



RECRUITMENT PACK

Teacher of Religion

Salary Range: MPR/UPR



PROUD TO BE PART OF
ALL SAINTS
Multi Academy Trust



“Teachers have high expectations of what pupils and students should achieve. They care about pupils and help them to do their best.”

Ofsted December 2022



“Pupils at this school, including those in the sixth form, benefit from a broad and ambitious curriculum”

Ofsted December 2022

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LETTER FROM OUR CEO

Thank you for your interest in a position within the All Saints Multi Academy Trust.

All Saints Multi Academy Trust is at an exciting time in its development and is committed to its mission of ensuring that all young people achieve and are successful.

All Saints Multi Academy Trust is a joint Catholic and Church of England trust with our Christian values driving all decision making, always in the best interests of our children and young people.

You will be joining a values driven, inspirational and ambitious organisation, so we are looking for an Outstanding candidate who can provide the highest quality of service to the Academy of St. Nicholas and the Trust.

You will be committed to supporting our Christian and educational vision, providing strong leadership and supporting colleagues in ways which bring out their potential.

Ultimately you will ensure that the best possible outcomes for our people are achieved.

Yours faithfully



Heather Duggan
CEO

LETTER FROM THE HEADTEACHER

Thank you for your interest in a position within the Academy of St Nicholas. We have pleasure in enclosing this information pack, which we hope you will find useful in deciding whether to apply for a role within our Academy.

We are very much aware that a decision to apply for a position is a two-way process; if appointed you will want to ensure that you are happy coming to work every day, that you are professionally challenged in your role and that you are prepared for the next stage in your career.

At the Academy of St Nicholas, we are determined that all members of our community “flourish & thrive” guided by our values of respect, ambition, resilience and compassion. The aim of this pack is to provide you with the information you will need to make an informed decision and we welcome visits and conversations with applicants before the closing date.

As an academy, we have been on an incredible journey of improvement, and we are very much aware that the people within our establishment are a key ingredient for its continued success. We look forward to receiving your application.

Yours faithfully,



Mr G Lloyd
Headteacher

ACADEMY INFORMATION

The Academy of St. Nicholas is a unique joint Catholic and Church of England Academy at the heart of our local community and we are proud to be part of the All Saints Multi-Academy Trust.

We are blessed with state-of-the-art facilities which enable us to illuminate all aspects of education to the young people we serve.

The Academy of St Nicholas is an ambitious and progressive 11-18 Academy in Liverpool with approximately 950 students on roll.

The Academy is focused upon driving standards of achievement rapidly and this makes it a dynamic and exciting place to work as evidenced by our recent Section 5 Ofsted inspection which can be found [here](#).

The Academy of St Nicholas is committed to ensuring that every student makes the most of their potential, ensuring that every person within our community can flourish & thrive.

The Academy concentrates on providing the highest quality of teaching, with bespoke CPD for all staff to support this, the best possible student support, and the most appropriate and innovative curriculum.

Our Academy is part of the All Saints Multi Academy Trust. There is a trust wide commitment to improve, accelerate and enable ambitious life goals amongst all young people in our academies living out the core values of **ASPIRATION, INCLUSION & SERVICE**.

The successful candidate must share these values and have the skills, expertise, and determination to translate them into reality.

You will join a school and trust committed to your personal development with access to 21st Century CPD opportunities so that you can continue to grow as a professional.



OUR MISSION AND VALUES

Our Mission

Our mission is that the The Academy of St Nicholas equips all members of its learning community with the values, skills and attributes they will need for personal success and well-being in a multi-cultural society and global economy.

Our Values

The Academy of St Nicholas is a welcoming, calm and purposeful Academy where everyone feels valued, supported and challenged. Our Academy is a place where students' desire for learning and achievement is met by the passionate commitment of all the staff to the The Academy of St Nicholas



Respect



Ambition



Resilience



Compassion

APPLICATION AND INTERVIEW PROCESS

After the closing date, shortlisting will be conducted by a panel. Please read the job description and person specification carefully before writing your application.

All candidates invited to interview must bring the following documents:

- Documentary evidence of right to work in the UK
- Documentary evidence of identity that will satisfy DBS requirements such as current driving licence including a photograph and/or passport and/or full birth certificate
- Documentary proof of current name and address (i.e utility bill, financial statement etc dated within the last three months)
- Where appropriate any documentation evidencing changes of name
- Documents confirming any educational or professional qualifications that are necessary or relevant for the post

Please note that originals of the above are necessary. Photocopies of certified copies are not sufficient.

