



"Deo Reddite Dei"

"Give back to God what belongs to God"

April 2021

Dear Applicant,

Teacher of Religious Education and Geography: Application Pack

Thank you for your interest in the position of Teacher of Religious Education and Geography at St. John Fisher Catholic Comprehensive School. Our application pack offers the following information, which we hope will assist you in deciding if you have the right qualities to work here and whether our school is the best place for you to further your development and career.

- External Advertisement
- Job Description
- About the Religious Education (RE) Department
- About the Geography Department
- Our History
- Mission Statement
- Our Results
- How to Apply

The following important documents are also available on our website:

- School Prospectus https://stjohnfisher.school/wp-content/uploads/PDF/KS3_CURRICULUM/sjf_KS3_16-Propectus-2018-web.pdf
- Sixth Form Prospectus https://stjohnfisher.school/wp-content/uploads/2019/11/SJF_SIXTHFORM_PROSPECTUS.pdf
- Application Forms <https://stjohnfisher.school/home/about-us/vacancies/>

We look forward to receiving your completed application.

Yours faithfully,

Dympna Lennon
(Headteacher)

MRS D.LENNON
HEADTEACHER

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CATHOLIC COMPREHENSIVE SCHOOL

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External Advertisement: Required from September 2020

TEACHER OF RELIGIOUS EDUCATION AND GEOGRAPHY

MPS / UPS: Full time

The Governing Board is seeking to appoint an enthusiastic and well-qualified teacher of Religious Education and Geography from September 2021.

The successful candidate will be a Religious Education specialist with some experience of teaching Geography. RE is taught across the 11-18 age range, while Geography is currently taught across Key Stages 3 and 4. We hope to expand our Geography curriculum to include Key Stage 5 Geography in the near future, and as such, the ability to deliver Geography to A Level standard will be an advantage.

The successful candidate will model at least good teaching practice and will be able to engage and inspire students of all abilities both in and out of lessons. They will also be keen to contribute to the school's extra-curricular life to enhance the opportunities available to our students. A bespoke CPD programme will be tailored to their needs.

St. John Fisher Catholic Comprehensive School is a non-selective coeducational secondary school for students age 11-18. A split site school with free parking, we are moving to brand new buildings in Spring 2023. Our mission statement is that '**St. John Fisher Catholic Comprehensive School inspires students, spiritually and educationally forming them through Faith so that they can achieve their aspirations and contribute to their community**'. As a Catholic school, we are passionate about the formation of the whole student, making sure that we develop students into good people as well as ensure they get good results.

The school is in Medway, a 30-minute distance from London by road or high-speed rail link. Medway benefits from a multimillion-pound regeneration programme bringing new housing developments and facilities for its inhabitants; it also has the lowest council tax rates in Kent. St. John Fisher also offers subsidised accommodation for employees and this will be offered to the successful candidate, should they be interested.

We are happy to offer visits and informal discussions of the role: please contact v.walker@stjohnfisher.school for further information. No agencies please.

Closing date for applications: 9am on Friday 30th April. Interviews will take place shortly after the closing date.

Shortlisted candidates only will be contacted for interview which will take place shortly after the deadline. St. John Fisher Catholic Comprehensive School is an Equal Opportunities Employer, committed to safeguarding and promoting the welfare of all students. Any offer of appointment will be subject to satisfactory references and an enhanced DBS check will be required for all successful applicants.

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Job Description

| | |
|-------------------------|--|
| Post Title: | Teacher of Religious Education and Geography |
| Role: | To teach Religious Education at KS3-5, Geography at KS3-4, to act as a form tutor and to support the Humanities and RE faculties as appropriate. |
| Responsible to: | Head of Faculties and Assigned member of the Senior Leadership Team |
| Responsible for: | Progress of the students within your designated classes / subject(s) and form group |
| Grade: | MPS / UPS |

In addition to the duties summarised in your job description please refer to:

- The current year's statutory Guidance on School Teacher's Pay and Conditions (issued by the DfE) which details:
 - Conditions of Employment of Teachers other than Head Teachers
 - Conditions of Employment of Deputy Head Teachers and Assistant Head Teachers
 - Conditions of Employment of Head Teacher's (the duties of which you will be expected to carry out in the event of the absence of the Head Teacher from the School).
- The current year's Professional Standards for Teachers.
- The Conditions of Service for School Teachers (the Burgundy Book)

The School will endeavour to make reasonable adjustments to this job description and to the working environment in order to enable access to employment opportunities for disabled job applicants and/or to enable continued employment for an employee who develops a disabling condition.

The duties summarised in your job description are indicative and we retain the right to include other reasonable duties which may be reasonably requested commensurate with the post held and duties undertaken. This job description may, after satisfactory negotiation has taken place, be modified by the Head Teacher to reflect or anticipate changes which occur over time at a local or national level.

