

TEACHER OF RELIGIOUS EDUCATION



MOSAIC
LEARNING TRUST
Raising Aspirations,
Empowering Futures

Closing Date: Monday 8 June 2026 at 9am

Interview Date: w.c 08.06.2026



**Candidate
Information Pack**

WELCOME



MOSAIC
LEARNING TRUST
Raising Aspirations,
Empowering Futures

It is with great pleasure that I introduce you to Mosaic Learning Trust and I hope this information will enable you to decide on your suitability to join our journey and become part of our growing team. As a Trust, we are determined to challenge our students inside and outside the classroom to strive for individual excellence and to achieve the highest academic standards. Our Trust is committed to supporting every student to develop to their full academic potential whilst experiencing a wide and exciting range of opportunities to equip them with the skillset for a successful future as rounded, mature and confident members of modern society.

I am very proud of the Trust, its students, staff and Trustees. Education at Mosaic provides much more than exam excellence. It aims to develop and nurture our children to take their place as caring and confident young people in the outside world. Our staff have opportunities to engage in high quality Continuous Professional Development, and all staff have access to our supportive, well-being packages. We would like to invest in the long-term career of an exceptional candidate and would welcome visits from prospective applicants.

Neil Moore
Chief Executive Officer



RASING ASPIRATIONS, EMPOWERING FUTURES



Aspirational Learning

We aim to *Inspire Excellence* and *Unlock Potential* by creating high expectations and providing personalised learning opportunities for our children.



Empowering People

We Value Every Voice and *Nurture Every Talent*. We prioritise wellbeing, inclusivity, and active community engagement, ensuring that each person feels respected, nurtured and supported.



Collective Ambition

Our belief that *Together We Achieve More*. Through sharing resources, and expertise we support each school within the trust, encouraging staff learning and enhancing outcomes for children.



**‘Providing the best
school experience
for our children’**

MOSAIC BIG MOVES



High Performing Schools



Developing Talent



Civic Impact



Lifelong Learning



STAFF BENEFITS

Pension

The Trust offers an excellent pension scheme with the Local Government Pension Scheme and Teachers Pension Scheme, which you can join from your start date.

Trust Inset Days

The Trust offer additional Inset days to give staff non-contract time for additional training, CPD, preparations, department time, leadership time etc.

Wellbeing

The Trust is committed to your wellbeing and offers a range of support services, including an Employee Assistance Programme (EAP), Occupational Health support, and access to wellbeing services through the Schools Advisory Service. We also provide free flu vaccinations and eye care to help you stay well.

Salary

The Trust offer competitive salaries for teaching staff in line with the School Teachers Pay and Conditions Document and for school support staff in line with the National Joint Council.

Learning & Development

The Trust values continuous learning and development to help meet future challenges. We provide tailored support for Early Career Teachers through trained mentors, Teaching School Hubs, and dedicated time for professional growth. Staff also have access to flexible online training via the National College. Career progression is encouraged, with opportunities to move between schools and central teams.

Additional Benefits

Generous holidays for support staff, enhanced contractual sick pay, a cycle to work scheme and discounted gym memberships.





May 2026

Dear Applicant,

Teacher of Religious Education – Permanent Contract

Many thanks for your interest in the above position. Please find enclosed the following documents:

- Job Description
- Person Specification
- Application Process

Southlands High School is advertising for permanent full time Teacher of Religious Education to commence employment September 2026.

We are looking to appoint enthusiastic, self-motivated and highly organised people to contribute to the outstanding support, care and guidance that the school offers its pupils. Applications are sought from people with energy, commitment and a determination to succeed. This post is open to experienced Teachers with QTS status and Early Careers Teachers who are new to the profession, and are in their first or second year of their induction.

This full-time role will be based at Southlands High School, however as we are part of Mosaic Learning Trust, there may be occasions when you will be required to work at other schools within the Trust.

We encourage applicants to apply through [MyNewTerm](#).

Applications will be considered as soon as they are received, and the closing date will be Monday 8 June 2026. Interviews are scheduled to take place week commencing 8 June 2026. Online searches will be carried out on shortlisted candidates (in line for the KCSIE 2023 guidance). Any offer of employment is subject to a satisfactory enhanced criminal record check with barred list check through the Disclosure and Barring Service (DBS), medical clearance, references, and verification of qualifications satisfactory to the Trust.

Yours faithfully,

Miss R Atherton

Trust H.R. Manager

SCHOOL WELCOME



SOUTHLANDS
HIGH SCHOOL
Endeavour for Excellence

Southlands High School is an improving school. Our motto '**Endeavour for Excellence**' demonstrates that we expect all stakeholders, staff and students to drive for the highest standards in everything they do. Southlands High School is striving to be 'Better' than ever before as a successful and inclusive school that works in close partnership with families and the community to achieve the best for our young people.

In December 2017, we were designated as a converter academy within the Mosaic Academy Trust with Standish High School and Golborne Primary School and look forward to going from strength to strength in our partnership. The Mosaic Academy Trust as an organisation seeks to value each and every member of the community and to become a family of schools that will welcome other schools and be a Trust whose chief aim is to become stronger as a whole than by the sum of its parts. We seek for our students to be **Successful Learners, Confident Individuals and Responsible Citizens**. The Trust has a Trade Union Recognition Agreement in place.

