

Applicant Information



St
Augustine's
Priory

Religious
Education
Teacher

Teacher of Religious Education

St Augustine's Priory

Letter from Headteacher

Dear Applicant,

Thank you for the interest you have shown in the post of Teacher of Religious Education at St Augustine's Priory. We are delighted to introduce you to our inspiring school at a very exciting stage of its development. Our priority is to deliver excellence in all aspects of a school that is unique both in its heritage and in its current living out of its traditions. We do this by nurturing and empowering our staff, by fostering a culture of ideas, energy and possibilities and by a keen focus on developing each girl to the best of her ability.

St Augustine's Priory is a Catholic, independent day school for girls aged 3-18 with boys in the Nursery. We are an all-through school and it is an enormous benefit to girls and parents that pupils who join us in the Junior School are able to move seamlessly up with us through to the Sixth Form years. As a Catholic school we hold the care of the whole person as central to what we do.

The school's 13 acres of beautiful grounds offer stunning views. Girls have the physical, mental and emotional space to grow intellectually in an environment which both supports and challenges. Our results are excellent; we pride ourselves on instilling in girls a love of learning. We are committed to preparing girls for life-long effectiveness and to developing the range of skills they require to achieve long-term happiness and success.

We have been in Ealing for over one hundred years, and we represent an exceptional continuity of expertise in educating women of the future. Our founders were visionary women who strove valiantly to offer girls the best possible education; we continue in this tradition and are unique in the generations of staff and of families who continue to work and study here. We offer a broad and varied curriculum with rich opportunities for personal development.

We invite you to consider joining us on an exciting journey.

Mrs S. Raffray MA
Headteacher

Mission Statement

We are an all-through, inclusive Catholic girls' school committed to preparing girls for life long effectiveness and success. As part of their journey girls will learn of intellectual risk taking and emotional strength, reflection and self-knowledge, persuasiveness and team building as well as a cultural curiosity for an enriched enjoyment of life.

In our stunning 13 acres of grounds, girls have a physical freedom unique in central London. We aim to instill in them the emotional freedom to grow intellectually and spiritually and to understand the truth about themselves, others and our complex world. We will give them the courage to be ambitious and compassionate and we will provide a secure, happy and nurturing community in which to explore all of the above.

To this end we seek, develop and retain the best teachers who value well-being and the individual progress of each girl as much as they are relentless in their pursuit of academic excellence. Their goal is life-long success for each girl and they set the pace of energy and dynamism within which the girls flourish.

A letter from the Head of Religious Education

Dear Applicant,

We look forward to receiving your application.

There is a separate application form and applicants should pay particular attention to its accurate completion. I also enclose some information about the school.

Should you have any further queries please do not hesitate to contact the School. You are also welcome to arrange a preliminary visit to the School at a mutually convenient time.

I trust this brochure will be informative and helpful in making the decision to apply for this post, and look forward to receiving your application.

Contents

1. Information about the Religious Education Department
2. The Job Description for Teacher of Religious Education
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4. An outline of the selection procedure

Yours faithfully,

Mrs L. McDermott, BA(Hons) PGCE
Head of Religious Education

Our Religious Education Department

“Overall, teaching across the school in religious education is typically outstanding. Pupils’ religious experience is enhanced as they move through the school. Teachers have excellent subject knowledge of scripture and are able to explain the often complex theology that lies behind current affairs. As a result, pupils display high levels of religious literacy... Excellent relationships exist between staff and pupils and between the pupils themselves”

Westminster Diocesan Inspection Report 2016

Our Religious Education Department is core to the school’s ethos and consistently delivers outstanding results as well as making an invaluable contribution to the religious and spiritual life of the school.

Outside links

The Faith and Belief Forum (formerly Three Faiths Forum) is an organisation that promotes educating and opportunities to meet people of other faiths to develop understanding and dialogue between all people. We have been working with this organisation since September 2010. We are linked with the Jewish Community Secondary School in New Barnet, a state-funded Jewish school. A group of girls in UIV meet the other pupils on three link days during the school year. This enables them to learn about the lives of people of other faith and explore the meaning of their own faith too.

As a Catholic school we support the work of CAFOD and regularly host visiting speakers from the agency to deliver assemblies and to supplement the delivery of Catholic Social Teaching in the classroom.