References and Pre-Employment Checks

We will seek references for candidates who have been successful at shortlisting and have been invited for interview. We will seek references prior to attending for the interview. We may approach previous employers for information to verify experience or qualifications before interview. In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of authority and maintaining discipline

Conditional offer: Pre-employment Checks

Any offer to successful candidates will be conditional upon:

- Verification of right to work in the UK
- Receipt of at least two satisfactory references (if these have not already been received)
- Verification of identity checks and qualifications
- Section 128 check
- Prohibition order
- Satisfactory DBS Disclosure and Barred List Check
- Verification of professional status such as QTS status, NPQH (where required)
- Completion of Employee Health Declaration
- Where the successful candidate has worked or been resident overseas in the previous ten years, such checks and confirmations as may be required in accordance with statutory guidance.

“Leaders have taken the school on a journey of improvement and remain ambitious for it.”

Ofsted December 2022



JOB VACANCY

Role: Teacher of Religion

Salary Range: Main Pay Range/Upper Pay Range

Contract: Full Time, Permanent

Start Date: 1st September 2024

Applications are invited for an enthusiastic and ambitious Teacher of Religion to join our team. The successful candidate will join a thriving Religious Education department within the school.

We are determined that the successful candidate will have:

- A passion for working with young people.
- A passion for making a difference for young people in the city of Liverpool.

Closing date for applications: Friday 10th May 24

Interview date: Thursday 16th May 24

Application packs are available on the Trust website at www.allsaintsmat.org/vacancies.

Completed application forms should be forwarded to recruitment@allsaintsmat.org

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. This post is subject to an Enhanced DBS Check.

The Trust is an equal opportunities employer.

JOB DESCRIPTION

Job Title: Teacher of Religion

Grade and Salary: MPR/UPR

Reporting to: Head of Religion

Contract Type: Full Time / Permanent

Responsible for: No Line Management responsibility

To be responsible for

- Involvement in leading the development and implementation of policies and practices for the maths department in the school.
- To meet the requirements of the Teacher Standards as issued by the Department for Education.
- To teach for an allocated period during each week, including delivery of lead lessons to large groups.
- To be a pro-active member of the department to ensure effective implementation of all policies and procedures.
- To contribute to the effective operational activities of the Academy, including attendance at meetings, events and activities as required.
- To create and maintain an appropriate teaching and working environment.
- To ensure continuous improvement in standards, high quality evaluation and improvement planning throughout the Academy.
- To lead, support and encourage the highest possible standards of behaviour, learning, attainment and achievement.
- To manage resources creatively, effectively and efficiently to meet the priorities of the Academy.
- To celebrate success and to implement strategies for continuing improvement while constantly challenging under-performance at all levels.
- Work to support and ensure the health, safety and welfare of staff and students.

Key Duties and Responsibilities

- To teach for an allocated period during each week, including delivery lead of lessons in religion.
- To be a pro-active member of the department to ensure effective implementation of all policies and procedures.
- To contribute to the effective operational activities of the Academy, including attendance at meetings, events and activities as required.
- To create and maintain an appropriate teaching and working environment.
- To ensure continuous improvement in standards, high quality evaluation and improvement planning throughout the Academy.
- To lead, support and encourage the highest possible standards of behaviour, learning, attainment and achievement.
- To manage resources creatively, effectively and efficiently to meet the priorities of the Academy.
- To celebrate success and to implement strategies for continuing improvement while constantly challenging under-performance at all levels.
- Work to support and ensure the health, safety and welfare of staff and students.
- To meet the requirements of the Teacher Standards as issued by the Department for Education.

Teaching and Learning

- To maintain up-to-date knowledge of specific subject or phase areas.
- Use a variety of learning and teaching strategies to deliver innovative and effective lessons at a pace and style that meets the needs of students of all abilities.
- Have an up-to-date knowledge of national strategies to support effective teaching and learning.
- Understand and integrate the use of new technologies into learning experiences to continually raise levels of achievement.
- Plan lessons and extended learning opportunities thoroughly and in line with the Academy's curricular plans and schemes; ensure that learning objectives and desired outcomes are communicated to all students.
- To differentiate and personalise students learning to take of account of learning needs, appropriate challenge and preferred learning styles.
- Make use of extended learning opportunities for use outside the Academy lessons.
- To participate in the Academy's Quality Assurance programme and the agreed framework.
- To work efficiently and creatively using the full range of resources available, including other adults.
- To provide a positive learning climate within lessons to promote a strong and meaningful staff – student relationship.
- Apply the agreed policies and ensure implementation in everyday life at the Academy.
- To regularly assess and evaluate students' work and progress in relation to their prior attainment and to use data to further inform teaching plans.
- To report students' progress within the Academy and for the benefit of parents and carers.
- To demonstrate an up-to-date knowledge of learning and teaching by taking account of wider curricular developments, as relevant, e.g. literacy, numeracy, ICT, social inclusion.
- To support curriculum planning to ensure that learning and teaching remain active, relevant and responsive to change.
- To maintain good order and behaviour for learning among students with regard for health and safety both on the Academy site and when engaged in authorised activities elsewhere/

