



Blessed Thomas Holford Catholic College

Recruitment Pack

Required for Easter
start 2024

Salary: MPR/UPR Plus
TLR 1A (£9,272)

**Head of
Religious Studies**



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May God's love be our guide 



Welcome to Blessed Thomas Holford Catholic College

January 2024

Welcome Letter from Mrs Hogg, Headteacher

Thank you for your interest in the post of Head of Religious Education.

Our motto is **'may God's love be our guide.'** God's love is kind, patient, and hopeful. It always protects and perseveres.

However, love is not easy, and it takes strength to open our hearts to all, as God's love is not guided by arrogance, resentment, envy, judgement, or selfishness. So, our daily prayer is may God's love be our guide in our college, in the classroom, in our decisions, on the playground, in our friendships, in our learning, in our curriculum, in our thoughts, in our conversations, in our welcome and in the person, we are yet to become.'

What makes Blessed Thomas Holford Catholic College stand out is our commitment to the young people in our care, encouraging and inspiring every child to fulfil their God-given potential and to flourish. We place as much emphasis on the pastoral care and faith development of the child as we do on academic excellence.

We are a happy and vibrant 11-18 school, and our academic tradition fosters a culture of enquiry and creativity. We value curiosity and thoughtfulness, and we are ambitious for our students to achieve success whatever their aspirations.

All our staff have true pastoral hearts and take time to ensure every child is known, their strengths supported, and development needs overcome. I would encourage you to visit Blessed Thomas Holford Catholic College and find out more about our welcoming inclusive school.

Mrs C Hogg
Headteacher





Why work for Blessed Thomas Holford Catholic College

We are an 11-18 Catholic college with 1,600 students on roll, including 220 in the Sixth Form. GCSE and A level results have been consistently excellent over several years and we are determined to make ourselves an exceptional educational provider. Our college is highly popular with parents/carers, and we are oversubscribed every year.

We have high expectations of our students and of our staff – people matter in our college. 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.

Every teaching post is an important one for the future of our college and the successful candidate will be somebody with a high work ethic and unstinting commitment to our children. We want somebody with a strong ambition to develop their own career but, above all they want to make a significant and long-lasting impression on the future lives of our students.

We offer:

- A supportive and committed college family
- A college with a desire to continuously improve
- Highly motivated and talented staff with a strong team ethic
- Ambitious and hardworking students

May God's love be our guide 



Job Description

It is a requirement of this role that the post holder is a practicing Catholic

Main Purpose of the job:

- To provide professional leadership of the Religious Education department, promote high quality teaching and effective use of resources to ensure the highest possible standards of achievement of all learners.
- To be responsible for the quality of learning and progress of all groups of learners within the curriculum area.

Key Duties:

- Lead and manage the Religious Education department including the professional development and performance management of the team
- Provide vision, leadership, and day to day operational management of colleagues within the department
- Ensure National Curriculum requirements are followed for teaching Religious Education
- Ensure the highest standards of achievement for all pupils; monitor and continuously improve the implementation of the Religious Education curriculum through coaching, sharing good practice, identifying, and facilitating appropriate CPD
- Ensure the college homework policy is followed and checks are made regularly
- Teach across the whole age range and across all ability groups, up to and including Sixth Form, ensuring the up take on KS5 courses
- Liaise with other staff, including SENCo, to ensure effective support for all pupils' in Religious Education
- Monitor behaviour for learning is applied consistently and effectively across the department; coach colleagues and support them in behaviour and classroom management to remove barriers to learning
- Manage the financial and all other resources with the department
- Work with the Leadership team to promote high commitment to the college mission statement and provide practical ideas on strengthening the Catholic life of the College

Additional:

- Contribute to the overall ethos/work/aims of the College
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality, and data protection, reporting all concerns to the appropriate person
- To undertake any other reasonable duties, as directed by the Headteacher
- This job description will be reviewed annually and may be subject to amendment at any time after consultation with the post holder. It is not a comprehensive statement of tasks but sets out the main expectations of the school in relation to the post holder's duties and responsibilities.

Person Specification

	Essential	Desirable
Qualifications & training: <ul style="list-style-type: none"> Qualified Teacher Status Degree in relevant subject 	E E	
Teaching experience and knowledge: <ul style="list-style-type: none"> Evidence of effective teaching experience across the age and ability range. Evidence of understanding of the National Curriculum requirements for the teaching of Religious Education. An awareness of the way in which Religious Education influences the whole college curriculum. Competence and confidence in the use of IT as a tool for learning. Knowledge and experience of the issues surrounding safeguarding of children. Experience of creating effective, engaging and differentiated lesson plans to meet the needs of all learners. Ability to use assessment to inform planning for good teaching and learning. Knowledge of strategies for raising achievement and achieving excellence. Experience of designing, implementing, and evaluating successful interventions, following the effective use of data to track and monitor the progress of individual students and groups of students (including vulnerable groups). Experience of leading a successful department or team. Experience of analysing examination results and progress to inform improvement plans 	E E E E E E E E	D
Personal skills and abilities <ul style="list-style-type: none"> An enthusiasm for teaching and an interest in learning strategies An interest in the development of young people and their needs Ability to form good relationships with students, parents/carers and staff Excellent organisational skills including managing and prioritising competing demands Effective communication skills, orally and written to a range of audiences A commitment to continued professional development 	All E	

Application Process



Applying for the role

Please download the following forms and guidance at the bottom the vacancies page on the website;

Teacher Application Form

Application Forms and GDPR Guidance

Recruitment Monitoring Form

Rehabilitation of Offenders

All applicants are required to follow the guidance for applicants securing a Faith reference



Where do I send my forms once complete?

Completed application forms should be sent to: recruitment@bthcc.org



Timescale

Closing date for applications is: **9.00 am on Tuesday 20th of February 2024**

Interviews will be held: TBC

"Our school is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment. In line with Keeping Children Safe in Education (KCSIE) online/social media checks may be undertaken for shortlisted applicants. An enhanced Disclosure and Barring Service (DBS) disclosure will be sought, along with other relevant pre-employment clearances, for the successful applicant."



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