



**THE AVON VALLEY SCHOOL
& PERFORMING ARTS COLLEGE**





Information for Job Applicants

Thank you for your interest in our vacancy.

The Avon Valley School is a popular and over-subscribed foundation school providing an exciting and ambitious curriculum for 11 to 16 year-olds. We are committed to building supportive, professional relationships between students, staff, parents and carers and the community that we serve.

At The Avon Valley School we have established a strong community where staff and students work together in an atmosphere of mutual respect. Our students are valued as individuals and encouraged to develop their abilities to the full. We are proud of their progress and of their achievements, both academically and in a wide range of extra-curricular areas.

The Avon Valley School is a forward looking school with proud traditions. We want all of our students to make the most of the opportunities that the school has to offer and to develop into thoughtful, articulate, confident and responsible members of society. We have high expectations and provide the support that each student needs to ensure success; as a result, standards are constantly improving.

Avon Valley staff are welcoming, committed and maintain the highest expectations of both themselves and our students. We have a firm commitment to professional growth for all our staff, reflected in our continual professional development and learning opportunities.

Across the school, teaching is creative, ambitious and evidence-informed which promotes a place of learning that challenges and supports all students to aspire, engage and achieve.

In our most recent Ofsted inspection (2017) we retained our categorisation as a 'Good' school. The report noted that:

- Senior leaders work very effectively as a cohesive and positive team
- Staff responses to Ofsted's online survey were overwhelmingly positive about all aspects of the school
- Leaders are very focused on raising pupils' aspirations and their cultural horizons.
- Pupils have very positive attitudes to learning.

Of all our achievements, we are most proud of our students: their enthusiasm, eagerness to learn and willingness to contribute to the various opportunities that life at The Avon Valley School offers and we are united in our commitment to ensuring that all our students receive an excellent education that develops and nurtures their abilities and talents.

We welcome applicants to arrange a visit to our school to see first-hand our learning environment and we hope this information pack provides useful insight into life, work and learning at The Avon Valley School.

Finally, I would like to take this opportunity to wish you every success in your application to join our exceptional team.

Alison Davies, Headteacher



Advertisement – April 2023

Subject Leader of RE

TMS/UPS + TLR2a

Full Time – Permanent

Job Start: September 2023

The Avon Valley School is seeking to appoint a committed and enthusiastic Subject Leader of RE who will motivate and encourage our students to realise their full potential. The school seeks a teaching professional with both integrity and compassion, to contribute to this busy and successful faculty. We invite applications from experienced teachers as well as NQTs in the early stages of their careers. The ability to teach PSHE, Psychology and/or History would be an advantage.

The successful candidate will be a specialist with considerable personal enthusiasm for the subject. They will have the ability to adapt to the needs of students. Good emotional intelligence and a passion for engaging students in learning are essential.

We can offer you:

- Focussed career development, including yearly appraisals, with 6 month reviews
- A successful ECT support programme
- A supportive Faculty and Senior Leadership Team
- A focus on staff development and internal promotion
- Employee benefits such as the cycle to work scheme and wellbeing support

Closing date: Midday Friday 12th May 2023
Interviews to be held: soon after the closing date

For further information please visit our website, email HR: mpearson@avonvalleyschool.uk or telephone: 01788 542355. Please note we do not accept CVs without an application form. Please send completed application forms to: recruitment@avonvalleyschool.uk

The Avon Valley School is committed to safeguarding the welfare of children and young people and expects all staff and volunteers to share this commitment. The above post is subject to a satisfactory DBS Enhanced Disclosure Certificate with Barred List check (child) via the Disclosure and Barring Service.



The Avon Valley School and Performing Arts College

Job Description

Job Title: Subject Leader of RE

Accountable to:	Head of Faculty	Salary/Grade:	TMS/UPS plus TLR2a
Liaising with:	Key Senior and Middle Leaders, Parents/Carers.		

Every member of staff is required to:

- Work towards and promote the vision, beliefs, aims and expectations of the school
- Support and contribute to the achievement of every child's outcomes
- Support and contribute to the safeguarding of all students
- Undertake professional development activities to enhance personal development and performance
- Maintain high personal professional standards of attendance, punctuality, appearance, conduct and positive relations with students, parents and staff.

