




RECRUITMENT PACK

ST JOHN FISHER CATHOLIC HIGH SCHOOL

History/Religious Education Teacher
-Maternity Cover


Ofsted
Good
Provider

 CATHOLIC SCHOOLS
INSPECTORATE
THE NATIONAL FRAMEWORK FOR THE INSPECTION OF CATHOLIC SCHOOLS COLLEGES AND FOUNDATIONS

OUTSTANDING

Learning together as a community in Christ

Welcome to St John Fisher Catholic High School!

We are a thriving Catholic school community serving young people in the heart of Wigan.

We believe in delivering a challenging, broad and balanced curriculum underpinned by a strong faith experience and an excellent pastoral care system.

We believe every child deserves to feel safe and valued and, because of this, our young people flourish academically, socially and spiritually in our school.

Our mission statement, **Learning Together as a Community in Christ** encapsulates everything we do.

We promote a love of learning through our quality first teaching. We are a fully inclusive community which recognises the worth of every individual and we encourage all our community to be Christ-like - being respectful, polite, kind and aspirational.

Could you be part of our team?

Thank you for taking an interest in our school.

Alison Rigby

Headteacher



Why work at St John Fisher?

We have high expectations of our students and of our staff - people matter in our school. We expect our staff to be models of excellence and demonstrate a strong moral core and a professional work ethic. Staff are valued and supported in their pursuit of professional development. In return, we expect total commitment to our strong Catholic ethos and a relentless pursuit of aspiration for our young people - we want them to do their best and be their best.

We are a Good school, as judged by Ofsted in November 2021. Further, we are an Outstanding Catholic School, as confirmed by our Section 48 Inspection within the new framework in June 2023.

It is an exciting time for our school community as our school has been identified as one of fifty schools to be in the first stage of the Department for Education's new School Rebuilding Programme. Our new state-of-the-art, net-zero school with a separate sports facility is now under construction and will be ready for January 2025. Currently, our school is effectively operating amongst the construction with adapted breaktimes and lunchtimes, using existing school blocks and the addition of a temporary block. This current situation presents us with immense challenge, however, due to our cohesive and supportive staff team and loyal pupils our school is managing incredibly well and is looking forward to moving into an innovative and modern environment.

Be part of something exciting...



What we do for the wellbeing of our staff

- Commitment to Health Assured Employee Assistance Programme.
- Strong commitment to ongoing staff training and development including engagement in NPQ programmes and Masters accreditation.
- Strong and healthy relationships between SLT and staff.
- An appraisal process which recognises staff (teaching & non-teaching) contribution to school priorities and follows a developmental approach rather than performative.
- Recruitment of additional staff to strengthen the pastoral team.
- Reasonable expectations with regards to staff duty commitments.
- Strong commitment to reducing staff workload and decision-making processes consider staff wellbeing.
- High levels of staff consultation.
- Advance notice for staff with monitoring and evaluation tasks and a well-planned and transparent annual calendar.
- Regular information sessions for staff to help staff make informed career choices and feel supported in the school environment e.g. menopause, pensions etc.
- SLT are a visible presence around school both during lessons and in unstructured times of the day.
- Wellbeing weeks in school calendar to support staff in managing workload.
- Active social calendar for staff.
- SLT arrange detentions each Friday to reinforce standards.
- Support for staff spiritual development through school chaplaincy, regular Masses and liturgy.
- Birthday cards for every member of staff.

Our Religious Education Department

Our Curriculum Vision

The philosophy of the Religious Education department is one born out of the school mission statement: *Learning Together as a Community in Christ*.

Religious Education is at the heart of our Catholic school. While the school, in all aspects of its life, is involved in the formation of its pupils, Religious Education has a lead role in the academic and spiritual development of all pupils.

The Religious Education department at St John Fisher strives to:

- use Christ as a model for our personal behaviour, treating every individual with love, respect and fairness.
- establish a framework within which self-discipline can develop and self-esteem can be fostered
- ensure pupils are well-rounded citizens when they leave St. John Fisher with a knowledge of social justice, morals and an ability to understand the variety of people in the world today.

Staffing

The Religious Education department consists of five full time members of staff and a non-specialist (part-time).

Curriculum and Specifications

The Religious Education department is in a place of transition in which we are currently delivering the AQA syllabus Specification B at GCSE but will be moving into teaching the Eduqas GCSE Specification B in the coming years. We also teach the AQA unit award scheme for those not sitting the full course.

We also have a roll-out plan for the new Religious Education Directory: To know You more clearly at Key Stage Three.

The Religious Education department works very hard to ensure that all pupils have the skills to meet the demands of the new curriculum.

