



Recruitment Application Pack

Teacher of RE

UPS/MPS

Required for September 2019

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Welcome

Thank you for your interest in the role of Teacher of RE at Lightcliffe Academy.

We hope you will find here all the information you'll need to inspire you to join our team. This pack contains information about the Teacher of RE role, we hope you will also gain an understanding of our ethos and approach and the high aspirations we have for ourselves and our students.

This is an academy that is on an exciting journey of improvement. As a member of the Abbey Multi Academy Trust we aim to provide the best possible environment for the staff, students and community we serve. Together we need to be both realistic about the challenges ahead, but unswerving in our commitment to tackling them with pace and the confidence that we can achieve rapid change.

The Academy has a dedicated and talented team who are committed to achieving the best for our students. We are working hard to unlock the potential in Lightcliffe Academy as well as further developing our capacity through the appointment of new members of staff.

Joining us at this exciting time presents a career defining opportunity. We have begun our improvement journey that will take us to "good", which will be an incredibly rewarding experience for everyone at Lightcliffe. All staff will benefit from opportunities to work closely with other partners in the Abbey Multi Academy Trust and, most importantly, our students will flourish.

If you are seeking a truly distinctive role within a unique environment, please come and visit us and see what Lightcliffe Academy and Abbey MAT have to offer.

We look forward to meeting you and reading your application.

Jon Norden
Acting Principal - Lightcliffe Academy
Executive Principal (secondary) - Abbey Multi Academy Trust

Catherine Garrett and Helen Pratten
Joint Acting CEO and Executive Principal – Abbey Multi Academy Trust

The Academy

Lightcliffe Academy was established in 2015, when predecessor school Hipperholme & Lightcliffe High joined Abbey Multi Academy Trust. Located in Halifax, in the striking surroundings of the Calder Valley, the Academy serves around 1,500 students aged between 11 and 18.

The school was placed in Special Measures after the Ofsted Inspection in November 2018. We have an ambitious action plan in place, highlighting that we know exactly what we need to do to address the issues recognised in the inspection report.

The challenge we have set ourselves is clear: to be rated “good” as soon as possible. We are working hard to rebuild the schools’ reputation and to ensure that it becomes the school of choice in the local community.

Our ethos and values

Abbey Multi Academy Trust is led by founder school Abbey Grange C of E Academy, Leeds. Abbey Grange is a successful academy, judged to be ‘Good’ by Ofsted and able to demonstrate a sustained trajectory of improvement over recent years.

The MAT core values of partnership, nurture and empowerment run through the life of the academy and influence everything we do. We strive to provide an education for our students that isn’t just about academic or vocational achievement and progress, rather it is also about preparing them to be engaged, responsible citizens with the choice to shape their future and find success and fulfilment. We promote our own school values of Respect, Endeavour, Dignity, Service and Aspiration.

About Abbey Multi Academy Trust

Abbey Multi Academy Trust (Abbey MAT) is a Diocesan Multi Academy Trust, committed to delivering a quality education with a caring, Christian ethos.

Our overall vision is simple:

“To work in partnership to educate, nurture and empower”

Children and young people who attend Abbey MAT academies will find an environment that is welcoming, caring, calm, disciplined and purposeful. We want to ensure that young people have the highest aspirations for themselves and the opportunities to achieve their very best – as well as developing socially and emotionally, with the self-confidence to achieve success and fulfilment.

Our ambition is to establish an educational family of schools, serving the communities of West Yorkshire and the Dales Diocese. We’re excited about growing our network and passionate about unlocking the opportunities of working across all school age ranges, enhancing continuity of provision from 4 to 19.

Beyond that, we’ll work in true partnership with key stakeholders, equipping young people with the skills and experience to succeed beyond school, whether that be further and higher education, apprenticeships or employment with training.

We’ll also be outward facing, sharing our expertise more widely and working with other schools and academy trusts to develop our practice and enhance the quality of provision we offer our students.

Advert

Lightcliffe Academy

Halifax | Principal: Jon Norden | NOR: 1450

Teacher of RE

UPS/MPs

Plus access to an individually tailored CPD package

This is an exciting time for Lightcliffe Academy as it continues its journey as a member of the Abbey Multi Academy Trust. Currently in Special Measures we have set ourselves ambitious targets: to be rated as “good” as soon as possible, reaching and sustaining “outstanding” thereafter.

Jackie Nellis has been appointed Principal at Lightcliffe Academy and will be taking up the post in September 2019. Previously Jackie has been Head of Learning at Calderdale after her extremely successful period as Head of the Halifax Academy. In 2005 Jackie took up the post of Headteacher of Carlton Bolling College in Bradford, which she helped to lead from special measures to outstanding within 3 years.