Accommodation

We have two specialist Religious Education classrooms equipped with interactive whiteboards.

There is a beautiful Chapel and a Prayer garden which the Department also uses during lessons.

Staffing

- Head of Religious Education full time, presently teaching from KS3 to A Level.
- Religious Education teacher, presently teaching from KS2 to KS4.
- In the Junior Department the Form Teacher usually delivers Religious Education.

Curriculum

Information by years

Ages 3 – 11 (Foundation to Key Stages 1-2)

In order to deliver the Religious Education Curriculum Directory our Religious Education syllabus for Foundation to Key Stage 1 – 2 is based on the 'I am the Way, the Truth and the Life' programme.

Ages 11 – 14 (Key Stage 3)

We continue to deliver the Religious Education Curriculum Directory (RECD) through the use of a scheme of work that we have developed in school based on a variety of resources such as textbooks from 'The Way, The Truth and the Life' and the online 'People of God' programme. We find this enables the girls to develop a deeper understanding of the historical and theological issues studied.

Ages 14 – 16 (Key Stage 4)

**GCSE – AQA Religious Studies B Catholic Christianity.
Perspective on Faith: Judaism and Themes: religious,
philosophical and ethical studies.**

<http://filestore.aqa.org.uk/resources/rs/specifications/AQA-8063-SP-2016.PDF>

As a result of the introduction of the new GCSE specifications we start teaching the year 9 students the GCSE course after Christmas. We teach Catholic Christianity in UIV (Year 9) and LV (Year 10). Then Judaism and the two Themes: Religion, relationships and families and Theme C: Religion, human rights and social justice in UV (Year 11.)

Religious Education in the Sixth Form

As a Catholic school, every girl in the Sixth Form follows a Core Religious Education programme based on the Religious Education Curriculum Directory.

We also offer A Level Religious Studies.

A Level

Age 16 - 18 (Key Stage 5)

GCE Religious Studies – WJEC EDUQAS

http://www.eduqas.co.uk/qualifications/religious-studies/as-a-level/eduqas-a-level-religious-studies-spec-from-2016-e-.pdf?language_id=1

We subscribe to 'Dialogue' the journal for sixth form and the RS Review, so girls are encouraged to read the relevant articles from this to develop their independent learning.

General Religious Education

Currently, General Religious Education is taught in Lower and Upper VI for one period per week. This is delivered by the Head of department. We follow a course based on the Religious Education Curriculum Directory, with topics from Pax Christi, CAFOD, Aid to the Church in Need and Westminster Diocese.

St Augustine's Priory

Job Description: Teacher of Religious Education

Salary:

The post-holder will be paid on the appropriate point of the St Augustine's Grading Scale. We have our own pay scale which is above the maintained sector.

Line of Responsibility:

The Teacher is directly responsible to the Head of Religious Education on curriculum matters and the Senior Form Teachers for Year Group issues.

Job Content:

Strategic Purpose

- The basic duties of a teacher are outlined in the staff handbook and include other duties such as the form teacher role.

Operational Responsibilities

Teaching

- Teach Religious Education as required from KS3 through to KS4. KS2 may also be required.
- Offer some General Religious Education at KS5, as required.
- Take an active part in the Liturgical Life of the School.
- Plan work in accordance with departmental Schemes of Work.
- Take account of girls' prior levels of attainment and use them to inform planning.
- Set work when required for absent girls.
- Maintain good discipline by following the school's policies and procedures.
- Establish a purposeful working atmosphere during all learning activities.
- Set appropriate and challenging work for all girls.
- Identify and work appropriately with 'Special Educational Needs and Disabilities' girls and 'Gifted and Talented' girls.
- Run extra-curricular activities in the Religious Education Department.

Assessment, Recording and Reporting

- Keep appropriate records of girls' work.
- Mark and return work set, including homework within an agreed and reasonable time.
- Carry out assessment programmes, as agreed by the School or department.

- Complete student reports in line with School Policy.
- Attend parents' evenings as required and keep parents informed about their child's performance and future targets.

