

Teacher of Religious Education

Recruitment Pack

Dear Applicant

Thank you for considering this post at All Saints Catholic High School, part of the St Clare Catholic Multi Academy Trust.

All Saints Catholic High School is a mixed 11-18 Catholic Academy serving the City of Sheffield. As a Catholic School, our values are fundamental to everything that we offer as a place of education. These are captured by the acronym RUAH:



All Saints is a welcoming faith community living by the values of :

- **R**espect for ourselves, others and our environment.
- **U**nderstanding, accepting and celebrating the uniqueness and diversity of our All Saints' family.
- **A**ffection for all members of our school and wider community in every situation.
- **H**umour in our interactions with each other, showing loving kindness to all.

Our school community demonstrates excellence through :

- Every member of the All Saints' community valuing, respecting, including and loving one another. Together, we engage positively with each other and our wider community, including our hardest to reach.
- Recruiting, developing and retaining a quality, highly skilled and diverse workforce who value learning, are committed to continuous self-development and create a safe and secure school environment.
- A challenging, engaging and wholly inclusive curriculum that fosters high aspirations and inspires joy. Student achievement significantly exceeds national averages.

This post offers an opportunity to join a committed and well qualified staff body who engage with a diverse student population, drawn from across the city. The school is oversubscribed each year at Year 7 and is popular with students for post 16 Level 3 courses.

The school values professional development for all staff at every career stage. In addition, we currently support teacher training and those in the Early Career Framework. We expect our staff to have the highest expectations of both themselves and those whom they teach or support. As cited in the Report from our recent OFSTED Inspection in October 2023. *"A strong ethos of warmth and respect pervades this school. Opportunities are taken to reinforce this throughout all aspects of school life."* Our Inclusion Team delivers excellent care and challenge, working with the teams of form tutors. Together we all work to make a difference to the lives of our young people.

I hope that you will consider that you have the skills and experience to make an application for a role in our school.

Yours sincerely

A handwritten signature in black ink that reads 'S P Pender'. The signature is written in a cursive style.

S P Pender
Headteacher

Teacher of Religious Education

Closing Date : Thursday 14th May 2026 (noon)

Interview Date: w/c 18th May 2026

Hours	Full time and part time roles will be considered
Contract	Permanent
Salary	MPR/UPR
Start Date	1 September 2026

All Saints is a highly successful, oversubscribed, 11-18 Catholic Voluntary Academy within the St Clare CMAT. At the last OFSTED inspection in October 2023 the school remained Good. As a wholly inclusive school community we share a clear and ambitious vision for high quality education for all. Staff at all career stages are supported to access innovative and research led CPD and there is a culture of continuous development.

The school wishes to appoint Teacher of Religious Education to join the team. Both full time and part time roles will be considered. Applicants with A-Level experience in Philosophy, Ethics and Theology (Religious Studies) or with a desire to teach A-Level will be welcomed.

The successful candidate should be able to drive curriculum development, from a clear vision, through collaborative planning, to high outcomes and positive engagement. This is an excellent opportunity for someone looking to develop their leadership skills. Applicants should be excellent and inspirational classroom

practitioners who engage in professional development and explore innovative ways of delivering their subject.

All Saints is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks.

We are committed to fairness and social justice and welcome applications from everyone. We value our diverse workforce and aim to work together to make the most of our differences. Under the Disability Confident Scheme, disabled applicants, who meet the essential criteria of this job, are guaranteed an interview.

If you have any queries, please contact Miss Herridge, PA to the Headteacher by email:

c.herridge@allsaints.sheffield.sch.uk

Job Description

All Saints Catholic High School

Title of Post	Teacher of Religious Education
Responsible To	Designated Member of Leadership
Grade	MPR/UPR
Hours	Full time and part time roles will be considered.
Contract	Permanent

