

“Working Hard, Achieving More.”



SARUM  
ACADEMY



Teacher of Religious Education  
Candidate Information Pack



Dear potential future colleague

Thank you for taking the time to find out about our Salisbury school and the possibility of working here with us. Sarum Academy are welcoming applications for the position of Teacher of Religious Education.

Sarum Academy is a Voluntary Controlled Church of England Academy founded in 2010 delivering high quality, non-selective, personalised education to students aged 11-19 years. Sarum Academy is a successful school with a good reputation; part of the Magna Learning Partnership Academy Trust. The Academy secured another Good Ofsted judgement in February 2023.

As a Church of England School our ethos is underpinned by Christian values and principles. Sarum Academy recognises and celebrates diversity, welcoming students of all faiths and none. A strong partnership with young people and their families is the lifeblood of a warm and happy school, knowing together we can build the foundation of a successful and boundless future for the students we serve.

We are a happy school, one where students feel nurtured and challenged, one that values all members of the community and our reputation is built on professionalism and the strong partnership of students, staff, parents, governors and schools within the Salisbury area.

The Academy is currently growing rapidly in size and you would be joining a team of committed and supportive staff and the school can offer a wide variety of opportunities to develop and enhance your skills through training and support.

To apply, please download the application form via [www.sarumacademy.org](http://www.sarumacademy.org). If you have any further questions or queries please contact Mrs Dixon in Human Resources on 01722 342437 or [recruitment@sarumacademy.org](mailto:recruitment@sarumacademy.org).

Here are the links to our recent videos which will hopefully give you a flavour of what a great place to work Sarum Academy is.

<https://youtu.be/YjuGnSSVH0g>

<https://youtu.be/6ARdRee49e4>

<https://youtu.be/mQE8acYOvPM>

Thank you again for taking the time to consider Sarum Academy – I look forward to receiving your application and meeting you in person.



Mrs Jennifer Moore  
Headteacher



# The benefits of working at Sarum Academy

## The Academy offers:

- A very real chance of making a difference to the lives of young people
- Leadership that cares for its staff and places huge importance on staff wellbeing and trying to achieve a “work-life balance”
- An enthusiastic and driven team of teachers and support staff
- Ongoing professional development of the highest standard
- Work with professionals across the Magna Learning Partnership and access the many benefits of working within the Trust
- A strong support network both within the school and within the Magna Learning Partnership Academy Trust
- A fantastic working environment and wealth of resources including full access to ICT



# Job Description for:

## Teacher of Religious Education

**Salary Range:** MPS 1-6, UPS 1-3

**Responsible to:** Headteacher, under the day-to-day management of the Curriculum Team Leader for RE

### Core Purpose:

In addition to carrying out the professional duties of a teacher in accordance with the Teacher Standards, the post holder shall, in consultation with the Curriculum Team Leader and the Headteacher:

### Key accountabilities:

- Teach across the age and ability range, in line with the programmes of study, in such a way as to challenge and inspire students of all abilities enabling them to make 'good' progress. Exercising a qualified teacher's professional skills and judgement
- Plan, prepare and teach lessons to students assigned, according to the student's educational needs with reference to prior attainment, SEND and English as an additional language as required
- Assess, record and report on the development, progress and attainment of students assigned, in line with Academy policies
- Contribute to the planning and implementation of the curriculum under the guidance of the Curriculum Team Leader
- Set high expectations for student behaviour establishing and maintaining a good standard of discipline through well focused teaching and through positive and productive relationships
- Be familiar with, support and reinforce the aims, ethos, policies and procedures of the Academy
- Contribute to the Academy's enrichment programme
- Attend all calendared meetings as required

### Other responsibilities:

- Act at all times as an ambassador for the Academy in a manner which upholds its Christian values and ethos and to model behaviour consistent with the Academy's standards and aspirations
- Take an active role in the Academy's pastoral care of students and fulfil a pastoral and mentoring role
- Foster good relationships with parents and the wider community
- Have an agreed flexible working pattern to ensure that all relevant functions, including extra-curricular activities, are fulfilled
- Demonstrate a commitment to personal professional development and the development of other staff
- Be subject to performance objectives agreed annually and will be responsible for providing evidence of progress for key accountabilities
- Carry out such other duties as may reasonably be assigned by the Headteacher
- Recognise that duties of a post may vary from time to time without changing the general character of the post or level of responsibility entailed

# Person specification: Teacher of Religious Education

	Essential	Desirable
<b>Qualification</b>	Qualified Teacher Status Degree in Relevant subject Recent and relevant CPD	
<b>Professional Development</b>	Self motivated and committed to professional learning	Recent relevant in-service training in RE
<b>Experience</b>	Evidence of high achievement in teaching across Key Stage 3 and 4 Experience of the development of Programmes of Study and Schemes of Work across the Key Stages Able to use Assessment for Learning effectively to engage pupils as partners in their learning Working effectively as a Form Tutor	
<b>Knowledge</b>	Vision for the teaching of RE Experience in the use of assessment and attainment information to improve practices and raise standards Experience in the use of strategies to promote good pupil relationships and high achievement in an inclusive environment Secure knowledge of Programmes of Study for RE across Key Stage 3&4 An understanding of the Key Stage 2 RE Curriculum	Strategies to enhance teaching and learning of ICT within RE An understanding of Literacy, Numeracy & Emotional Literacy developments to support learning and teaching Be familiar with the AQA GCSE RE Syllabus
<b>Skills</b>	Excellent communication and presentation skills Problem solver Competent use of ICT Evidence of the ability to plan and resource effectively Experience of effective interventions and to meet curricular objectives The ability to prioritise and manage multiple demands	Ability to use and promote a wide range of teaching methodologies
<b>Commitments</b>	Commitment to inclusive education Committed to the value and promotion of educational visits, journeys and field work Commitment to teacher training Experience of active involvement in school development	
<b>Personal</b>	Passion for teaching High level of emotional intelligence and empathy "Can do" attitude Energy, enthusiasm, integrity and humility Good health and attendance record Sense of humour and a positive outlook on life Ability to work under pressure and determination to succeed Good attention to detail	

## **Safer recruitment and equality**

### **Sarum Academy Safer Recruitment Procedure**

Sarum Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All applicants will be subject to a full Disclosure and Barring Service check (DBS) before any appointment is confirmed.

### **Disclosure**

Sarum Academy requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal record will not necessarily debar you from employment - this will depend upon the nature of the offence(s) and when they occurred.

### **Shortlisting**

Only those candidates meeting the requirements of the Person Specification (evidenced in the Application Form) will be taken forward from application.

### **Interview**

Those shortlisted will be invited to attend an interview process which may include (post dependent) lesson observations, tasks or role specific activities; further shortlisting may take place after lesson observations prior to moving forward to formal interviews with the Headteacher. During the interview process candidates will be asked to address any discrepancies, anomalies or gaps in their application form.

### **Reference checking**

References from current employers will be taken up for shortlisted candidates and, where necessary, employers may be contacted to gather further information.

### **Probation**

All staff will be subject to a probation period of four months. The Academy Trust may, at its discretion, extend this period for up to a further two months. During this probationary period your performance and suitability for continued employment will be monitored. At the end of your probationary period you will be informed whether you have successfully completed your probationary period.

### **A commitment to encourage diversity**

Sarum Academy is committed to eliminating discrimination and encouraging diversity. Our aim is that our workforce will be truly representative of all sections of society and that each employee feels respected and able to give their best. To that end we are committed to provide equality and fairness for all in our recruitment and employment practices and not to discriminate on any grounds.

