



# Holy Family Catholic High School & Sixth Form Centre



Recruitment Pack

**Teacher of R.E.(0.4 FTE)**

# Holy Family Catholic High School

Holy Family is a friendly, successful and heavily over-subscribed school. We are an ambitious, high achieving, 11-18 mixed Voluntary Aided School, where young people feel safe and happy. We aim to create a supportive, caring but challenging environment for our young people, giving them the self-confidence and belief to realise their ambitions. We are aspirational for them all and strive to meet the needs of every child, irrespective of ability, to ensure they maximise their potential both in and out of the classroom.

The school is well known for its high academic standards and the warmth of its working relationships. We are committed to providing the best possible education for all our students. Our results at Key Stage 4 and Key Stage 5 are consistently above the national averages and well above local averages. None of these things would have been possible without having a team of staff who have a tremendous sense of vocation and are fully committed to our 'can do' culture and inclusive ethos. You will find considerable support and commitment from all of us. We value new ideas, creativity, risk taking and imagination but always in the context of being able to work effectively with each other.

We were recently inspected in October 2024 and the Ofsted report is extremely positive and is a testament to the hard work and dedication of our staff, governors, pupils, families, and the entire school community. The report highlights some of the many strengths of our school, including the following:

- ◇ Our school is recognised as a supportive and caring community where pupils feel safe and happy.
- ◇ Pupils and students are courteous and respectful, and staff foster strong relationships with them.
- ◇ The school places a strong focus on supporting pupils' emotional health and well-being.
- ◇ The school has high expectations of pupils' achievement, and typically, pupils, including those with special educational needs and/or disabilities (SEND), achieve well.
- ◇ The school has high aspirations for all pupils and follow an ambitious curriculum.
- ◇ All pupils are well prepared for the next stage in their education.
- ◇ The school is a calm and positive learning environment and they have established clear routines which pupils understand and follow consistently.
- ◇ Pupils behave extremely well and they have a genuine desire to learn.
- ◇ Pupils benefit from a vast array of activities, such as the Duke of Edinburgh's Award scheme, sports, visits to museums and theatres and overseas trips. They enjoy participating in a range of clubs, including sport, music, art and dance.
- ◇ Pupils take pleasure in taking on responsibilities, such as being school ambassadors and supporting local food banks, hospitals and primary schools.

We are committed to safeguarding and promoting the welfare of our children and staff and expect all staff and volunteers to share this commitment. The successful candidate will be bound by the school's safeguarding processes and will need to undertake safeguarding training as necessary. All candidates will be expected to provide two professional references at application stage. Appointment will be subject to safer recruitment procedures, including but not limited to an enhanced Disclosure and Barring Check, satisfactory references, medical clearances, evidence of essential qualifications relevant to the post and proof of the right to work in the UK and to undertake the job offered in accordance with the Asylum and Immigration Act 1996. We are an equal opportunities employer.

Please note that in line with Keeping Children Safe in Education, an online search may be carried out as part of our due diligence on shortlisted candidate.

# Teacher of R.E. (0.4 FTE)

**Salary: MPS/UPS**

**Apply by: Wednesday 23rd April 2025 (9am)**

**Interviews: w/b 28th April 2025**

**Job start: September 2025**

**Please send applications to [vacancies@holyfamilyhighschool.co.uk](mailto:vacancies@holyfamilyhighschool.co.uk)**

Thank you for your interest in this post at Holy Family Catholic High School. Holy Family is a friendly, successful and heavily over-subscribed school with a vacancy for an enthusiastic teacher of R.E. to join our talented team. This is an exciting opportunity for a highly committed teacher with a real passion for R.E. to inspire students to develop their skills and enjoyment of the subject. You will also have the opportunity to work with a caring and committed team of teachers and you will be supported by an excellent CPD programme. You will also have access to an excellent and extensive ECF/RQT programme if you are newly qualified.

The successful candidate will:

- ◇ Have strong subject knowledge in R.E..
- ◇ Be able to engage and motivate students enabling them to fulfil their potential.
- ◇ Be innovative, creative and enthusiastic with a determination to achieve the best for their students.
- ◇ Be able to inspire students through consistently high-quality teaching across all of the ability ranges in years 7-11. Have the potential for successful teaching in years 12-13.
- ◇ Be able to work in a team and support colleagues and departmental initiatives.