From our most recent inspection, in February 2024, the report highlights that we are highly ambitious for our pupils to achieve. We strive to meet the needs of the individual child so that they feel safe, secure and happy and enjoy their time at Southlands. We also aim to provide the highest standards of teaching and learning so that students are able to progress and fulfil their potential. We believe that every child should be given opportunities to develop their leadership skills as part of their growth and development in order to prepare them for adult life. Many of our students go on to be very successful in all aspects of life with a number attending some of the leading universities in the country. We are committed in our drive for academic excellence whilst offering a wide range of extra-curricular activities and opportunities so that our students can achieve educational success and develop fully as individuals.

We recognise that all students have the right to the highest quality education that will equip them with the qualifications they need to progress to college, university or their chosen career. Every decision we take to create our successful school comes from a firmly held staff belief that we can always strive to be 'better' than before.

The school was inspected in February 2024 and although our overall judgement remains as requires improvement we were graded as good for both behaviour and attitudes and leadership and management. The report acknowledges that pupils are increasingly benefiting from the improvements that the school has made to the quality of education that they receive and highlights many of the positive changes that have taken place in the school. Our school priorities for 2026-27 clearly continue with our culture for improvement: improving student outcomes and the development of teaching, learning and assessment.

There are 835 young people on roll and the intake profile in both socio-economic and academic terms is that of a fairly typical comprehensive school.

At Southlands we are very proud of our caring school community and place great emphasis on high standards of behaviour and respect for all through our Southlands Standard.

Hopefully, this has inspired you to take a serious look at Southlands.

I look forward to receiving your application form.

Paul Bousfield

Headteacher

JOB DESCRIPTION



Post Title:	Teacher of Religious Education
Status:	Full time 1.0 FTE, Permanent
Job Overview:	<ul style="list-style-type: none"> To teach Religious Education in key stages 3 and 4. To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.
Reporting to	Social Studies Curriculum Leader / Assistant Headteacher
Liaising with:	Headteacher, senior leadership team, Governing Body, teachers and support staff, Trust representatives, external agencies and parents/carers.
Working time:	Full time 1.0 FTE (as specified within the STPCD)
Salary /Grade:	Classroom Teachers' Pay scale
Disclosure Level	Enhanced
Conditions of Employment	No holidays are permitted during the 190-day teaching year.
Main Duties / Job Outline	<p>Purpose</p> <ul style="list-style-type: none"> Under the reasonable direction of the Headteacher, carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and conditions document (STPCD). Implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and support a designated curriculum area as appropriate. To teach Religious Education in key stages 3 and 4. Monitor and support the overall progress and development of students as a teacher / Form Tutor. Facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential. Contribute to raising standards of student potential. Share and support the school's responsibility to provide and monitor opportunities for personal and academic growth. <p>Operational / Strategic Planning</p> <ul style="list-style-type: none"> To assist in the development of appropriate specifications (syllabuses), resources, schemes of work, marking policies and teaching strategies in the Curriculum Area and Department. To contribute to the Curriculum area taught in, and the department's development plan and its implementation. To plan and prepare courses and lessons. To contribute to the whole school's planning activities. <p>Curriculum Provision</p> <p>To assist the Curriculum Leader/Assistant Curriculum Leader and SLT to ensure that the curriculum area provides a range of teaching which complements the school's aims.</p> <p>Staffing / Staff Development</p> <ul style="list-style-type: none"> To take part in the school's staff development programme by participating in arrangements for further training and professional development. To continue professional development, including subject knowledge and teaching methods.

- To engage in the Performance Management Review process.
- To ensure the effective/efficient use of classroom support
- To work as a member of a designated team and to contribute positively to effective working relations within the school.

Quality Assurance

- To help to implement school quality procedures and to adhere to those.
- To contribute to the process of monitoring and evaluation of the curriculum area/department. To seek/implement modification and improvement where required.
- To regularly reflect and evaluate methods of teaching and programmes of study.
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.

Management Information

- To maintain appropriate records and to provide relevant accurate and up-to-date information for management information systems, registers, etc.
- To complete the relevant documentation to assist in the tracking of students.
To track student progress and use information to inform teaching and learning.

Communications and Liaison

- Represent the department's views and interests.
- Contribute to the planning and delivery of school liaison activities.
- Work with the curriculum leader in the development of effective subject links with partner schools and the community, promoting subjects effectively at liaison events in school, partner schools and the wider community.

Pastoral System

- Monitor and support the overall progress and development of students within the department.
- Monitor student attendance together with students' progress and performance in relation to targets set for each individual, ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary.
- Act as a Form Tutor if required and to carry out the duties associated with that role as outlined in the generic job description/staff handbook.
- Contribute to Personal Development including Life Skills.
- Ensure the behaviour management system is implemented in the department so that effective learning can take place.

