

WALTON LEDALE  
HIGH SCHOOL



# Teacher of RE with English

**Application pack**



## Teacher of RE with English

### Welcome to Walton-le-Dale.

Thank you for your interest in the post of Teacher of RE with English at Walton-le-Dale. I am delighted that you are considering joining our school and becoming part of a community that truly values its staff and students.

Walton-le-Dale is a smaller secondary school, and this gives us a distinctive and welcoming atmosphere. Visitors often comment on the warmth and friendliness of the school, and it's something we take great pride in. Our size allows us to know our students well as individuals and to tailor our support to meet their unique needs. This approach is central to our ethos, and we are proud to hold Flagship status for the Inclusion Mark, a recognition we have maintained since 2008.

Our student-centred philosophy underpins everything we do. While academic achievement is vital, we believe that education should also help young people develop into confident, responsible, and compassionate individuals. Strong relationships are at the heart of our school community, and it is through these relationships that we help our students achieve their best, both in and beyond the classroom.

Our students come from a wide-ranging catchment area, including Blackburn, Preston, and surrounding localities. As a truly comprehensive school, we welcome students from diverse backgrounds and abilities. The school's strength lies in its people. Across all areas of the school, from teachers to pastoral staff, and from learning support to administration, you will find a team that is collaborative, compassionate, and committed to excellence. Sharing expertise and working together is a hallmark of our approach, and individual professional development is highly valued. We believe that when our staff are supported to grow and succeed, our students benefit immensely.

As the newly appointed Headteacher, I have been struck by the warm and supportive nature of both staff and students. Walton-le-Dale truly feels like a family. This is a school with enormous potential, and I am excited about the journey ahead as we continue to build on our strengths.

We are now looking for a passionate and dynamic Teacher of RE with English to join us in shaping the next chapter of our school's success. If you have the energy, vision, and determination to make a real difference, I would love to hear from you.

Thank you once again for your interest, and I look forward to receiving your application.

Warm regards,

Paul Lamoury  
Headteacher



# Teacher of RE with English



Dear Candidate,

Thank you for showing an interest in this vacancy at Walton-le-Dale High School. Here at Aspirational Futures Multi Academy Trust we firmly believe that providing the best possible working environment for our staff leads to the best possible outcomes for our students.

Parklands is the founder school in our trust, which opened in February 2023. Balshaw Lane Primary School and Highfield Community Primary School joined us at Easter 2024 and Walton-le-Dale High School joined on 1st June 2024. Soon to join us later this year Gillibrand Primary School and as a newly established trust, we are at the beginning of an exciting journey, and we are looking forward to deeper collaboration within our family of schools and beyond.

In our trust we place enormous emphasis on professional development, underpinned by research, for our staff. We aim to ensure our students finish their education with us as well-rounded, well-grounded individuals who will make a positive contribution to society, which is partly achieved by ensuring our workforce is professionally challenged and supported by comprehensive CPD programmes. We are not, however, an exams factory, as successful individuals must also be equipped with the skills and qualities necessary in today's global society. Our personal development programmes along with an abundance of opportunities for student leadership and extra-curricular activities result in compassionate, open-minded and inquisitive young people who are willing and able to make a difference.

Staff in our trust benefit from:

- a culture that actively promotes a positive work-life balance
- a culture that promotes well-being initiatives
- access to UK Healthcare (<https://www.ukhealthcare.org.uk/>) helping staff with the cost of everyday health expenses such as visiting the opticians, paying for glasses, dental treatment and even paying for prescriptions, up to agreed policy limits. Employees can also claim an allowance for hospital admissions, whether NHS or private, access telephone counselling services and receive a discount on gym membership to keep them fit and motivated for work.
- opportunities to participate in extracurricular activities and school trips
- an open-door policy, allowing any colleague to speak with a member of the Senior Leadership Team without an appointment.
- excellent relationships between the Trade Unions and the trust schools

Staff at Walton-le-Dale High School benefit from:

- Free access to our state-of-the-art gym before and after school, as well as during school holidays.

Thank you again for taking the time to read this application pack, which, along with the school's and the trust's websites, will have inspired you to apply for the advertised post.

Kind regards,

Steve Mitchell  
Chief Executive Officer

# Teacher of RE with English

## Overview

We are a very distinctive school. Many visitors comment on the warmth and friendliness and the strong relationships between students and staff. We see each child and member of staff as an individual. This is, and will continue to be, a student-centred school. Everything we do must have the interests of our students at the heart of it. In order to make the best provision for our students we recruit and develop exceptional staff.

## The key responsibilities of this role:

- To plan, implement and evaluate an appropriately broad, balanced, relevant, challenging and differentiated learning experience for students.
- To support and challenge students to achieve their potential within their subject area(s) and beyond.
- To monitor and support the overall progress and development of students as a teacher/Form Tutor
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.