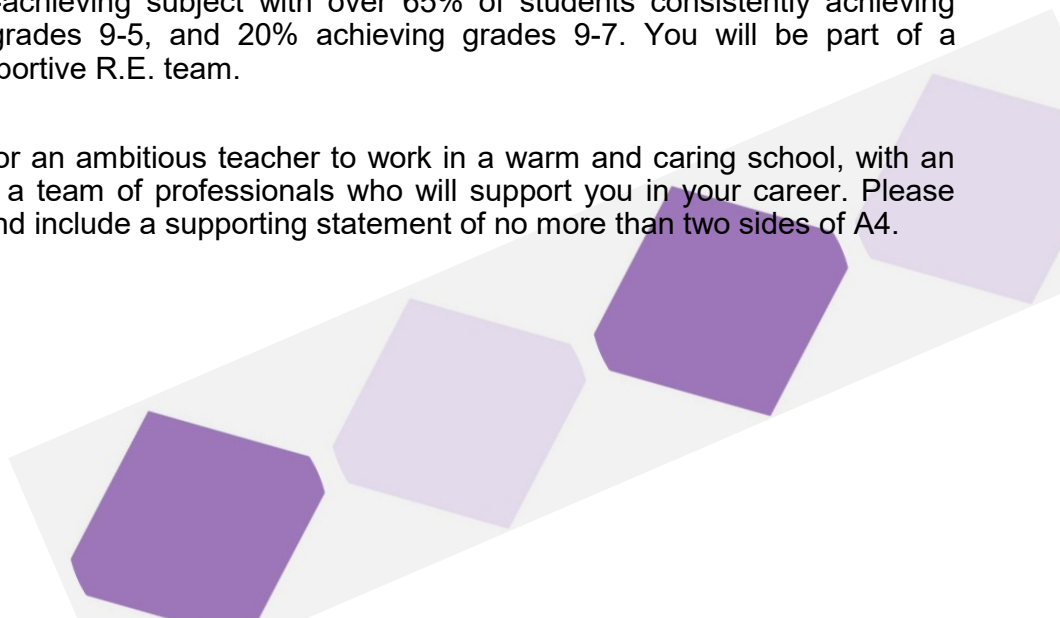
The successful candidate will receive excellent CPD and a commitment from all of us to help you become the best teacher you can be. This will come in the form of:

- ◇ Subject specific mentoring and support at all key stages.
- ◇ Focused subject specific support in developing your teaching and learning strategies.
- ◇ A comprehensive package of support covering whole school issues as well as an excellent ECF, RQT and Leadership at all Levels CPD programme.
- ◇ A supportive, friendly and committed staff.
- ◇ Whole school and bespoke CPD opportunities.
- ◇ Leadership development opportunities.
- ◇ Access to a network of external partnerships.

R.E. is a successful and high-achieving subject with over 65% of students consistently achieving grades 9-4, 45% achieving grades 9-5, and 20% achieving grades 9-7. You will be part of a dedicated, enthusiastic and supportive R.E. team.

This is a fabulous opportunity for an ambitious teacher to work in a warm and caring school, with an excellent CPD programme and a team of professionals who will support you in your career. Please complete the application form and include a supporting statement of no more than two sides of A4.

Matt Symes  
Headteacher





# Job Description

<b>Job Title</b>	<b>Teacher of R.E.</b>
<b>Salary</b>	MPS/UPS
<b>TLR Scale / Value</b>	n/a
<b>Accountable to</b>	Subject Leader of R.E.
<b>Responsible for</b>	Learning outcomes and progress of students

<b>Job Purpose</b>
To ensure the continued delivery of high quality teaching and learning and progress in R.E..