Partnership Working

We enjoy working in partnership with other schools and attend the Liverpool Archdiocese RE network meetings. Some of our staff have worked and assisted with the redesign of the new curriculum and attended the new RED working party. One of our team is a Catholic School Inspectorate Inspector for the Archdiocese.

Extra-Curricular and Enrichment Opportunities

We offer a host of activities for our pupils to enjoy including; Key Stage 3 Philosophy Club, an educational visit for Year 8 to the Jewish Museum in Manchester, listening to our annual visiting speaker; John Pridmore.

We liaise regularly with our local colleges so we can encourage the next step in studying Religious Education post-16.

Environment and Resources

The Religious Education department has 4 main teaching rooms all fitted with wide screen monitors which may be accessed by staff via lap top casting to deliver engaging lessons through state-of-the-art technology. We also have a lap top cabinet which allows pupils to engage in independent study.

Professional Development Opportunities

All staff are encouraged to attend CPD courses whether it be GCSE focused, network meetings within the Liverpool Archdiocese or in the Wigan borough, based on appraisal targets and to liaise with other Catholic Religious Education departments to share good practice.

Our History Department

Our Curriculum Vision

We adopt a 'teach to the top' approach, with support for those who need it, dovetailing this with high expectations for our students. We are always forward thinking, looking for new ways to engage pupils so we can ensure the best outcome for our pupils when they leave. Above all, we are a team, and we strive to foster strong relationships with our pupils and each other.

Staffing

The History department has five teachers of History. It has experienced a low staff turnover. The department has an excellent reputation with both pupils and staff. Teaching and Learning is paramount to the success of the department, with the department always striving to improve. The curriculum is robust, and the relationships between the Humanities team are strong.

Curriculum and Specifications

The History department delivers Edexcel syllabus at GCSE. The department also offers Educas GCSE Sociology. Uptake at KS4 is strong.

Copious amounts of time have been spent on curriculum planning in the lower school to ensure it meets the demand of the new GCSE, equips our pupils with the skills required and the knowledge needed to achieve.

Extra-Curricular and Enrichment Opportunities

The department have made use of external speakers and have run trips to the Belgian and French Battlefields. We have a comprehensive intervention and revision programme for Year 10 and 11.

Environment and Resources

The department benefits from three fully equipped classrooms, each with interactive board, easy access to ICT facilities and a History staffroom. All resources for both KS3 and KS4 are shared, with a clear and easy to follow scheme of work and fully differentiated resources for each lesson.

Professional Development Opportunities

All five members of the department have had opportunity to gain TLRs and have attended courses such as 'Grow your Own Talent' and NPQML. CPD opportunities are offered throughout the year, tailored to suit the needs of the individual.

History/Religious Education Teacher

Job Description: Classroom Teacher

Post:	History/Religious Education
Responsible to	<ul style="list-style-type: none"> • Headteacher, SLT link, Head of Religious Education, Head of History.
Achievement of pupils	<ul style="list-style-type: none"> • To take account of their starting points, the proportion of pupils making and exceeding expected progress is high. • To ensure pupils make rapid and sustained progress across the subject and learn exceptionally well. • To ensure pupils' literacy is developed and opportunities for wider reading across the subject are promoted. • To ensure all pupils acquire knowledge quickly and develop their understanding rapidly in the curriculum area and opportunities are provided to ensure that they are exceptionally well prepared for the next stage in their education, training or employment. • To ensure the learning, quality of work and progress of groups of pupils, particularly those who are disadvantaged, those who have special educational needs and most able show that they achieve exceptionally well. • To maintain standards of attainment of all groups of pupils at least in line with national averages with many pupils attaining above this. Particular focus is on closing the gap rapidly. • To pursue excellence, demonstrated by an uncompromising and highly successful drive to strongly improve, or maintain, the highest levels of achievement and personal development for all pupils over a sustained period of time.
The Quality of Teaching	<ul style="list-style-type: none"> • To be able to teach in all key stages outstanding and never less than consistently good. • To have consistently high expectations of all pupils. • To plan and teach lessons that enable pupils to learn exceptionally well. • To systematically and effectively check pupils' understanding throughout lessons, anticipating where they may need to intervene and doing so with notable impact on the quality of learning. • To plan the teaching of reading, writing, communication and mathematics which is highly effective and cohesively planned and implemented across the subject. • To provide consistently high-quality marking and constructive feedback which ensures pupils make rapid gains. • To use well-judged and often inspirational teaching strategies, including setting appropriate personal study that, together with sharply focused and timely support and intervention, match and differentiate accurately for individual needs.

Continued...