## The successful candidate will...

- Be a brilliant teacher.
- Be highly emotionally intelligent and empathetic, combining genuine care for each individual whilst requiring the highest possible standards from themselves and everyone else.
- Combine commitment, flexibility, integrity, and very hard work with a strong sense of humour and a life outside school.

## In addition, you will...

- Be highly emotionally intelligent and empathetic, combining genuine care for each individual whilst requiring the highest possible standards from themselves and everyone else.
- Combine commitment, flexibility, integrity, and very hard work with a strong sense of humour and a life outside school.
- Combine the ability to work independently with a talent for open, non-hierarchical, collaboration.
- Combine the loyalty and confidentiality required of a key member of the team with the ability to give and receive intellectual challenge in the best interests of the students and wider staff.
- Be open, honest, and transparent in your communication with everyone.
- Be intellectually curious and interested in a wide range of ideas relating to education so that we can always be sure that we are using the best educational strategies in the interests of our students and staff.
- Be able to manage time and workload independently, flexibly, swiftly, and effectively so that the multitude of tasks and responsibilities that come with any role are appropriately prioritised and actioned.



# Teacher of RE with English

## Job Description

<b>POST TITLE:</b>	<b>Teacher of RE with English</b>
<b>RESPONSIBLE TO:</b>	<b>Curriculum Leader, SLT Line Manager, Headteacher</b>
<b>RESPONSIBLE FOR:</b>	<b>Teaching RE with English</b>
<b>DURATION:</b>	<b>PERMANENT</b>
<b>PAY SCALE AND SALARY:</b>	<b>Main/UPS (subject to experience)</b>
<b>Closing Date:</b>	<b>9am Monday 28th April 2025</b>
<b>Interview Date:</b>	<b>TBC</b>
<b>Start Date:</b>	<b>September 2025</b>

## Working Time

- 190 days (or part time equivalent) of teaching a designated timetable plus 5 days (or equivalent) in which the teacher may only be required to perform other duties.
- Any other session as directed by the Headteacher.

### Prompt attendance and leadership/participation as appropriate in:

- Staff Briefings - 8.35am and any other designated meetings.
- Agreed pre-school, break, lunchtime and post school duties.

### Calendar:

- Full participation at directed time events on the annually published calendar.
- Attendance at calendar sessions, meetings and INSET will be agreed at the start of the academic year.
- Attendance at optional CPD opportunities.

<b>Safeguarding</b>	To report all information and concerns to the Designated Senior Leader. This should be completed promptly, factually, and in line with the school's confidentiality requirements.
<b>Health and Safety</b>	To comply with the school's Health and Safety Policy and report all information and concerns to the designated representative. This should be completed promptly.

## Duties and Responsibilities

### Operational/Strategic Planning

- To teach students according to their ability, enabling them to achieve their potential
- To plan, prepare and evaluate courses and lessons.
- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Curriculum Area.
- To contribute to the Curriculum Area's improvement plan and its implementation.
- To contribute to the whole school's planning activities

## **Teaching & Learning**

- To plan and deliver high quality lessons in line with the curriculum area scheme of work.
- To teach students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To apply the school's behaviour management systems so that effective learning can take place.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure that ICT, Literacy, Numeracy and school subject specialism(s) are reflected in the teaching/learning experience of students
- To ensure a high-quality learning experience for students which meets internal and external quality standards.
- To prepare and update subject materials.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus, including for those students with special educational needs.
- To support and consistently apply the school's Behaviour and Rewards Policy, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of students as requested by external examination bodies, departmental and school procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.
- To assist the subject leader in ensuring that the curriculum area provides a range of teaching which complements the school's strategic objectives.
- To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of students
- To maintain appropriate records as part of whole school policy, and to provide relevant accurate and up-to-date information for whole school assessment and information processes
- To complete the relevant documentation to assist in the tracking of students.
- To track student progress and use information to inform teaching and learning

## **Staffing**

- To engage actively in the Performance Management Review process.
- To take part in the school's staff development programme by participating in arrangements for further professional development, including an evaluation on the effectiveness of the professional development
- To continue personal development in the relevant areas including subject knowledge and teaching methods.
- To ensure the effective/efficient deployment of teaching and learning assistants
- To work as a member of a designated team and to contribute positively to effective working relations within the school

## **Quality Assurance**

- To review from time-to-time methods of teaching and programmes of work.
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.
- To help to implement school quality procedures and to adhere to those.
- To contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed school procedures

