as having an extra-curricular debate club and art club.

We are a large secondary school, part of Education Partnership Trust (EPT), situated on the northern outskirts of Blackburn with Darwen. Our school community is made up of 1350 pupils and 180 staff with excellent facilities to benefit both the school and local community. Pleckgate High School is a thriving multicultural community that places the best interests of young people at the heart of everything we do. We were delighted to be judged as ‘Outstanding’ in all areas by Ofsted in June 2024.

We are an ambitious school with high expectations for ourselves and our pupils. We are committed to providing excellent teaching and learning and we want all our pupils to be safe, happy and successful. In our Ofsted report in June 2024, our school was described as offering a “harmonious and supportive environment. Pupils learn the importance of being kind and respectful towards others”. Every pupil at Pleckgate is encouraged to have ambitious goals and to work hard.

A copy of our full report is available from the school website.

We are proud of our achievements – our ambitious curriculum, our examination success, opportunities for pupils' personal development, our charity work and our community involvement. We are significantly oversubscribed and pupils achieve positive outcomes at Pleckgate.

We are a dedicated team of staff who work together to help pupils be successful and confident. We also offer opportunities for staff with an excellent professional development programme tailored to meet each member of staff's aspirations and ambition.

To apply for this post, please follow the instructions on the Vacancies page on our website. For visits to the school or any other information, please contact mwade@pleckgate.com



Aishling McGinty
Headteacher



**Education
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Trust**



I am delighted that you are considering a role within the EPT. The EPT was established in 2012 as a high performing multi academy trust and approved academy sponsor, that delivers the very best educational experience for our pupils within an ethos of collaboration and excellence.

The reduction of workload and the wellbeing of our colleagues are key priorities with Wellbeing Champions in each school and a designated trust lead.

Wishing you all the best with your application.



Sharon Roscoe
Chief Executive

Our Vision

Creating outstanding schools which transform learning, lives and communities

Our Values

High Expectations

of ourselves, our pupils and our school community

Commitment

we are dedicated to raising standards and improving opportunities

Ambition

we constantly strive to improve by setting ourselves challenging goals

Job Advertisement

Religious Education Teacher (Maternity Cover)

Start Date: 1st January 2025 (Full Time, Maternity Cover)

Salary: MPS/UPS ECTs welcome to apply

Pleckgate High School wishes to appoint a hardworking, enthusiastic and committed Religious Education Teacher. If you are experienced, enthusiastic, open to new ideas and have a flexible 'can do' approach, we would welcome an application from you.

The Job

- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.
- To monitor and support the overall progress and development of students as a teacher/form tutor.
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- To contribute to raising standards of student attainment.
- To share and support the Academy's responsibility to provide and monitor opportunities for personal and academic growth.

What are the job requirements?

- Qualified Teacher Status.
- Qualified to at least degree level in a RE based subject/or adequate post degree conversion course.
- Experience of teaching Religious Education throughout the Key Stages and securing good outcomes.
- Ability to deliver consistently high-quality lessons in Religious Education to pupils of all ages and abilities.
- Knowledge of the requirements of the RE Curriculum.
- Knowledge of current educational developments and initiatives relating to the subject and their implications.
- Well-developed planning and organisational skills including time management and the ability to prioritise effectively.

- A relentless approach to securing the improvement of teaching and learning.

Amongst the many benefits of working within the Trust you will receive:

- Healthcare cash back plan provided free by the Trust includes optical, dental, physio, diagnostics, health assessment, NHS prescription charges, hospital cover, discounted gym memberships plus lots more.
- 6 sessions of free counselling including CBT, wellbeing and bereavement.
- Cycle to work scheme.
- Electric Car Scheme (Salary Sacrifice)
- Access to Teachers' pension scheme.
- Free parking
- Training and development opportunities
- Personal development and promotion opportunities across the Trust
- Trust wide focus on staff wellbeing
- Trust wide Intranet to share knowledge and resources

Closing date: Monday 28th October 2024 at 9.00am

Interview date: Thursday 31st October 2024

Safeguarding

The Education Partnership Trust is committed to ensuring the highest levels of safeguarding and promoting the welfare of children and young people, and we expect all our staff and volunteers to share this commitment.