<p>Behaviour and Attitudes</p>	<ul style="list-style-type: none"> • To create and maintain a positive learning environment and therefore pupils' attitudes to learning are consistently positive and low levels of disruption are rate. • To expect pupils to have pride in their work which is shown by their excellent conduct, manners and punctuality. • To demonstrate skilled and highly consistent behaviour management which makes a strong contribution to an exceptionally positive climate for learning. Where there are challenges in behaviour, to proactively seek support in securing excellent strategies for improvements in behaviour over time for individuals or groups with particular behaviour needs. • To ensure all groups of pupils feel safe at school, in the department and classrooms at all times. • To ensure pupils understand very clearly what constitutes unsafe situations and are highly aware of how to keep themselves and others safe, including in relation to e-safety and positive behaviours within the classroom. • To use highly successful strategies for engaging with parents for the benefit of pupils, including those who find working with the school difficult.
<p>Professional Requirements</p>	<ul style="list-style-type: none"> • To carry out other reasonable tasks from time to time as directed by the Headteacher • To contribute to the strategic direction of the school they adhere to the school's Code of Professional Standards and arrangements for safeguarding pupils are met. • To model professional standards in all of your work and demonstrate high levels of respect and courtesy for pupils and others.

This appointment is subject to the current conditions of employment of teachers contained in the School Teachers' Pay and Conditions Document, the required standards for Qualified Teacher Status, other current educational legislation and the school's articles of governance. Candidates should also refer to the most up to date Teacher Standards for the generic responsibilities of a main pay scale teacher.

This job description may be amended at any time following discussion between the Headteacher and member of staff and will be reviewed annually.

The school 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 subject to an Enhanced DBS disclosure.



History/Religious Education Teacher

Person Specification – Classroom Teacher: History/Religious Education

Minimum Essential Requirements			
To be able to share and support St John Fisher's mission and vision			
1. Skills and Knowledge		Essential	Desirable
1.1	Ability to work effectively within a team environment, understanding teaching roles and responsibilities.	•	
1.2	Excellent classroom practitioner; at least consistently good teaching skills and an ability to enthuse and engage pupils.	•	
1.3	Understanding of current issues and educational research relating to the teaching of Humanities.	•	
1.4	Ability to form and maintain appropriate relationships and personal boundaries with staff, parents, children and young people. Act as a role model to staff and pupils.	•	
1.5	Excellent time management and personal organisational skills.	•	
1.6	Excellent interpersonal and communication skills.	•	
1.7	Excellent ICT skills; the ability to use new technology effectively to enhance learning.	•	
1.8	An ability to improve their own practice through observations, evaluations and discussions with colleagues.	•	
1.9	An ability to generate engaging resources and share them with colleagues.	•	
1.10	Demonstrate resilience, motivation and commitment to driving up standards of achievement of pupils of all aptitudes and abilities.	•	
1.11	Ability to use pupil data to target set and inform planning and intervene.	•	
2. Experience and Qualifications			
2.1	Qualified Teacher Status.	•	
2.2	Honours Degree in a Humanities subject (for example; Religious Studies, Theology, History, Geography, Sociology, Politics etc.)	•	

Continued...

2.3	Commitment to regular and on-going professional development and training to establish outstanding classroom practice.		•
2.4	Commitment to continued involvement in educational action research and its application in the learning of young people and teaching craft.		•
3. Professional Values			
3.1	A growth mindset and an excitement about learning new things.	•	
3.2	Very high expectations of all pupils; respect for their social, cultural, linguistic, religious and ethnic background and a commitment to raising their educational achievements.	•	
3.3	A commitment to equal opportunities.	•	
3.4	A willingness to promote the Catholic ethos of our school.	•	
3.5	Demonstrate and promote the positive values, attitudes and behaviour they expect from the pupils with whom they work.	•	
3.6	To deliver extra-curricular activities	•	
3.7	A good sense of humour and highly enthusiastic about working with young people.	•	



Application Process

Visits

If you would like to come and visit our school to help you in your application please contact us on recruitment@sif.wigan.sch.uk

Applying for the role:

Please use the following links to access the appropriate forms and guidance;

Teacher Application Form - [Click here](#)

Application Forms and GDPR Guidance - [Click here](#)

Recruitment Monitoring Form - [Click here](#)

Rehabilitation of Offenders - [Click here](#)

Timescale

The deadline for all applications: **Friday 3 May 2024 at 12 noon.**

Interviews: **Date to be confirmed**

Further Help

If you have any questions or issues with your application please email recruitment@sif.wigan.sch.uk





ST JOHN FISHER

CATHOLIC HIGH SCHOOL

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