

# Applicant Pack

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To be read in conjunction with our 'Join our staff' brochure



## Job Advert



Silverdale School is an extremely popular and high achieving 11-18 comprehensive in the south west of Sheffield and is the founding school of Chorus Education Trust. The school is rated as 'Outstanding' (Ofsted 2014) and has an excellent record of student achievement at both KS4 and KS5. It sits within a new building with a full complement of facilities.



At Silverdale's heart is one of the country's largest Teaching Schools, the **Sheffield Teaching Training Alliance** and in 2020 it was asked to establish one of the first Teaching School Hubs, which resulted in the launch of the **South Yorkshire Teaching Hub**. In 2020 it was named the Sunday Times Top State Secondary School in the North of the Decade, in recognition of its sustained success.

Silverdale School is part of Chorus Education Trust, and as such all appointees may be required to work at any Trust site in the future.

You can view the school website at: [www.silverdale-chorustrust.org](http://www.silverdale-chorustrust.org)

### **Head of PSHE and Teacher of Religious Studies**

**Payscale: M2 to UPS3 plus TLR 2a (£2,873)**

**Permanent**

**To start: September 2022**

### **About this vacancy**

Required from September 2022, an enthusiastic and experienced teacher of Religious Studies to join our supportive and innovative RS department and to take on whole school leadership of PSHE.

#### **Religious Studies**

The successful candidate will have experience of teaching Religious Studies to KS3 and GCSE and be willing to teach A-Level. RS is a valued and popular subject at Silverdale with students receiving weekly lessons at KS3. RS is offered as an option at GCSE following the Edexcel Specification B course on three hours per week. We teach one group of Religious Studies A Level (OCR) studying Islam as the religion of focus.

#### **Head of PSHE**

This is a key role in our Personal Development curriculum and involves leadership of PSHE across KS3 and KS4 where our provision has gone from strength to strength. The successful candidate will manage the delivery of PSHE as a discrete subject on one hour per week at KS3 and through drop down days, extended form time and assemblies at KS4. The postholder will also work alongside the 6<sup>th</sup> Form team to successfully deliver the KS5 PSHE curriculum.

This is an exciting opportunity to join a progressive and inclusive school and would suit a main scale or upper pay scale experienced teacher looking to take the next step in their career.

Benefits include:

- CPD support from one of the largest Teaching Schools, the **South Yorkshire Teaching Hub**, throughout your career.
- Opportunities to develop skills and experience as part of a growing, local Trust.

**There will be no need to go elsewhere – your career will flourish with us.**

## To apply

The full application pack is available from [www.chorustrust.org/vacancies](http://www.chorustrust.org/vacancies) and completed Chorus Trust application forms are to be sent to Jill Rishworth (HR Administrator) at: [recruitment@silverdale.chorustrust.org](mailto:recruitment@silverdale.chorustrust.org)

Please note that CVs and Sheffield City Council application forms will not be accepted.

Deadline for applications: **11.59pm on Thursday 5<sup>th</sup> May.**

Interviews to be held: **w/c Monday 16<sup>th</sup> May.**

*At Chorus Trust we are committed to the Safeguarding of all our pupils, please visit our website to access our Safeguarding & Child Protection policy <https://www.chorustrust.org/policies>*

*The successful candidate will be required to complete a Disclosure & Barring check in line with the Rehabilitation of Offenders Act (ROA) 1974 (Exceptions) Order 1975 and the Police Act Regulations.*

## Job Description: summary

<b>Post title:</b>	<b>Head of PSHE and Teacher of Religious Studies - 100% FTE</b>
<b>Grade:</b>	TLR2a
<b>Responsible to:</b>	Nominated member of Senior Leadership Team with allocated line management responsibility. Overall to the Head of School.
<b>Responsible for:</b>	All teaching and support based staff within the subject area as agreed with the Head of School and to assume overall responsibility for the subject.
<b>Purpose of job:</b>	<p>In addition to the requirements of a class teacher, the post holder will:</p> <ul style="list-style-type: none"> <li>• Lead the subject/curriculum effectively to ensure 'Outstanding Achievement for All' and the highest standards of personal development and wellbeing are achieved.</li> <li>• To analyse and be accountable for student progress/results of the subject/curriculum area and to support, hold accountable, develop and lead the curriculum team.</li> <li>• Be a role model of professionalism and good practice.</li> <li>• Develop and enhance the teaching practice of others.</li> <li>• Ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying in the subject area.</li> <li>• Lead, manage and deploy teaching/support staff, financial and physical resources within the subject area.</li> <li>• Ensure the consistent application of Chorus Education Trust Policies and Procedures by all staff in the curriculum team.</li> </ul>
	This post may work across the Trust schools.
<b>Version revised:</b>	April 2020

## Job Description: duties

The post holder must at all times carry out his/her responsibilities within the spirit of the School and Trust policies and within the framework of legislation relating to Academies and Education, with particular regard to the statutory responsibilities of the Trust and the Governing Body of the School.