All teaching staff are required to:

- To maintain and build upon the standards achieved as a qualified teacher as set out by the Secretary of State
- To contribute to and promote a clear vision for an effective department and school
- To adhere and promote departmental school policy and ethos
- To complete any other reasonable tasks as directed by the Headteacher

Teaching and Learning

- To be the lead practitioner for teaching and learning within RE
- To co-ordinate the development of appropriate specifications, resources, schemes of work, assessment and teaching and learning strategies within RE
- To assist the Faculty Leader to ensure consistency of systems and policies throughout the Faculty
- To provide the lead on monitoring and following up pupil progress within RE
- To lead in establishing appropriate standards amongst pupils within RE
- To be responsible for raising pupil attainment / achievement within RE
- To provide data for the Faculty Leader to set targets for pupil performance.
- To provide guidance and advice to teachers within RE
- To facilitate and encourage the sharing of good practice within RE
- To initiate and organise curricular and extra-curricular enhancement activities related to RE

Management

- To assist the Faculty Leader in the creation of the Faculty Improvement Plan.
- To contribute at Faculty meetings, keeping subject staff up to date on initiatives within RE
- To make recommendations as to how data can be used to bring about improvement and ensure the implementation of any consequent changes in RE
- To provide necessary support and intervention in addressing poor pupil behaviour within RE
- To contribute significantly to the implementation of School policies and practice. To promote collective responsibility for their implementation, with particular emphasis on ensuring Health and Safety.

Administration

- To assist the Faculty Leader in ensuring pupils are entered for the appropriate public examinations, that controlled assessment requirements determined by the examination board are met, and that all necessary documentation is completed.
- To assist the Faculty Leader in allocating students to teaching groups and maintaining up to date set lists.
- To assist the Faculty Leader to ensure appropriate work is left for pupils to complete in the event of staff absence within RE



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Staff
<ul style="list-style-type: none">• To promote teamwork and to motivate staff to ensure effective working relations within RE• To participate in the interview process for new teachers within RE and in the effective induction of new RE staff, including NQT's, in line with school procedures.
Subject Knowledge and Understanding
<ul style="list-style-type: none">• Have thorough and up-to-date knowledge and understanding of the National Curriculum programmes of study, level descriptors and specifications for examination courses• Keep up-to-date with research and developments in pedagogy in the relevant subject area
Professional Standards and Development
<ul style="list-style-type: none">• Work in accordance with the 2012 <i>Teachers' Standards</i>• Be a role model to students through personal presentation and professional conduct• Arrive in class, on or before the start of the lesson, take registers as required and begin and end lessons on time• Establish effective working relationships with colleagues• Be familiar with the school's policies and effectively implement them within your daily practice• Be involved in extra-curricular activities such as making a contribution to after-school clubs and visits• Liaise effectively with parents/carers and other agencies with responsibility for students' education and welfare• Be aware of the role of the Governing Body of the school and support it in performing its duties• Ensure compliance with data legislation under the GDPR• Follow Health and Safety requirements and initiatives as directed
Continuing Professional development
<ul style="list-style-type: none">• Take responsibility for personal professional development, keeping up-to-date with research and developments and changes in the school curriculum• Undertake any necessary professional development as identified• Maintain a professional learning portfolio of evidence to support the appraisal process including the incorporation of targets related to leadership, evaluating and improving own practice
Additional Duties
<ul style="list-style-type: none">• Contribute to the life of The Avon Valley School and Performing Arts College, and support its ethos and policies• Undertake any other duties as reasonably required by the Headteacher

This job description may be reviewed and be subject to amendment or modification after consultation with the post holder. It is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties.

Safer Recruitment Statement:

We are committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment. This post requires Enhanced Disclosure (DBS).



Person Specification Subject Leader of RE

	Essential	Desirable	Evidence
Qualifications & Experience	<ul style="list-style-type: none"> • QTS and a good honours degree relevant to RE • Outstanding classroom practice that inspires students and adds value to their progress • Proven track record of having impact on students' outcomes in current post/teaching practice school • Evidence of a proactive personal journey of CPD that improves the quality of teaching and learning, therefore impacting positively on standards 	<ul style="list-style-type: none"> • Further formal professional development • Experience of co-ordinating professional development opportunities 	Application form, letter & references
Skills & Knowledge	<ul style="list-style-type: none"> • Substantial knowledge and understanding of developments in the teaching and learning of RE • Ability to relate to teaching staff, other professionals, parents, students and governors. • Experience of new technologies to support teaching and learning. • Ability to use data effectively to monitor student progress • Ability to work as a member of a team and /or independently 		Letter, references & selection process
Personal qualities and skills	<ul style="list-style-type: none"> • Enthusiastic, sensitive, flexible, hard working with a sense of humour and ability to remain calm • High level skills of communication, time management and prioritisation • Excellent interpersonal skills and organisational skills • Ability to support and challenge • Ability to inspire, motivate and influence others 	<ul style="list-style-type: none"> • Ability to ask for help if required • Concern for the welfare of the school community 	Letter, references & selection process
Special Requirements	<ul style="list-style-type: none"> • Excellent punctuality and attendance record • Willingness to participate in the extracurricular life of the school 		References & selection process