

Teacher of Religious Studies

The Hollins

April 2024



LET
EDUCATION
TRUST

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Welcome to LET Education Trust

Dear Colleague,

Thank you for showing an interest in a post at one of our schools. The LET Education Trust is a cross-phase multi-academy trust based in Lancashire with primary and secondary schools as members.



We believe that every child deserves the best education and we create opportunities and experiences for all of them to reach their potential. Building 'cultural capital' is vital for our pupils and this occurs from reception up to year 11 through trips, activities, projects, events and residential, both at home and abroad. We are ambitious for our pupils, meaning we are always striving for excellence and supporting career aspirations through a culture of constant improvement.

Each of our schools is different and this is something we value and celebrate. The uniqueness of each school is emphasized and supported by strong central services and a school-centred and approachable central team. Most colleagues work in one school but some work across a range of schools where their skills and abilities are needed.

Collaboration is key for LET schools and at the forefront of this is staff development. Joint INSET days with keynote speakers, middle and senior leader training and subject links occur across and between schools and phases. To ensure consistency of approach and sharing of good practice we also have termly meetings for our Safeguarding Leads and our SENCOs, sharing this information is proving invaluable. School to school liaison around transition is also vitally important in ensuring our pupils arrive at secondary school with the necessary skills and helps ensure a smooth start to year 7.

One of the strengths of the LET Education Trust is school improvement, with a range of high-quality SLEs able to provide support where it is needed, both within and beyond the Trust. We also play a part Initial Teacher Training as part of our remit through Pennine Lancashire SCITT and the newly formed Embrace SCITT. We have successfully trained primary and secondary teachers over the last 10 years with a large number employed locally and within the LET Education Trust.

If you have the highest standards of professional endeavour, integrity and ethics and would like to be part of our MAT, I look forward to receiving your application.

You can find out more about our Trust at www.let-edu.org

Best wishes
Steve Campbell



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You can find out more at: www.thehollins.com



Kind



Honest



Resilient



Reflective



Respectful



Responsible



Aspirational

Dear Applicant,

Thank you for your interest in the position of Teacher of Religious Studies at The Hollins. We are a fully comprehensive school and serve a differing catchment area across Accrington and the surrounding area. Over 62% of our pupils come from E/E* areas of overall multiple deprivation, and prior attainment of our pupils is just below average. However, we achieve many great things with our pupils due to our committed, well-trained staff always going the extra mile to care for our pupil's welfare, character development and achievements. We are dedicated to improving the chances of all our young people, including our most vulnerable, pupil premium pupils, and learners with SEND and, as such, strive to offer as many opportunities for our pupils as possible, both within and outside of the classroom. We ensure that our staff engage in continual professional learning throughout their time with us, regardless of the level of experience, as we are committed to ensuring we can always get better.

This post has arisen due to the promotion of a member of the Religious Studies department. The Religious studies department achieved the following GCSE results of: 2022 - 68% grade 4+, 56% grade 5+, 19% grade 7+ and 2023— 53% grade 4+, 40% grade 5+, 12% grade 7+. Although we are not a faith school, we ensure that all pupils at KS4 study this subject because tolerance towards other people's cultures and beliefs is incredibly important in our diverse area of east Lancashire. This role would suit either an ECT or someone with experience.

Our recent transition to becoming an academy is helping cement further collaboration with other professionals, and will allow us to continue to further develop our practice. The LET Education Trust is an inclusive trust recognising the importance of providing for and investing in the adults of tomorrow.

This is an excellent opportunity to join a successful team of professionals. **Should you wish to speak to me (on an informal basis), please do not hesitate to contact me.**

We look forward to receiving your completed application form together with a letter of application.

Yours faithfully,
Mrs S Haydock
Headteacher, The Hollins



ABOUT OUR RELIGIOUS STUDIES DEPARTMENT



At The Hollins we study Religion Studies in order to nurture the natural human need to enquire and ask questions about our existence and the meaning of life. Within the subject we aim to enable students to apply historical, philosophical and theistic ideology to an ever evolving world. Therefore enabling students to leave The Hollins as global citizens who embrace debate on all belief systems without prejudice.