We are implementing new curriculum models that have come into place September 2015. This includes commencing a three year KS4 curriculum and realigning options to allow our students to achieve the best they can within the new progress measures.

We are seeking to appoint an outstanding classroom practitioner, to join our hardworking and dedicated Department. You will be a teacher with a passion for RE and capable of delivering outstanding and inspirational lessons to our students.

This is an exciting opportunity for a teacher to join our academy where new initiatives are welcomed and encouraged.

As our new Teacher of RE we will nurture, challenge and support you throughout your career here at Lightcliffe Academy. The post offers an opportunity to join a department where creativity, innovation and the ability to work effectively in a team is valued.

You will be:

- A routinely good/outstanding teacher with the ability to teach all aspects of RE at KS3, KS4 and for the right candidate the possibility to teach RE at KS5.
- A colleague looking to develop your career within a supportive team
- Able to encourage and enthuse students to achieve their full potential
- Inspirational to colleagues and students – sharing best practice

We can offer:

- An Academy and a department that will allow you to be inspirational, creative and play an active part on our journey.
- Tailored CPD with a commitment to support your career ambitions.
- A department which welcomes new ideas with energy and enthusiasm.

This is a genuinely exciting time to join our Academy and to play a part in the development of our Multi-Academy Trust. If you are looking to join an Academy with happy, positive and polite students and staff then we want to hear from you.

For an informal discussion or to arrange a visit please contact Mandy Wall on 01422 201028

To obtain an application pack please visit: <http://www.abbeymat.co.uk/vacancies> or email Mandy Wall at awall@lightcliffeacademy.co.uk

The closing date for applications is 12 Noon Wednesday 1st May 2019.

An enhanced disclosure from the DBS will be required for this post.

How to apply

If you wish to apply for this exciting position, please complete the Application form in full. If you would like a copy of the form in a larger font/different format please make contact Mandy Wall, awall@lightcliffeacademy.co.uk

The application includes a personal statement. Your statement will need to describe why the post attracts you, why you believe you have the relevant skills, knowledge and experience and what you feel you can bring to this post to make a real difference.

Within this statement you should outline your previous roles, responsibilities and achievements in the organisations in which you both currently and have previously worked, again with the skills/knowledge and experience requirements of this post in mind.

Closing date: 12 noon Wednesday 1st May 2019.

Completed forms should be emailed to: awall@lightcliffeacademy.co.uk

All applications will be acknowledged. Should you fail to receive confirmation, please call Mandy Wall on 01422 201028

Postal applications should be returned to Mandy Wall, HR Administrator, Lightcliffe Academy, Stoney Lane, Lightcliffe, Halifax, HX3 8TL

You will be advised on the progress and outcome of your application as appropriate. If you have any queries during the process, please contact Mandy Wall on 01422 201028.

Should you wish to have an informal chat or to arrange a visit please do not hesitate to get in touch with Mandy on the above number.

Abbey MAT is an equal opportunities employer.

Abbey MAT is committed to safeguarding and promoting the safety and wellbeing of children and young people. This post will be subject to all relevant pre-employment checks.

Job Description

Job title: Teacher of RE
Salary: UPS/MPS
Reporting to: Achievement Director: Curriculum via Subject Leader

Overall purpose of the post:

To promote a secure, caring and challenging educational environment for each class taught and the individual students within it, ensuring good or outstanding progress is made.

Key responsibilities:

- To share and support the Academy's responsibility to secure the highest possible standards of learning and student progress.
- To contribute to the high expectations for achievement in the Academy.
- To be aware of the established policies and practices of the Academy and share in collective responsibility for their implementation and for its ethos.
- To share and support the corporate responsibility for the well-being, education and discipline of all students.
- To be aware of the professional duties of teachers and the statutory framework in which we work.
- To support the work of the Leadership Team to implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students, supporting the curriculum area, in accordance with the aims and objectives of the Academy.
- To have a secure knowledge and understanding of the subject(s) being taught and the relevant pedagogy to teach effectively across the full age and ability range.
- To know, understand and use the relevant statutory and non-statutory curricular and frameworks for the subject(s) or curriculum area taught.

Responsible for:

- Teaching, support and accountability of assigned students to ensure high expectations and high standards of learning and good progress for individual and groups of students.
- To set, monitor and evaluate subject and individual student progress targets to make a measureable contribution to whole Academy targets.
- To monitor and evaluate the curriculum target in line with agreed Academy procedures, including evaluation against quality standards and performance criteria.
- To assess, record and report relevant to teaching and learning making effective use of Assessment for Learning Strategies and intervention as appropriate.