<b>RESPONSIBILITIES of the POSTHOLDER</b>
<ol style="list-style-type: none"><li>1. Plan and prepare lessons that enable your classes to fulfil their potential.</li><li>2. Promote high expectations and ambitions amongst your classes.</li><li>3. Insist on excellent conduct and cooperation from your classes.</li><li>4. Teaching assigned students according to their educational needs including the setting and marking of work.</li><li>5. Assessing, recording and reporting on the development, progress and attainment of students.</li><li>6. Providing or contributing to oral and written assessments, reports and references for individual students and groups of students.</li><li>7. Teaching the subject across the age and ability range.</li><li>8. Ensuring the general progress and well-being of individual students and of any assigned class or group.</li><li>9. Working collaboratively on the preparation and development of courses of study, teaching materials, assessment methods and pastoral arrangements under the direction of your line manager.</li><li>10. Preparing and assessing students for public examinations.</li><li>11. Taking part in the review, development and management of activities, relating to the curriculum, organisation and pastoral functions of the school.</li><li>12. To act as a Form Tutor and carry out the duties associated with that role.</li><li>13. Active participation in the school's meetings and INSET/CPD programme.</li><li>14. To assist in the implementation of school systems and policies so that effective learning can take place.</li><li>15. To be a role model and act as an ambassador for Holy Family Catholic High School in and outside the school by: speaking positively about the school in the local community; upholding a commitment to excellence at all times and by dressing appropriately and smartly i.e. in accordance with the school's dress code.</li><li>16. Support the school's Catholic ethos.</li><li>17. Promoting high expectations and maintain good order and discipline among the students and safeguarding their health and safety both on the school premises and when they are engaged in authorised activities elsewhere.</li></ol>

All job descriptions define the responsibilities of the postholder in addition to those outlined in the School Teachers' Pay and Conditions Document. The statutory arrangements for working time are set out in the STPCD (School Teachers' Pay and Conditions Document) for teachers.

# Person Specification

	Essential / Desirable (E / D)	Evidenced
<b>Experience &amp; Qualifications</b>		
Degree and qualified teacher status in a closely related discipline.	E	A
Experience of successful teaching of R.E. in a secondary school across the full ability range at KS3 & 4.	E	A,I,R
Potential/Ability to teach KS5 successfully.	D	A,I,R
Higher degree or evidence of further commitment to professional development.	D	A
<b>Knowledge and skills</b>		
An inspirational classroom practitioner, with the ability to secure excellent pupil progress.	E	A,I,R
Knowledge of principles and practices in relation to outstanding learning and teaching.	E	A,I
Clear knowledge and understanding of the R.E. curriculum.	E	A,I,R
An ability to design, monitor and evaluate classroom provision based on the identified learning needs of individual students.	E	A,I,R
An ability to use data and other information to secure excellent pupil progress.	E	A,I,R
An understanding of the potential of student voice and parental engagement.	E	A,I,R
Effective interpersonal, communication and presentation skills that inspire and motivate others.	E	A,I,R
Good decision making skills, including the ability to think creatively, problem solve and identify opportunities.	E	A,I,R
Excellent administration and organisational skills, able to prioritise tasks and meet deadlines under pressure.	E	A,I,R
Empathy with young people of all levels and backgrounds.	E	A,I,R
Positive profile with students, staff and parents.	E	I,R
Good team player with the ability to work effectively and sensitively with colleagues in helping them to improve everyday classroom practice.	E	A,I,R
Potential to lead a departmental initiative.	D	A,I,R
Excellent written and oral communication.	E	A,I,R
Willingness to take an active role in enrichment and extracurricular activities.	E	I,R
Displays commitment to the protection and safeguarding of children and young people. Has up to date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people.	E	A,I,R
<b>Personal attributes</b>		
A high degree of emotional intelligence.	E	A,I,R
Commitment to equal opportunities and inclusion.	E	A,I,R
Is independent, persistent and shows initiative.	E	I,R
Enjoys working with and developing people.	E	I,R
Sense of humour.	E	I,R
Shows patience, persistence, flexibility, tact, imagination, resilience and commitment.	E	I,R

A = Application Form; I = Interview; R = Reference



Please send any completed application forms to [vacancies@holyfamilyhighschool.co.uk](mailto:vacancies@holyfamilyhighschool.co.uk)



**Holy Family Catholic High School**  
Virgins Lane  
Thornton  
L23 4UL



[www.holyfamilyhighschool.co.uk](http://www.holyfamilyhighschool.co.uk)



**Tel: 0151 924 6451**



**@HFCHSThornton**



Email: [vacancies@holyfamilyhighschool.co.uk](mailto:vacancies@holyfamilyhighschool.co.uk)



[facebook.com/HFCHSThornton](https://facebook.com/HFCHSThornton)

**Be the best you can be!**