The post you are applying for is covered by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013). All offers of employment are subject to an enhanced Disclosure and Barring Service (DBS) check, references, an online search, and where applicable, a prohibition from teaching check will be completed.

Education Partnership Trust is also committed to promoting equality, challenging discrimination and developing community cohesion. We welcome applications from all sections of the community.

Incomplete application forms will not be shortlisted, if you need to discuss a reason for being unable to complete a section, please contact the recruitment team HR@ept-uk.com.

Applications for this exciting post are to be made through <https://ept.face-ed.co.uk/vacancies>

Job Description

Religious Education Teacher (Maternity Cover)

Reports to: Head of Department (RE and World Views)

Grade: MPS/UPS (ECTs welcome to apply)

Job Purpose

- To successfully deliver a well-structured, Religious Education curriculum for pupils at KS3 and KS4
- To teach a range of Religious Education lessons to KS3 and KS4 pupils providing high quality teaching and learning for all pupils
- To facilitate and encourage a learning experience which provides pupils with the opportunity to achieve their individual potential.
- To contribute to raising standards of student attainment.
- To share and support the Academy's responsibility to provide and monitor opportunities for personal and academic growth.

Key Responsibilities and Accountabilities

Operational/Strategic Planning

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the subject area.
- To contribute to the subject area's Development Plan and its implementation.
- To attend all appropriate meetings.
- To plan and prepare courses and lessons.
- To contribute to the whole Academy's planning activities

Curriculum Provision

- To assist the Subject Leader to ensure that the curriculum area provides a range of teaching which complements the Academy's Strategic Objectives

ROLE OF SECONDARY SUBJECT TEACHER

Staff Development

- To take part in the Academy's staff development programme by participating in arrangements for further training and professional development.
- To continue personal development in the relevant areas including subject knowledge and teaching methods.
- To engage actively in the Performance Management Review process.
- To ensure the effective/efficient deployment of classroom support.
- To work as a member of a designated team and to contribute positively to effective working relations within the Academy.

Quality Assurance

- To help to implement Academy quality procedures and to adhere to those.
- To contribute to the process of monitoring and evaluation of the subject area in line with agreed Academy procedures, including evaluation against quality standards and performance criteria.
- To seek/implement modification and improvement where required.
- To review from time to time methods of teaching and programmes of work.
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the Academy.

Management of Information

- To maintain appropriate records and to provide relevant accurate and up-to-date information for Management Information Systems (MIS), registers etc.
- To complete the relevant documentation to assist in the tracking of pupils.
- To track student progress and use information to inform teaching and learning

Communications

- To communicate effectively with the parents of pupils as appropriate.
- Where appropriate, to communicate and co-operate with persons or bodies outside the Academy.
- To follow agreed policies for communications in the Academy.

Management of Resources

- To contribute to the process of the ordering and allocation of equipment and materials.

- To assist the Subject Co-ordinator to identify resource needs and to contribute to the efficient/effective use of physical resources.
- To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the Academy, subject area and the pupils.

Pastoral System

- To be a form tutor to an assigned group of pupils.
- To promote the general progress and well-being of individual pupils and of the form tutor group as a whole.
- To liaise with the Subject Leader to ensure the implementation of the Academy's Pastoral System.
- To register pupils, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of Academy life.
- To evaluate and monitor the progress of pupils and keep up to-date student records as may be required.
- To contribute to the preparation of Action Plans and progress files and other reports.
- To alert the appropriate staff to problems experienced by pupils and to make recommendations as to how these may be resolved.
- To communicate as appropriate, with the parents of pupils and with persons or bodies outside the Academy concerned with the welfare of individual pupils, after consultation with the appropriate staff.
- To contribute to PSHE and Citizenship and enterprise according to Academy policy.
- To apply the Behaviour Management systems so that effective learning can take place

Teaching

- To teach pupils according to their educational needs, including the setting and marking of work to be carried out by the student in Academy and elsewhere.
- To assess, record and report on the attendance, progress, development and attainment of pupils and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual pupils and groups of pupils.
- To ensure that ICT, Literacy and Numeracy are reflected in the teaching/learning experience of pupils.
- To undertake a designated programme of teaching.
- To ensure a high-quality learning experience for pupils which meets internal and external quality standards.
- To prepare and update subject materials.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus.