Key Tasks: Educate

Teaching & Learning

- Ensure the provision of an appropriately broad, balance, relevant and differentiated curriculum for students study in the subject, in accordance with the aims and ethos of the Academy.
- To know how to make effective personalised provision for those taught, including those for whom English is a second language, have special needs or disabilities or other groups of students.
- To establish a purposeful learning environment within the classroom.

- To teach challenging, well organised lessons and sequences of lessons across the age and ability range they teach in which they:
 - Use an appropriate range of teaching strategies and resources, which meet students' needs and take practical account of diversity and promote equality and inclusion.
 - Build on the prior knowledge and attainment of these they teach in order that students meet learning objectives and make sustained progress.
 - Develop concepts and processes which enable students to apply new knowledge, understanding and skills.
 - Adapt their language to suit the students they teach, introduce new ideas and concepts clearly, and using explanations, questions discussions and plenaries effectively.
- To plan, mark and monitor set homework or other out-of-class work to sustain student progress and to extend and consolidate their learning.
- Know how to use skills in literacy, numeracy and ICT, including digital learning to support teaching and wider professional activities.
- To assist in the development of appropriate syllabi, resources, Schemes of Work, marking policies and teaching strategies in the curriculum area.
- To contribute to the improvement plan and its implementation.
- To undertake a designated programme of teaching and to plan and prepare courses and lessons.
- To participate in 'learning walks' and other learning evaluation and quality assurance strategies in accordance with Academy policy.
- To design opportunities for students to develop their literacy, numeracy, ICT, thinking and learning skills and cross-curricular themes so that they are reflected in the teaching and learning experience of students.

Achievement/Progress

- To use statistical and other information to evaluate the effectiveness of teaching and monitor the progress of those taught.
- To plan for progression across the age/ability range being taught, designing effective learning sequences within lessons and across series of lesson, informed by secure subject/curriculum knowledge.
- To make effective use of a range of assessment, monitoring and recording strategies, including writing reports in line with published deadlines.
- To know and apply the particular assessment requirements and arrangements for the subject(s) taught, including internal and external examinations and assessment for learning strategies.
- To participate in preparing and presenting students for public examinations.
- To maintain appropriate records and to provide relevant, accurate and up to date information using the Academy's data collection systems.
- To complete the relevant documentation to assist in the tracking of student progress.
- To mark, grade and provide written, verbal and diagnostic feedback as required.

- To establish a clear framework for class discipline in line with Academy policy to manage students' behaviour constructively and promote self-control and independence.
- To know the legal requirements, national policies and guidance on the safeguarding and promotion of the wellbeing of children.
- To comply with the Academy's Child Safeguarding Procedures and to report concerns to the Designated Child Protection Officer.
- Have high expectations of young people including a commitment to ensuring that they can achieve their full educational potential and to establishing fair, respectful, trusting supportive and constructive relationships with them.
- Know how to identify and support young people whose progress and development of well-being is affected by changes or difficulties in their personal circumstances, and when to refer them to colleagues for special support.
- To contribute to the preparation of education plans, progress files and other reports.
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- To communicate as appropriate, with parents of students and with persons or bodies outside the academy concerned with the welfare of individual students, after consultation with the appropriate staff according to the Academy's Policy.
- To contribute to PSHE/Citizenship and enterprise activities according to Academy policy.
- To be a Form Tutor to an assigned group of students.
- To liaise with the Pastoral Team and Achievement Directors to ensure the implementation of the Academy's pastoral system.
- To register students accurately, accompany and supervise them in assemblies and worship activities and encourage their full attendance at all lessons and their participation in other aspects of academy life.
- To support the Academy's extra-curricular offer.

Empower

Staff

- To take responsibility for own professional development and to keep up to date with research and developments in pedagogy and in the subjects taught.
- To participate in arrangements made in accordance with the Performance Management cycle.
- To participate in arrangements for further training and professional development as a teacher.
- To share corporate responsibility for the implementation of academy policies and practices.
- To have a commitment to collaboration and co-operative working.
- To work as a team member and identify opportunities for working with colleagues, managing their work where appropriate and sharing the development of effective practice with them.
- To support the implementation of Academy policies and procedures eg Equal Opportunities, Health & Safety etc.
- To participate in the Academy's ITT programme where appropriate.

Students

- To ensure the involvement of Student Voice in the production of Self Evaluation and the development of the subject.
- To ensure that the delivery of the subject within the curriculum area delivers on the Academy's Mission Statement to empower students.