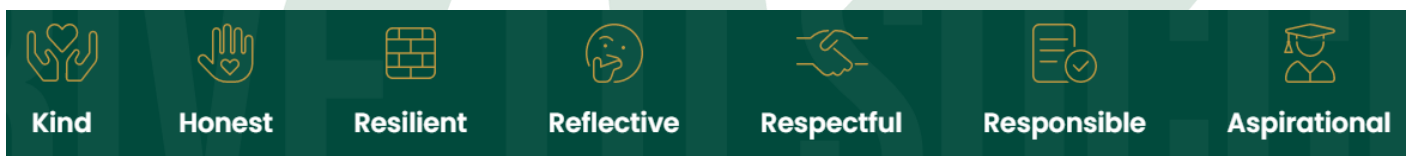


Scholars in Religious Studies are expected to describe, explain and evaluate, forming their own judgements about current affairs and moral issues. Successful students are able develop arguments from more than one point of view and refer to religious teachings within this, equipping them with the ability to evaluate, a key skill in life.

Regardless of whichever belief a student holds, including those without any belief, religious studies can provide students with the aptitude of acceptance of all members of society. Students will be able to make informed decisions about their own beliefs within a safe and supportive environment. At The Hollins we accept all cultures and faiths and aim to instil this quality within our learners, a skill which will in turn be beneficial for anyone aiming to live in modern day Britain.

ABOUT OUR 7 VALUES

These 7 important values underpin every decision we make.



Alongside the 7 values, we also have our vision, self-evaluation and our school improvement plan. None of these stand alone. They work together to ensure that we at The Hollins do our very best for our pupils and they have a positive experience, fulfilling their potential both academically and personally, celebrating our differences and developing the character to make their mark in the world. Our pupils are encouraged to “Strive for Success” and fostering these values will help them to achieve their success.



SUPPORT FOR OUR STAFF

Encourage a climate of connecting with people

At The Hollins we encourage collaboratively working and sharing our moments with each other, both within the school and further afield in the hope that both professionally and personally all our staff feel less isolated and more connected. We are human beings first and foremost and, as such, must look after and care for our well-being.

Driving down unnecessary workload

We strive to ensure that we support the DfE Workload Reduction with suggestions like ensuring that our calendar reflects generous department and CPD opportunities, not submitting regular lesson plans, no expectations that all staff will mark in a specified manner, and only collecting data that is purposeful and used multiple times.

Quality staff professional development

We value staff development above all else and this engenders a sense of confidence and motivation for staff. We treat our staff like the professionals they are by engaging in the Disciplined Inquiry approach to appraisal and development, which gives staff the responsibility to consider their own individual needs in order to continue to develop and improve.

Measure and respond to staff voice

Our thrice-yearly staff questionnaires allow staff the opportunity to let us know how they are coping with the demands of work, along with how they are coping generally. However, leadership doors are always open for continual conversations around this.

Looking after our mental health

We have staff who are trained mental health first aiders who are ready, willing and able to support.

You can also have look at the wellbeing charter which you can find on the LET Education Trust's website vacancy page.

HOW TO APPLY

Please note that CVs will not be accepted.

Applications should be submitted using the forms available from our website with a supporting letter of no more than two sides of A4. The supporting letter should be clear, concise, accurately written and presented in an organised way, it should show how your experience to date has prepared you for this role.

Your letter and completed application form should be returned no later than the specified closing date to Mrs Young, Headteacher's PA, to youngc@thehollins.com.

Your letter should be addressed to the headteacher of the school, Mrs S Haydock.

Good luck!

Job Advert

Job Title:	Teacher of Religious Studies
Location:	The Hollins, Hollins Lane, Accrington, Lancashire, BB5 2QY
Grade:	MPR1 —UPR3
Contract type:	Permanent, full-time
Start date:	1st September 2024 <i>(Following completion of a Enhanced DBS check (including child barred list check) and other safer recruitment checks)</i>
Closing date:	Friday 10th May 2024, 12noon
Interview date:	To be confirmed

The Hollins, part of the LET Education Trust is seeking to appoint a talented, highly motivated and outstanding teacher to join our religious studies department. The successful candidate should be experienced, well-qualified, with the vision and energy to inspire and motivate young people. The Hollins is an oversubscribed, highly successful 11-16 school which provides a warm, caring environment; where attainment is above average and achievement is good. We value pupils and staff alike and look forward to welcoming a new addition to our team of dedicated staff.