Purpose of the Role

- To lead on the overall development of quality teaching within the subject area so that teaching programmes are appropriate for all learners and result in outstanding progression each year and smooth transition between Key Stages
- To continually develop and share personal best practice whilst continually developing pedagogy
- practice that is acknowledged to be consistently secure and support others to improve the quality of their teaching and the learning outcomes across the subject areas
- To ensure subject teaching links to examination board criteria
- To make a substantial contribution to the operational running of the department as defined by the designated member of Leadership (which will be subject to change as appropriate)
- To support the Catholic ethos of the school and its ambition to continually raise standards and achievement

Key Tasks to Achieve Outcomes

- To work with all members of the department to produce medium term plans and schemes of work that provide challenge and pace in learning
- Lead on the dissemination of innovation and best practice within the department through a range of strategies including coaching, team teaching, modelling, exposition, adaptive teaching
- Ensure there is up to date knowledge of subject and curriculum requirements and that these are disseminated within department, evidenced by schemes of learning
- Continue to develop and improve own teaching by engaging in whole school and departmental research of teaching and learning, leading to consistently secure teaching
- Lead on the development of high quality assessment strategies and the feedback to students

Key Tasks to Achieve Outcomes

- Lead on the development of the Departmental Development Plan
- Use data effectively to identify gaps in student performance and develop own and others' practice to close the gaps
- Work with the Subject Leaders' group and other professionals both internal and external to establish and articulate good and outstanding teaching
- Lead on ensuring professional development opportunities are appropriate and lead to best practice being embedded across department

Indicators of Performance

- Own teaching is consistently evaluated as secure or better
- MTPs and schemes of learning support challenge and pace for all students, across both key stages in the department and are used effectively by teachers within the department
- Lessons taught within the department are graded consistently secure and frequently better, using schemes of work and innovation
- Analysis of teaching across the department and standards in the subjects continue to rise in line with the highest performing departments

The designated member of Leadership will evaluate the totality of performance of the Curriculum Leader by:

- Analysing the results of students taught
- Carrying out QA
- Scrutinising the work of students
- Reviewing the progress of the Department Development Plan

and by receiving other appropriate evidence in relation to the role.

Person Specification

All Saints Catholic High School

Title of Post	Teacher of Religious Education
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Training and Qualifications

Criteria	Evidence
Qualified teacher status	A
Degree	A
Recent participation in a range of relevant in-service training	A I R

Faith Commitment / Understanding

Criteria	Evidence
Commitment to the ethos and development of the Catholic school	A I R

Professional Competencies

Criteria	Evidence
Successful experience of teaching, leading to high standards of attainment and achievement	A I R
Successful experience of raising standards through participation in initiatives within teaching and development planning linked to departmental improvement	A I R
Successful experience of mentoring and coaching to develop colleagues	A I R

Personal Skills and Abilities

Criteria	Evidence
Communication	A I R
Empower others to carry the vision forward	I R
Motivate others to attain high goals	I R
Think creatively to anticipate and solve problems	I R

Professional Knowledge and Understanding

Criteria	Evidence
Curriculum development and assessment	A I R
Effective teaching and learning strategies	A I R

Key	
A	Application Form
I	Interview
R	Reference

About All Saints Catholic High School

Telephone	(0114) 2724851
Email	enquiries@allsaints.sheffield.sch.uk
Website	www.allsaints.sheffield.sch.uk
Chair of Governors	Mr C Farragher
Headteacher	Mr S Pender
School Population	Year 7 – Year 11 : 1033 Year 12 – Year 13 : 360
Group Size	Group 7

All Saints Catholic High School is part of St Clare Catholic Multi Academy Trust, one of two Catholic trusts in the Diocese of Hallam

Academic Organisation

Administered through a departmental structure, the curriculum is designed to offer a balanced range of courses to all of our pupils, irrespective of the level at which they may start. In the lower school particular emphasis is placed on the teaching of the basic skills and on helping our pupils towards a deeper understanding of the principal areas of human experience.

At present in Year 7 and Year 8 the year is split into two bands for English, Religious Education, Physical Education, Design & Technology and Mathematics. French or Spanish are taken by all students in Y7 and Y8. Science is set by ability across the whole year group after Year 7. Other subjects in this Key Stage are taught as class groups or in sets. From Year 9 students make choices of subjects to study outside the core offer.