Partnership

- To communicate promptly and effectively with parents and carers, conveying timely and relevant information about attainment, objectives, progress and well-being.
- To follow agreed policies for communications within the Academy and with external partners.
- To take part in marketing and liaison activities such as open Evenings, Parents' Evenings and liaison events with partner institutions.
- To contribute to the development of effective subject links with external agencies.
- To prepare and present informative reports to parents/carers and attend Parents' Evening/meetings and Academy events.
- To provide opportunities to develop students' understanding by relating their learning to real and work-related examples, recognising that learning takes place outside the Academy context. Making use of external opportunities as appropriate.

General Duties:

- To carry out supervisory duties in accordance with published schedules.
- To take part in appropriate meetings and events with colleagues, parents/carers, governors and external partners.
- To accept personal responsibility for supporting the general ethos, atmosphere and progress of the Academy.
- To contribute to the PHSCE programme as required.

Note:

This Job Description provides the overall strategy and remit of the post holder. This Job Description will be reviewed annually and may be subject to amendment or notification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the Academy in relation to the post holder's professional responsibilities and duties. Elements of this Job Description, and changes to it, may be agreed at the request of the Principal or the incumbent of the post. The above must be viewed in conjunction with the relevant sections of the School Teachers' Pay and Conditions of Service document which is published annually.

Teacher of RE Person Specification								
Qualifications		ESSENTIAL			DESIRABLE			
1	Qualified teacher status for England (or equivalent)	A	R					
2	Relevant degree (or equivalent)	A	R					
3	Recent, relevant professional learning and development	A	R					
4	Record of continuous professional development				A	R		
Professional knowledge, skills and abilities		ESSENTIAL			DESIRABLE			
1	Evidence of high expectations which inspire, motivate and challenge every student	A	R	I				
2	Evidence of track record of results that exceed expectations	A	R	I				
3	Demonstration of in-depth subject and curriculum knowledge	A	R	I				
4	Consistently plan and deliver well-structured lessons that enable all learners to make good progress	A	R	I				
5	Manage behaviour effectively to ensure and foster a safe, engaging, enjoyable and outstanding climate for learning		R	I				
6	Awareness of the need to safeguard students' well-being, in accordance with statutory provisions and policies		R	I				
7	Ability to lead, motivate and develop students to work independently	A	R	I				
8	Awareness and understanding of the wider educational context and national accountability frameworks	A	R	I				
9	Knowledge of/involvement in educational research on teaching and learning				A	R		
10	Consistently good and outstanding teacher in relation to career stage	A	R	I				
11	Confident in the use of ICT to support learning	A	R	I				
12	Able to deliver all aspects of RE at KS3 & KS4	A	R	I				
13	Able to teach RE specification to A level				A	R	I	

Experience		ESSENTIAL			DESIRABLE		
1	Successful working relationships with students, staff, parents/carers	A	R	I			
2	Experience of pastoral/tutor role	A					
3	Experience of cross curricular initiatives/projects or whole school developments				A		I
Professional Attributes, Qualities and Values		ESSENTIAL			DESIRABLE		
1	Willingness to make a positive contribution to the wider life of the Academy and community	A	R				
2	Appropriate and effective professional relationships with all		R	I			
3	Ability to reflect critically, and respond to, performance and feedback	A	R	I			
4	An inspirational teacher, passionate about teaching and learning	A	R	I			
5	Possess personal integrity, warmth, a willingness to grow and learn, and a sense of humour	A	R	I			
6	Ability to articulate, communicate and support the Christian ethos and values of Abbey MAT			I			
7	Enabling the highest levels of student achievement through translating vision, ethos and values into practice			I			
8	Enthusiasm to take the Academy forward through a process of change, development and ongoing improvement			I			
9	Excellent interpersonal, written and oral communication skills			I			
10	High level of emotional intelligence and self-awareness		R	I			
11	Excellent time manager		R	I			
12	Personal resilience		R	I			
13	Inspire, challenge, and motivate students towards a shared vision		R	I			
14	Foster an open, fair and equitable culture, managing conflict where necessary		R	I			
15	Prioritise, plan and organise self and others		R	I			
16	Think creatively in order to anticipate and problem solve		R	I			

The criteria will be evidenced as indicated below:

‘A’ refers to the candidate’s Application form and covering letter

‘I’ to interview

‘R’ to reference

Candidates should address at least all items marked ‘A’

Referees are asked to comment on items marked ‘R’

Where many candidates meet the essential criteria, the desirable criteria will be used to shortlist for interview.