Each school in our Trust has a Child Safeguarding policy and procedure in place and is committed to safeguarding and promoting the welfare of all its pupils. Each pupil's welfare is of paramount importance to us and you are expected to share this commitment. All staff will fully comply with the school's policies and procedures, attend appropriate training, inform the designated person of any concerns and record any potential safeguarding incidents appropriately. Any offer of employment will be made conditional upon a satisfactory enhanced DBS check and barred list check (where applicable to the role in question).

If you are shortlisted for the position you are applying for, you will be required to complete a self-declaration giving details of any relevant criminal offences and other relevant information relating to our safeguarding duty. Further information will be provided on that form.

If you are shortlisted for the position you are applying for, the recruiting officer will undertake an online search in accordance with KCSiE 2023.

Please be aware that references will be requested immediately after the shortlisted candidates have been selected to ensure they have been received prior to the interview. **Personal email addresses will not be accepted for any referees and the recruiting officer will contact your employer to confirm your reference.**

JOB DESCRIPTION

Grade:	MPR1 —UPR3
Reporting to:	Head of Department
Location:	The Hollins, Hollins Lane, Accrington, BB5 2QY
JOB PURPOSE: The main objectives to be achieved by the post holder: <ul style="list-style-type: none">• To plan and deliver high quality religious studies lessons across the school.• To teach religious studies at KS3 and KS4.• To teach citizenship and PSHE at KS3 and KS4.	
CORE TASKS: <ul style="list-style-type: none">• To fulfil the expected role of a main scale teacher.• To fulfil the role of a Form Tutor.• To assess and report on the achievement of pupils.• To set aspirational but realistic targets for pupils' learning.• To structure lessons building on prior attainment.• To be aware of individual pupils' needs and cater for these.• To ensure work is set and assessed according to the departmental policy.• To set high expectations for pupil behaviour through building positive and productive relationships.• To apply school policies effectively and consistently.• To be aware of recent pedagogy within your subject.	
SCHOOL: <ul style="list-style-type: none">• To carry out the duties in accordance with school-based policies and health and safety procedures/policies.• To contribute to the provision of an effective environment for learning.• To support the promotion of positive relationships with parents and outside agencies.• To engage in the school's appraisal scheme.• To take care for their own and other people's health and safety.• To be aware of the confidential nature of issues.	

Equal opportunities

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

Health and safety

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

Safeguarding Commitment

This academy is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Note: In addition, other duties at no higher level of responsibility may be interchanged with/added to this list as required. The duties may be varied by the headteacher to meet changed circumstances in a manner compatible with the post held.

PERSON SPECIFICATION

	Essential	Desirable
Qualifications and Experience	<ul style="list-style-type: none"> • Qualified teacher status • Good honours degree or equivalent • A track record of successful teaching with evidence of enhancing pupil achievement in your classes. • Good ICT skills. • A willingness to be part of a team. 	<ul style="list-style-type: none"> • Evidence of further subject-based professional development.
Teaching	<ul style="list-style-type: none"> • Evidence of good classroom practice. • Good understanding of effective and engaging teaching methods. • The ability to engage, enthuse and motivate pupils. • Experience of teaching KS3 and KS4. • A good knowledge and understanding of current curricular developments in religious studies (including GCSE and NC requirements). • The ability to plan lessons and sequences of lessons with clear objectives to ensure progression for all pupils. 	<ul style="list-style-type: none"> • An understanding of current educational initiatives, including national priorities and legislation. • Willingness to teach another subject (if required). • Evidence of improved pupil outcomes.
Professional Attributes	<ul style="list-style-type: none"> • A genuine belief in the value of every child. • To be aspirational for every child. • High personal standards and high expectations of themselves and others. • The ability to relate well to all members of the school community. • A sense of humour. • A flexible approach to school life. • Excellent communication skills. 	
Other	<ul style="list-style-type: none"> • A commitment to safeguarding and protecting the welfare of children. • A commitment to excellent attendance. • A commitment to health and safety. • A commitment to equality and diversity. • A strong belief in the importance of extra-curricular activities and a willingness to be involved. • The ability to manage time effectively and prioritise work. 	