### **Marketing and Liaison**

- To communicate effectively, both written and orally with the parents of students as appropriate.
- Where appropriate, to communicate and cooperate with persons or bodies outside the school.
- To follow agreed policies for communications in the school.
- To take part in marketing and liaison activities such as Open Evenings, Parents Evenings, Review days and liaison events with partner schools.
- To contribute to the development of effective subject links with external agencies

### **Pastoral System**

- To be a Form Tutor to an assigned group of students, as described in the job description for Form Tutors.
- To liaise with pastoral staff to support school processes in challenging students to meet their academic potential
- To promote the general progress and well-being of individual students and of the Form Tutor Group as a whole

### **Other Specific Duties**

- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
- To actively promote the school's corporate policies.
- To comply with the school's Health and safety policy and undertake risk assessments as appropriate.
- All staff are expected to be courteous to colleagues and students and provide a welcoming environment to parents and other visitors.
- To undertake any other duty as specified by STPCB not mentioned in the above.

*Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. The post holder will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. All aspects of the post will be evaluated by appropriate means including discussions with those staff the holder is responsible to, including the Headteacher and members of the SLT.*

*Please advise the school of any disability you may have or develop so that the school may endeavour to make any necessary reasonable adjustments to the job and the working environment.*



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## Person Specification

This is a summary of the skills, knowledge and attributes and should be read in conjunction with the job specification.

	Essential	Desirable	Method of assessment
<b>QUALIFICATIONS</b>			
Qualified Teacher Status	✓		A/C
A recognised degree or equivalent	✓		A/C
<b>EXPERIENCE OF TEACHING</b>			
Successful RE with English teaching to GCSE/KS4 level in an 11-16 school - either in placement or employment		✓	A/R
<b>PROFESSIONAL UNDERSTANDING</b>			
Assessment for Learning		✓	A/I/R
Planning		✓	A/I/R
Differentiation / personalisation, to include the needs of SEND students		✓	A/I/R
Behaviour management strategies		✓	A/I/R
ICT Literacy		✓	A/I/R
Awareness of the health and safety issues in teaching RE with English		✓	A/I/R
<b>APPLICATION FORM AND LETTER</b>			
Application form should be fully completed, accurate and legible.	✓		A
Letter should be clear, concise, accurately written and presented in an organised way.			
Letter should outline a clear educational philosophy and relate directly to the requirements of the post and the school as outlined in the Job Description, this Person Specification and other documentation	✓		A
Candidates will have to demonstrate their suitability to work with children	✓		A/I/R
<b>KNOWLEDGE, SKILLS, AND ATTRIBUTES</b>			
Experience of quality assurance processes		✓	A/I/R
Ability to work as a team	✓		A/I/R
Excellent subject knowledge and effective classroom practice	✓		A/I/R



Knowledge and understanding of current educational issues, including national policies, priorities and legislation		✓	A/I/R
Knowledge and understanding of current curricular, teaching and learning issues relevant to the needs of the school		✓	A/I/R
Understanding of strategies for school improvement		✓	A/I/R
Ability to use ICT to enhance learning and to administer professional duties	✓		A/I/R
Self-confidence, self-motivation, personal impact and presence	✓		A/I/R
The ability to relate well to students, parents and staff	✓		A/I/R
Effective communication and exceptional interpersonal skills	✓		A/I/R
High levels of commitment, enthusiasm and motivation	✓		A/I/R
A clear understanding of the needs, values and aspirations of all students being educated in this school	✓		A/I/R
A good sense of humour	✓		A/I
Willingness to make a substantial contribution to the school's vision and future development	✓		A/I/R

**Note:** We will always consider your references before confirming a job offer in writing.

**Key:**

A = Application (including letter)

C = Certificate

I = Interview

R = Reference

## How to Apply

The application form can be downloaded from the vacancies page of the website: <https://www.wldhigh.co.uk>.

In addition, please submit an accompanying statement to outline how your experiences demonstrate that you meet the person specification. Please include here details of your experience and your suitability for the post - maximum 2 sides of A4, size 12 font.

**Closing Date: 09:00hrs Monday 28th April 2025**

**Interview Date: TBC**

Please contact Lorraine Hodgson, Headteacher's PA, for any questions regarding this application or to arrange an informal visit, which are welcomed, on [recruitment@wldhigh.co.uk](mailto:recruitment@wldhigh.co.uk).

Walton-le-Dale High School is committed to safeguarding and the process of safer recruitment. As a result, this post is subject to an enhanced Disclosure and Barring Service check, and all shortlisted candidates will be subject to online checks and expected to prove their identity at interview. The successful candidate will be expected to show original copies of qualifications and further proof of their identity.

Please note, we reserve the right to withdraw this vacancy at any time and regret we are unable to contact individual applicants who may be unsuccessful.