JOB DESCRIPTION

Academy Ethos

- Promote the Academy as an inclusive institution with Christian values, serving the local community and reflecting the approach of the Church of England and the Catholic Church to education.
- Implement the Academy Improvement Plan to meet the objectives set out in the Funding Agreement.
- Help to meet strategic targets for the Academy set by the Governing Body.
- Support and facilitate access to the curriculum for all learners to meet the objectives in the Academy Improvement Plan and targets set by the Secretary of State and Governing Body
- Enable the Academy to be rooted at the heart of the community.
- Develop links as appropriate with partners, schools, FE and HE establishments, sponsors and the Connexions service, thereby ensuring greater opportunities for the young people in the Academy particularly in the areas of work experience and study support.

Communication & Liaison

- Communicate effectively with the parents of students as appropriate.
- Where appropriate, communicate and co-operate with persons or bodies outside the Academy.
- Follow agreed policies for communications in the Academy.

JOB DESCRIPTION

Pastoral System

- Be a Form Tutor to an assigned group of students.
- Promote the general progress and well-being of individual students and of the Form Tutor Group as a whole.
- Liaise with a Pastoral Leader to ensure the implementation of the Academy's pastoral system.
- Register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of Academy life.
- Evaluate and monitor the progress of students and keep up-to-date student records as may be required.
- Contribute to the preparation of action plans and progress files and other reports.
- Alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- Communicate as appropriate, with the parents of students and with persons or bodies outside the Academy concerned with the welfare of individual students, after consultation with the appropriate staff.
- Contribute to PSHCE and citizenship and enterprise according to Academy policy.
- Apply the behaviour management systems so that effective learning can take place.

Corporate Responsibilities

- The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.
- To pursue and promote the achievement and integration of diversity and equality of opportunity throughout the Academy's activities.
- To plan, monitor and review health and safety within areas of personal control.
- To participate in the Academy's Performance Management process and engage in continuous professional development and networking to ensure that professional skills and knowledge are up to date.
- To maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues.

PERSON SPECIFICATION

Knowledge and Understanding	Essential (E)
	Desirable (D)
A relevant religious education related degree	E
QTS	E
Practising Christian	D
An understanding of the relationship between RE and the wider curriculum	E
A secure knowledge and understanding of the issues associated with effective RE teaching	E
An excellent knowledge and understanding of the National Curriculum Programme of study for religion at Key Stage 3 and exam specifications at Key Stage 4 & 5.	E
Teaching & Learning	
Knows and understands the characteristics of high-quality teaching	E
Plans teaching to achieve incremental progression for all students	E
Can demonstrate sustained improvement and high standards of student learning and achievement	E
Experience of achieving good outcomes in RE at KS3 and/or KS4 and/or KS5	D
Can set tasks that challenge and interest students	E
Has high expectations of students regarding the quality of the work that they produce	E
Can develop ICT skills through the teaching of RE	E
Sets learning objectives built on prior attainment that meet the needs of individual children	E
Uses assessment formatively to support teaching and student learning	E
Demonstrates exemplary marking and assesses practices that support students' learning and progress	E
Uses a range of teaching strategies aimed at meeting different learning styles and confidently uses ICT as a teaching method	E
Personal Attributes	
Is able to lead our commitment to our Christian ethos through the curriculum and day-to-day life at the Academy	E
Places the welfare and safety of children at the heart of his/her practice	E
Enjoys being with children, has a passion for education and for seeing young people learn, achieve and succeed in a positive, safe and enjoyable climate.	E
Is of a reflective, focused and determined disposition willing to promote change and innovation	E
Is committed, resilient, robust and resourceful	E
Has high aspirations for students beyond typical expectations	E
Demonstrates fairness, honesty, reliability and integrity in his/her existing practice and conduct	E
Demonstrates self-confidence in his/her ability to succeed, maintaining energy and enthusiasm in challenging situations	E



The Academy of St Nicholas
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The Academy of St Nicholas is proud to be a member of the All Saints Multi Academy Trust.
All Saints Multi Academy Trust is the operating name for the The Liverpool Joint Catholic and Church of
England Academies Trust (Company Number 07007398)
51 Horrocks Avenue, Liverpool, L19 5NY, England.



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