As you are aware, any post working within a School includes substantial access to young people and all appointments are subject to an enhanced Disclosure and Barring Service check and a satisfactory result being received. All employees (temporary or permanent) are required to inform the School of any subsequent convictions or other matters whilst employed by the School. Failure to do so will result in the disciplinary process being invoked. All employees in posts eligible for an enhanced check are contractually required to undergo a re-check upon request.

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| | |
|---|--|
| <p>Teaching and Learning:</p> | <ul style="list-style-type: none"> To undertake an appropriate timetable of teaching in line with current School Teachers' Pay and Conditions Document practices. To follow the school's teaching, learning and assessment policies. To plan and deliver lessons within an appropriately broad, balanced, relevant and differentiated curriculum for students which enable all to be challenged and make progress. To consistently and effectively use a range of appropriate strategies for teaching and classroom management. To contribute to raising standards of academic attainment. To demonstrate a thorough and up-to-date knowledge of the teaching of your subject areas and take account of wider curriculum developments which are relevant to your work. To consistently and effectively use information about prior attainment to set well-grounded expectations for learners. To set homework which challenges learners at all levels. To self-evaluate your teaching and show willingness to work with others in order to improve your practice. |
| <p>Data, monitoring and supervision:</p> | <ul style="list-style-type: none"> To maintain appropriate records and provide relevant and up-to-date information for the school's management information system (e.g. SIMS data input, completion of registers). To complete relevant documentation to assist in the tracking of students. To consistently and effectively monitor progress to give clear and constructive feedback to students, in line with the school's marking policy; also, to follow up and support as appropriate in order to raise attainment. To participate in department quality assurance processes such as book looks and shared moderation. To participate in the school Performance Management process as appropriate. |
| <p>Pastoral:</p> | <ul style="list-style-type: none"> To act as a form tutor, promoting the general progress and well-being of your tutees. To liaise with the Head of Year to ensure a consistently high tutor experience across the year group. To help to monitor student attendance, progress and performance in relation to individual targets. To write reports to parents in accordance with school policy. To register students, accompany them / participate as appropriate in assemblies and religious services, and encourage their full participation in all aspects of the Catholic life of the school. To participate in a daily duty team as required. |

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|------------------------------|--|
| Communication | <ul style="list-style-type: none"> To communicate effectively with the parents and carers of students as appropriate, including attending Parents' Evenings and Open / Information Evenings. To write reports to parents in accordance with school policy. To attend staff meetings as appropriate, including Department and Year Team meetings. |
| Catholic Ethos: | <ul style="list-style-type: none"> To support the Catholic Ethos of the school and create opportunities for its development within the department. |
| General Requirements: | <ul style="list-style-type: none"> To take responsibility for your professional development, using this to improve your teaching practice. To uphold the school's principles, aspirations and policies. To play a full part in the life of the school community. To promote the school positively within the local community and beyond. To promote current Health and Safety provisions and policies. To exercise proper care in handling, operating and safeguarding any equipment, systems or appliances provided or issued by the School for the post-holder's individual or shared use in the performance of his/her duties, including computer equipment. To support the management and administration of the examination process within the School in any way necessary. To undertake any other tasks that may reasonably be regarded as being within the nature of the duties and responsibilities of this post, provided that, after satisfactory negotiation has taken place, any significant and permanent changes are incorporated into a revised job description. |

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About the Religious Education (RE) Department

At St John Fisher, Religious Education is a core subject taught to students in all key stages. All Key Stage 4 students take GCSE RE, and results are consistently improving. At Key Stage 5, we offer a very successful A Level religious studies course in addition to providing a core RE course for all students.

Religious Education is a core subject because it is essential to the Catholic mission and ethos of the school. It inspires students spiritually and offers opportunities for them to develop socially, morally and culturally through the study of religious beliefs and practices that may not be their own, thereby enabling them to become tolerant and well-rounded members of society who will give back to their community.

Currently, all students in Key Stages 3 and 4 receive two lessons of Religious Education per week. From September, Year 9 will have an increased lesson time of three hours a week, therefore requiring an increase in staff for the department. At Key Stage 5, A Level students receive five lessons per week, while the core RE has one hour a week.

The Religious Education department has four full-time members of staff in addition to this post. All members of the department hold leadership responsibilities within the school. We are a collaborative and supportive department seeking a candidate who will share our determination to inspire all students with a passion for the subject.

Religious Education Results

| Key Stage 4 | | Key Stage 5 | |
|--------------|-------|-------------|------|
| | 2019 | | 2019 |
| Progress 8 | -0.10 | ALPS | 5 |
| Attainment 8 | 39.10 | A*-B | 33% |
| 4+ | 52% | A*-C | 67% |
| 5+ | 39% | A*-E | 100% |

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About the Geography Department

Geography is a successful department at St. John Fisher. Geography is currently taught across Key Stages 3 and 4. We are seeking to include A Level Geography in our curriculum in the near future. As such, the Teacher of Department role is an exciting opportunity for a Geography teacher to implement significant curriculum change.