- To maintain discipline in accordance with the Academy's procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of pupils as requested by external examination bodies, the subject area and Academy procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.

Other Specific Duties

- To continue personal development as agreed at appraisal.
- To engage actively in the performance review process.
- To address the appraisal targets set by the line manager each Autumn Term.
- To undertake any other duty as specified by School Teachers' Pay and Conditions Body (STPCB) not mentioned in the above.
- To play a full part in the life of the Academy community, to support its distinctive aim and ethos and to encourage staff and pupils to follow this example.
- To support the Academy in meeting its legal requirements for worship.
- To promote actively the Academy's policies.
- To comply with the Academy's Health and Safety policy and undertake risk assessments as appropriate.
- To show a record of excellent attendance and punctuality.
- To adhere to the Academy's Dress Code.

Note

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. As a general term of employment, the Trust may affect any necessary change in job content or may require the post holder to undertake other duties, at any location in the Trust's service, provided that such changes are appropriate to the employee's remuneration and status.

As a term of your contract of employment, the Trust reserves the right to vary your hours of work and require you to work outside the range of your "typical working arrangements" specified in your Statement of Particulars. The Trust reserves the right at its discretion to affect this condition of your employment. Should this be necessary you will be given reasonable notice of any proposed changes.

Person Specification

Religious Education Teacher

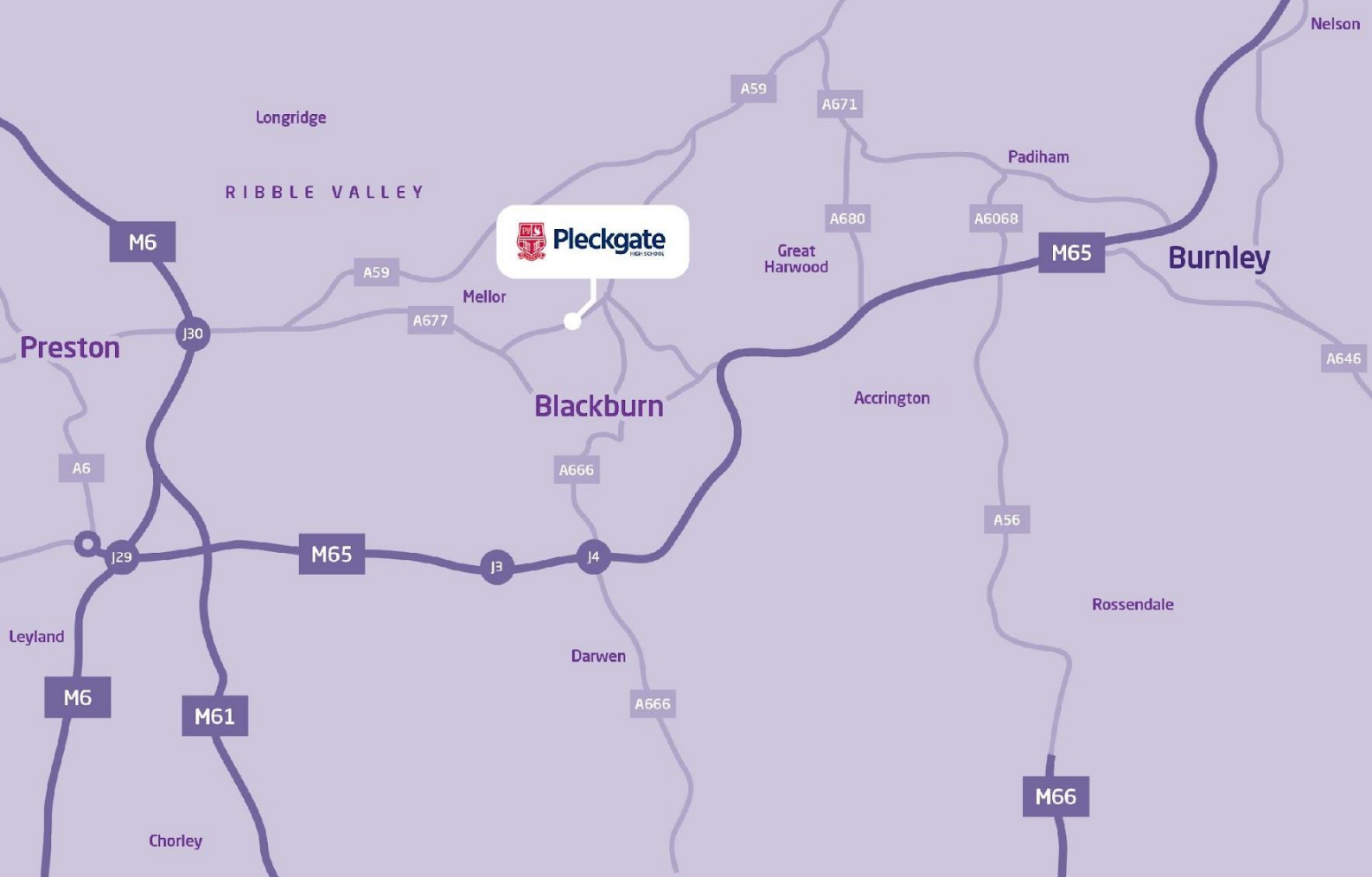
Reports to: Head of Department (RE and World Views)