The Integrated Resource and physical modifications to the building allow pupils with a range of special educational needs to be admitted to the school. Specialist staff work in collaboration with subject teachers to support these pupils in both mainstream lessons and withdrawal groups.

Support for Students

As one would expect in a Catholic school, the organisation of the school is tailored to ensure quality care is given to each and every pupil throughout our school. Students are organised in Year Tutor Groups. Form Tutors play an essential role in the care structure and additional input is given by a range of support services. Five Year Leaders each look after 7 forms. The school management system allows tutors to gain a comprehensive view of performance of pupils in their care. Post 16, there are 16 forms, working to a Director of Post 16 and two Assistant Heads of Post 16.

Staffing

The school seeks to employ the best teachers as a matter of policy, whilst preserving the Catholic ethos of the school. The Governors restrict some teaching posts to Catholics; most Religious Education staff are Catholic, but other jobs have no such restriction. A significant proportion of staff are non-Catholics. Currently there are 101 teaching staff and 86 Support staff.

Management Structure

The Leadership Group currently consists of the Headteacher, a Deputy Headteacher and seven Assistant Headteachers. The school has three Directors in post who have strategic responsibilities for Core curriculum areas, working with Subject and Curriculum Leaders.

Building and Facilities

The school completed a £16 million Building Schools for the Future programme in 2011, which has given it high quality teaching spaces.

There are outstanding sports facilities which include a double basketball court hall, a single basketball court hall, a Sports Science classroom, a general classroom for Physical Education teaching, a sensory room and four changing areas. Outside there are 10 multi-use synthetic pitches. The centre is used by the community and a commercial company in the evenings and at weekends.

OFSTED

The last OFSTED inspection in October 2023 judged the school to be Good. A Section 48 Inspection in 2023 judged the school's provision to be Good, with some outstanding features.

Initial Teacher Training

The school is actively involved with two local universities in the training of student teachers in a number of subject areas. It also works in partnership with two providers for School Direct and SCITT places. Approximately 20 students have substantial placements each year and a larger number work with the school on short-term projects. There is a developing research culture within the school, with all departments engaged in development work.

Community Links

The school has developed strong relationships with parents, parishes and the local community in general. Contact with our local parishes is close and our priests regularly come into school to celebrate Mass. The Chaplaincy Co-ordinator works in close co-operation with the Religious Education Department and the Year Teams to develop the Christian ethos of our community.

Co-location

All Saints is co-located with Seven Hills School, an Outstanding Local Authority school for children with learning difficulties, on the same site; this shares some facilities with All Saints' students.

Safeguarding

All Saints is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks.

All Saints Catholic High School School Prayer

Lord Jesus Christ, we rejoice that we are part of this School.
Help us to realise our calling, our vocation, our service of you.
Wherever we are, wherever we go, may we be a constant sign of the joy of the resurrection, a witness to your Gospel, a bringer of Peace.
May we always be guided and helped by the intercession of all the Saints of heaven.
May we, as they, give our lives in your service and the service of your creation.
We ask this through the same Christ Our Lord

Amen



All Saints Catholic High School

Vision Statement

Our school community demonstrates excellence through :

- Every member of the All Saints' community valuing, respecting, including and loving one another. Together, we engage positively with each other and our wider community, including our hardest to reach.
- Recruiting, developing and retaining a quality, highly skilled and diverse workforce who value learning, are committed to continuous self-development and create a safe and secure school environment.
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Mission Statement

We are a Catholic community whose mission is to fully prepare our students for the wider world and to send them into it equipped for life and for the service of others. We come together from diverse backgrounds, united by Christ, by the highest aspirations and by a thirst for excellence to instil in our students a respect for themselves, for others and for their environment. We take our inspiration from Jesus' commandment to "love one another".

Values Statement

All Saints is a welcoming faith community living by the value of :

- Respect for ourselves, others and our environment.
 - Understanding, accepting and celebrating the uniqueness and diversity of our All Saints' family.
 - Affection for all members of our school and wider community in every situation.
 - Humour in our interactions with each other, showing loving kindness to all
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