Geography is integral to our curriculum offer and to our Catholic values. We believe that Geography education gives students the knowledge and skills to understand and engage with the state of the world and people from other countries; it also promotes tolerance and inclusivity.

As such, all Year 7 and 8 students have two lessons a week for Geography. At Key Stage 4 (Years 9-11), students have three lessons per week for two years, and two lessons per week for one year. Geography is a popular Options choice, with two classes in each year group.

The department normally has three members of staff, including this teacher role. It is part of the larger Humanities Faculty (including History, Citizenship, Sociology, and Government and Politics) which is a friendly, collegiate team.

Geography Results

Key Stage 4

| | 2019 |
|--------------|-------|
| Progress 8 | +0.45 |
| Attainment 8 | 50.09 |
| 4+ | 74% |
| 5+ | 63% |

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Our History

St. John Fisher Catholic Comprehensive School has a proud history of educating our local Medway community. Established in 1964, we are the only Catholic secondary school in the local authority and the only secondary school operating across two sites. One of seven secondary modern schools in the area, we are a diverse community, proud to educate Catholic students as well as those of other faiths and none.

Our students often refer to us as their second family, and it is a great place to work as a teacher. Our community of staff is incredibly supportive of each other, and our personalised CPD programme means that everyone's career development is supported in a way that is specific to them. We are passionate about work-life balance, finishing lessons early on a Wednesday afternoon so that CPD and meetings can largely take place during normal school hours, and we provide counselling services free of charge to those who need them. In addition, our feedback policy asks that staff read student books and then get the class to respond collectively in the next lesson in purple pen, rather than requiring that every set of books be deep marked on a frequent basis.

The school has been on a trajectory of improvement since the appointment of the Headteacher, Dympna Lennon, in September 2016. This was recognised in our 'Good' Ofsted in May 2019, with inspectors commenting that 'standards across the school have improved since the last inspection' and 'Teaching, learning and assessment are strong across subjects.' Our August 2019 GCSE results were our best-ever and our A Level results were the second highest comprehensive school results in the local authority. SJF's sixth form offers a wide range of academic and vocational qualifications, further extended by our collaborations with local grammar schools. It has a comprehensive intake, ranging from students who are re-taking Level 2 qualifications all the way to those who are enrolled in our Oxbridge programme, helping students to reach the top universities.

SJF is the recipient of a multimillion-pound grant from the Department for Education's Priority Schools Building Programme which will be used to build new school facilities for our students so that they have the resources they deserve. We will move into our new school in Spring 2023

SJF undoubtedly has a proud history, but we are even more excited about the future. We hope that you'll want to be part of it.

Our Mission Statement

St. John Fisher Catholic Comprehensive School inspires students, spiritually and educationally forming them through Faith so that they can achieve their aspirations and contribute to their community.

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Our Results

Key Stage 4

| | 2016 | 2017 | 2018 | 2019 |
|----------------------|-------|-------|-------|-------|
| Progress 8 | -0.44 | -0.09 | -0.2 | +0.13 |
| Attainment 8 | 37.76 | 37.87 | 37.69 | 41.4 |
| English and Maths 4+ | 35% | 42% | 48% | 56% |
| English and Maths 5+ | N/A | 22% | 21% | 30% |

Key Stage 5

| | All Exams | Applied Results | A Level Results |
|---|-----------|-----------------|-----------------|
| Average as a grade | | Distinction*- | D+ |
| A*-A <i>Distinction* - Distinction</i> | 55.76% | 90.8% | 1.89% |
| A*-C <i>Distinction* - Merit</i> | 76.21% | 95.09% | 47.17% |
| A*-E <i>Distinction*-Pass</i> | 94.80% | 100% | 86.79% |

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How to Apply

To apply, please complete our application form, downloadable from our website <https://stjohnfisher.school/home/about-us/vacancies/>. As part of this application, please include a supporting statement of no more than 1300 words, outlining your suitability for the role and stating how your qualifications and previous experience have prepared you for this position. **You are also asked to complete a Recruitment Monitoring form and a Rehabilitation of Offenders Disclosure form (also available from our website).**

Your completed forms should be returned to:

Ms. E. Liffen, Headteacher's PA
St. John Fisher Catholic Comprehensive School
Ordnance Street
Chatham
ME4 6SG

Or by email to e.liffen@stjohnfisher.school

Closing date for applications: 9am on Friday 30th April

Early applications are encouraged. We reserve the right to close the vacancy early if a suitable candidate is found. Interviews will take place shortly after the closing date. If you have any questions, please contact Victoria Walker, Deputy Headteacher, at v.walker@stjohnfisher.school

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