Pastoral Duties

At all times the welfare of pupils is paramount, and the post-holder has a professional duty to exercise sound judgment in upholding the School's systems and to make all necessary referrals to line-managers in a timely fashion. As a Form Teacher the post-holder will be required to:

- Ensure that registration of pupils is completed in accordance with the School's agreed procedures and be aware that this is a legal duty for children of school-age;
- Care for children in the form as a reasonable parent might be expected to do;
- Be respectful of appropriate boundaries in the exercise of professional duties and care;
- Support other staff with regard to the pastoral care and academic welfare of members of the form;
- Support members of the form in their dealings and relationships with parents, School staff and other pupils;
- Ensure all administrative tasks in relation to the duties of a Form Teacher are carried out within the agreed deadlines and to an acceptable standard;
- Accompany the form during school functions e.g. Mass and assemblies
- Develop positive working relationships and communicate effectively with parents and carers;
- Deliver the School's PSHE programme
- Provide pupils with a positive role-model.
- Required to lead or supervise an after school co- curricular club

Performance Management and Professional Development:

The teacher will be part of the School's Performance Management Scheme. S/he will have an appraiser who will set agreed targets and monitor professional development.

Conditions of employment:

The above responsibilities are subject to the general duties and responsibilities contained in the written statement of conditions of employment (the Contract of Employment).

The post-holder is required to support and encourage the School's ethos and its objectives, policies and procedures as agreed by the Governing Body.

The post-holder must uphold the School's Policy in respect of all matters related to safeguarding and Child Protection.

The post-holder may be required to perform any other reasonable tasks, after consultation.

This Job Description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so constructed.

This Job Description is not necessarily a comprehensive definition of the post. It will be reviewed periodically and may be subject to modification at any time after consultation with the post-holder.

St Augustine's Priory

Person Specification: Teacher of Religious Education

Applicants should:	Essential	Desirable	Primary means of assessment
Subject Delivery			
Be a practising Roman Catholic	X		Application Form
Have a good Honours Degree or evidence of qualification to teach Religious Education to A2	X		Application Form
Show they maintain an up-to-date knowledge of subject and teaching methodologies		x	Supporting Letter

Have good understanding of assessment and public examinations		x	Supporting Letter
Ability to teach another subject to KS3 Level		x	Supporting Letter
Have Qualified Teacher Status or have completed PGCE	x		Application Form
Willing to run and participate in retreat programmes and liturgical services.	x		Supporting Letter
Have high expectations of girls	x		Interview
Be able to communicate effectively with girls	x		Interview Teaching
Be able to communicate effectively with colleagues	x		Interview
Work well in a team	x		Interview
Act upon advice	x		Interview
Have good range of teaching strategies	x		Interview Teaching
Be able to use data to help children learn		x	Supporting Letter
Show knowledge of how to plan for effective learning	x		Interview Teaching
Be able to teach challenging, organised sequenced lessons	x		Interview
Know how to adapt teaching strategies to needs of all learners	x		Interview Teaching
Make effective use of assessment	x		Interview
Promote independent learning	x		Interview

Use homework tasks effectively	x		Interview
Give developmental feedback to girls	x		Interview Teaching
Have good ICT skills	x		Supporting Letter Teaching
Whole School			
Have a sound understanding of safeguarding	x		Interview
Understand Special Educational Needs	x		Supporting Letter
Deal effectively with parents	x		Interview
Be willing to participate in the wider extra-curricular life of the School	x		Interview
Understand the roles of colleagues and managers in the school	x		Supporting Letter

The Application and Selection Process

1. Applicants should complete an application form in full and write a letter in support of their application, paying particular attention to the Job Description and Person Specification.
2. The completed application form and supporting letter should be emailed to the School Jsathananthan@sapriory.com to arrive no later than midday on Monday 17th September 2018.
3. The Selection Panel will then convene to determine a shortlist of applicants who will be invited to interview.
4. Shortlisted applicants will be contacted by email to invite them to interview and it is anticipated that the interviews will be held week commencing 24th September 2018, but this will be subject to confirmation.
5. On the day of the interviews all applicants will be asked to teach a lesson observed by a member of the RE department. They will then be asked to complete a non-teaching task, after which there will be a formal interview before the appointments panel.

6. On the day of the interview all applicants should bring with them proof of identity and address as specified on the application form and any certificates pertaining to their qualifications.
7. Following the interview the successful applicant will be invited to accept the post by telephone, but only once a contract has been signed will unsuccessful applicants be informed. All applicants should be aware that this is a normal part of our selection procedure and should make no assumptions based on a short delay.