Management of Resources

- To contribute to the process of the ordering and allocation of equipment and materials.
- To assist the Curriculum Leader to identify resource needs and to contribute to the efficient/effective use of physical resources.
- To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the School, department and the students

Marketing and Liaison

- To take part in marketing and liaison activities such as Open Evenings Parents Evenings, Review days and liaison events with partner schools.
- To contribute to the development of effective subject links with external agencies.

Health and Safety Training

- To undertake Health and Safety Training on areas within the designated work area
- During fire evacuations follow procedures explained in the Fire Safety and Evacuation Procedures Policy
- To act as First Aider.

Other Specific Duties	<ul style="list-style-type: none"> • To carry out the duties in the most effective, efficient and economic manner available • To continue personal development in the relevant area • To support the development and promotion of an image that is consistent with the aims of the school • Be aware of and comply with policies and procedures relating to child protection, security, confidentiality and data protection, reporting all concerns to an appropriate person • Commitment and support to ensure equal opportunities for all • Contribute to the overall ethos / work / aims of the school • Appreciate and support the role of other professionals • Attend and participate in relevant meetings as may be reasonably directed
School Ethos	<ul style="list-style-type: none"> • Play a full part in the life of the school community, supporting its distinctive mission and ethos and encouraging staff and students to follow this example • Promote actively the school's corporate policies • Comply with the school's health and safety policy and undertake risk assessments as appropriate

Signatures

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

Whilst every effort has been made to explain the duties and responsibilities of the post each individual task undertaken may not be identified. Employees are expected to comply with any reasonable request from the Headteacher / SLT link to undertake work of a similar level that is not specified in this job description.

This job description is current at the date below but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements, which are commensurate with the job title and grade.

Signed
Teacher of Religious Education

Signed
Headteacher

Dated
Teacher of Religious Education

Dated
Headteacher

Safeguarding of Children and Young People

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Date: May 2026

PERSON SPECIFICATION



Requirements	Essential / Desirable
Experience	
Substantial recent experience of successfully teaching your subject through the 11-16 age range.	E
Proven skills in working with a wide range of student abilities	E
High expectations of your colleagues and all students	E
Training & Qualifications	
Graduate level qualification in an appropriate discipline	E
Qualified Teacher Status	E
Secure knowledge of safeguarding policies and procedures	E
High standard of numeracy and literacy	E
Recent participation in relevant professional development	E
Knowledge & Understanding	
Applicants should be able to demonstrate knowledge and understanding of the following areas relevant to the post	
Secure knowledge of safeguarding policies and procedures and it's promotion as a responsibility of every staff member.	E
Knowledge of appropriate Key Stage National Curriculum	E
Understanding the key current developments and issues in relation to curriculum area.	E
Personal Skills, Abilities and Competencies	
Applicants should be able to provide evidence that they have the necessary skills and abilities required	
Ability to deliver polite, courteous and efficient service	E
Excellent communication skills to deal with staff, students and visitors regularly	E
Ability to use initiative to respond to and resolve problems	E
Ability to work effectively as part of a team and individually	E
Ability to respond to and resolve routine problems	E
Ability to work in accordance with the schools health and safety policies	E
Maintain confidentiality where appropriate	E
Adaptable, flexible, diplomatic, tactful and committed to success	E
Willingness to work occasional unsocial hours	E
Be aware of best practice with regard to working with young people	E

Ability to keep calm and focused in pressurised situations	E
Ability to work efficiently, organised and pays attention to detail	E
Professional appearance and manner, with the ability to promote a positive ethos in school	E
Personal Qualities	
Tact and a sense of humour	E
A personal and friendly nature	E
Honesty and Integrity	E
Application	
Accurate completion of school application form	E
Supporting statement which addresses person specification	E
High standards in spelling and writing	E
Legal Issues	
Legally entitled to work in the UK	E
Enhanced DBS Clearance	E
Valid UK Driving Licence, access to a vehicle with business insurance	D

HOW TO APPLY



Arranging a Visit:

Candidates wishing to visit the school or arrange a telephone discussion can contact Caroline Mears, HR who will arrange a suitable time: 01257 414455 or mearsc@southlands.lancs.sch.uk

Key Dates

Closing date: Monday 8 June 2026, 9am
Short listing: Monday 8 June 2026
Interview date: w.c 8 June 2026

To apply for this role, please visit [MyNewTerm](#)

In line with Safer Recruitment guidelines, we will be taking up references in advance of the interviews and taking them into account throughout the interview process.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and adhere to the school's child protection policies and procedures ([link to policies](#)). Enhanced checks through the Disclosure and Barring Service (DBS) will be required for this post.

The post is likely to come under the requirements of the Childcare (Disqualification) 2009 Regulation and the successful applicant will be required to complete a declaration form to establish whether they are disqualified under these regulations and is also subject to medical clearance.

More information about the school can be found on the website www.southlandshs.org.uk

When completing your [MyNewTerm](#) or Trust application, please ensure that all sections are completed, gaps in employment history are accounted for and details of awarding bodies included. You should refer to the job description and person specification to guide your application. Your supporting statement should be no more than 2000 words. Please note that late applications will not be considered.





CONTACT US



01257 414455



recruitment@southlandshs.org.uk



www.southlandshs.org.uk



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