Grade: MPS/UPS (ECTs welcome to apply)

No	Categories	Essential / Desirable	App Form	Interview
QUALIFICATIONS AND TRAINING		E		
1	Qualified to at least degree level in the subject discipline.	E	✓	
2	Qualified Teacher Status	E	✓	
3	Evidence of relevant CPD.	E	✓	
KNOWLEDGE AND EXPERIENCE				
4	Ability to deliver consistently high-quality lessons to pupils of all ages and abilities.	E	✓	✓
5	Experience of teaching the subject throughout the Key Stages securing good outcomes.	D	✓	✓
6	A commitment to continued professional development and a readiness to reflect and self-evaluate to change, improve and develop.	E	✓	✓
7	Knowledge of the requirements of the national curriculum for science and GCSE specifications for all science.	E	✓	✓
8	Good knowledge of current educational developments and initiatives relating to the subject and their implications.	D	✓	✓
9	An understanding of the ways in which children learn and how individual needs may be assessed and met.	E	✓	✓
10	An understanding of the strategies needed to establish consistently high aspirations and academic / behavioural standards and a commitment to relentlessly implementing these strategies.	E	✓	✓
PROFESSIONAL SKILLS				
11	Excellent interpersonal and listening skills and a high degree of emotional intelligence.	E	✓	✓



12	The ability to develop positive relationships with all young people and members of the department.	E	✓	✓
13	Well-developed planning and organising skills including time management and prioritisation.	E	✓	✓
PERSONAL QUALITIES & ATTRIBUTES				
14	A clear passion for your subject.	E	✓	✓
15	The ability to enthuse and inspire young people.	E	✓	✓
16	Passion, resilience, flexibility, maturity and optimism to lead through day-to-day challenges while maintaining a clear strategic vision and direction.	E	✓	✓
17	Confidence and self-motivation to work well and be decisive under pressure.	E	✓	✓
18	A high level of honesty and integrity.	E	✓	✓
19	A firm and constant belief in the unlimited potential of every pupil and a commitment to inclusive educational provision.	E	✓	✓
CORE BELIEFS				
20	A relentless approach to securing the improvement of teaching and learning.	E	✓	✓
21	A commitment to establishing and maintaining honest, meaningful working relationships with children, school staff, parents, carers and the wider community.	E	✓	✓
22	Committed to team work and working collaboratively with colleagues.	E	✓	✓
23	Clear vision of what you want to achieve with the department, aligned to Pleckgate High School's vision and values.	E	✓	✓
24	A commitment to the safeguarding and welfare of all pupils.	E	✓	✓



Contact

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An Education Partnership Trust School