The job description should be read alongside the range of professional duties of teachers as set out the Teachers' Pay and Conditions Document. The post-holder will be expected to undertake duties in line with the professional standards for qualified teachers and uphold the professional code of the Department for Education.

The specific duties and responsibilities include but are not limited to:

### **Lead, manage and develop a subject or curriculum area; or to lead and manage pupil development across the curriculum**

- To provide strategic leadership for the development and management of PSHE throughout the school.
- To identify areas for development and improvement linked to the school improvement plan and national and local initiatives.
- To develop and monitor schemes of work and ensure successful implementation which meets curriculum requirements.
- To have an overview of, and contribute to, the planning and delivery of continuous professional development and training related to the teaching of PSHE.
- To develop strategies for the use of other staff to promote new teaching methods and improve learning throughout the school and monitor effectiveness in raising standards of teaching and learning.
- To monitor and evaluate pupil progress.

### **Impact on the educational progress of pupils other than the teacher's assigned classes or groups of pupils**

- To ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for pupils.
- To identify clear, appropriate targets for attainment and/or achievement.
- To monitor and evaluate pupil progress and achievement against targets.
- To lead evaluation strategies to contribute to overall school self-evaluation.
- To undertake lesson observations and provide constructive feedback and support as appropriate.
- To implement school quality procedures and to ensure adherence across the school.

## Leading, developing and enhancing the teaching practice of other staff

- To ensure the establishment of common standards of practice and develop the effectiveness of teaching and learning styles.
- To plan and implement strategies to improve teaching where needs are identified.
- To provide induction, support and monitoring for new staff.
- To act as a role model of good practice for other teachers, modelling effective strategies with them.
- To act as a performance management team leader for identified teachers.
- To ensure all staff in school are familiar with the aims and objectives of PSHE.

## Support for the Trust / School (applies to all roles)

- The above duties are not exhaustive and the post-holder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Senior Leadership Group.
- To take responsibility for the implementation of and compliance with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.

## Changes to these duties

The job description and allocation of particular responsibilities will be kept under review and may be amended via consultation with individuals, the Governing Body or Board of Trustees and/or Senior leadership team as required. Trade Union representation will be welcomed in any such discussions.

# Person Specification

**Job title: Head of PSHE and Teacher of Religious Studies**

<b>REQUIREMENTS</b>	<b>Essential</b>	<b>Desirable</b>	<b>Assessment method</b> A = application I = interview R = reference
<b>Qualifications</b>			
A relevant degree together with Religious Studies PGCE or equivalent teaching qualification	✓		<b>A</b>
Evidence of commitment to CPD to support areas of the job role	✓		<b>A / I / R</b>
Detailed knowledge and understanding of the current issues in Religious Studies and PSHE education.	✓		<b>A / I</b>
<b>Experience</b>			
Proven track record of excellent teaching in Religious Studies and PSHE.	✓		<b>A / I / R</b>
Demonstrable evidence of raising and sustaining attainment through successful leadership		✓	<b>A / I / R</b>
Use of student performance data to inform classroom teaching	✓		<b>A / I</b>
Record of success in effective and efficient team management		✓	<b>A / I / R</b>
Experience of managing resources effectively	✓		<b>A / I / R</b>
<b>Professional knowledge and understanding</b>			
An enthusiasm for innovation and developing teaching and learning	✓		<b>A / I / R</b>
An excellent understanding of engagement and how to motivate students	✓		<b>A / I / R</b>
A sound understanding of modern pedagogy methods within the field of teaching Religious Studies and PSHE	✓		<b>A / I / R</b>

<b>Professional skills</b>			
A high commitment to learning and achievement	✓		<b>A / I / R</b>
Ability and confidence to coach and mentor staff and tackle underperformance	✓		<b>A / I / R</b>
Excellent interpersonal, planning and organisational skills	✓		<b>A / I / R</b>
The ability to collaborate with other staff	✓		<b>A / I / R</b>
Commitment to safeguarding and promoting the safety and welfare of young people.	✓		<b>A / I / R</b>
Ability to inspire confidence in and establish excellent relationships with pupils, teacher and parents.	✓		<b>A / I / R</b>