



St Edmund Arrowsmith
Catholic High School

RELIGIOUS EDUCATION TEACHER

CANDIDATE INFORMATION PACK



ABOUT ST EDMUND ARROWSMITH **CATHOLIC** HIGH SCHOOL

Established in 1961, **St Edmund Arrowsmith Catholic High School** has a proud history. We are a mixed, voluntary-aided Catholic secondary school for pupils aged 11-16, located in Ashton-in-Makerfield, near Wigan in Greater Manchester. The pupil roll is 1,200 and we are over-subscribed year on year due to the excellent reputation the school holds within the community.

St Edmund Arrowsmith Catholic High School is committed to providing an education rooted in Gospel values, inspiring pupils to make the world a better place. **"Prepare the way of the Lord"** is the school motto.

Values and Vision

St Edmund Arrowsmith Catholic High School provides an environment for learning that is safe, supportive, caring and encourages life-long learning. The key values that are upheld are outlined in the school Mission Statement.

Our students often refer to us as their second family as they feel nurtured in the environment provided for them and whilst educational attainment is crucial, we firmly believe that the development of the whole child is the mission of the school and gives all of our pupils the best chance to lead fulfilled and prosperous lives.

We seek to offer a curriculum that meets the needs of all, as we recognise that every young person is uniquely talented. Each pupil is provided with a personalised pathway and understands that this gives them the best chance of achieving their individualised goals. The technology provided to subject and pastoral teachers is the conduit for a structured framework to support and guide pupils along these pathways, using easily accessible data.

In addition to formal lessons, pupils engage in activities that reinforce our Catholic ethos such as form prayers, weekly collective worship, class masses, whole school masses, daily morning prayer, spirituality lessons and much more.

The theme of all that we do with our community of young people is to encourage them to put their faith and beliefs into action and **strive to make the world a better place**.

About us

We know that **St Edmund Arrowsmith Catholic High School** is a great place to work and our staff retention figure reflects this. We are a community of like-minded individuals who share a passion for the betterment of young people on every level. We are also passionate about our work-life balance, encouraging wellbeing and mindfulness at every opportunity.

We are blessed with a dedicated and hard-working staff who have retained our status as a high quality provider of education over many years. Our staff community 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.

For teaching colleagues who join our school, regardless of experience, there is a strong and supportive framework of induction. Also for those new entrants to teaching, there is a mentoring programme to ensure that qualified teacher status is achieved. We have strong links with the development of new teachers as **St Edmund Arrowsmith Catholic High School** is the lead school within the Wigan & West Lancashire Catholic Schools Direct programme. This is carried out in partnership with Liverpool Hope University, an accredited teacher training institution.

<https://www.alssit.co.uk/announcements/2019-05-17-wigan-and-west-lancashire-schools-direct>

Ofsted An excerpt from the Ofsted Report conducted on 16 & 17 November 2021

What is it like to attend this school?

"Pupils are happy at St Edmund Arrowsmith Catholic High School. They feel safe and well looked after. Pupils enjoy good relationships with each other and staff. They said that their teachers set high standards for pupils' behaviour and achievement. Pupils feel valued and respected. They are proud of what they achieve.

Staff recognise and celebrate pupils' academic and personal achievements. Pupils behave well. Their conduct in lessons is extremely good. They have positive attitudes to their learning. Pupils are calm and sensible when moving around school. They are polite and look after their school environment. Pupils rarely experience poor behaviour in lessons or around school."



VACANCY: Teacher of Religious Education

Thank you for your interest in the vacancy for **Teacher of Religious Education** at St Edmund Arrowsmith **Catholic** High School.

Our aim has always been to inspire every pupil to want to make the world a better place. This aim sits above all others in defining an education for our pupils.

We are seeking a practitioner who is passionate about achievement and outcomes for young people both academically and personally and if you would like to join our school community as a colleague who is committed to these values, then I look forward to receiving your application form.

To apply, please use the CES application forms provided and return these prior to the closing date stated on the advert **Friday 17 October 2025 at 9.00am** to recruitment@arrowsmith.wigan.sch.uk.

Shortlisted applicants will be contacted as soon as possible and therefore if you have not received any contact within a 2-week period following the closing date, we must advise that you will not have been successful on this occasion.

If you require further information, please do not hesitate to contact the school where you will be sure to find a warm and courteous welcome.

M J DUMICAN
Headteacher

JOB DESCRIPTION: TEACHER OF RELIGIOUS EDUCATION

The school has been designated by the Secretary of State as a school with a religious character. Its Instrument of Government states that it is part of the Catholic Church and is to be conducted as a Catholic school in accordance with Canon Law, the teachings of the Catholic Church and the Trust Deed of the Archdiocese of Liverpool. At all times the school is to serve as a witness to the Catholic Faith in Our Lord Jesus Christ.

This appointment is with the governors of the school under the terms of the Catholic Education Service contract signed with the governors as employers. It is subject to the current conditions of service for support staff and other current education and employment legislation including that of the Department for Education.

The governing body and the Diocese are committed to safeguarding and promoting the welfare of children and young persons. The highest priority is given to following the guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the DBS and obtain any other statutorily required clearance.

JOB TITLE:	Teacher of Religious Education
ACCOUNTABLE TO:	The Head of Department; Headteacher and SLT Team; Governing Body
MAIN PURPOSE:	To contribute to the work of the RE Department in maximising the achievement of all pupils
SALARY/GRADE:	QTPS

MAIN DUTIES AND RESPONSIBILITIES:

A Teacher of Religious Education will:

- Deliver engaging and motivating lessons to students across all Key Stages.
- Use the whole school behaviour policy in setting high standards and expectations for all pupils.
- Produce high quality resources and take part in the creation of new schemes of work.
- Identify and differentiate for groups of learners within your teaching groups.
- Use ICT and other learning technology in the planning and delivery of lessons.
- Use the schools own ICT system to track progress through assessment and reporting within own teaching groups.
- Regularly mark and feedback to students in line with the department marking and feedback policy
- Take part in the whole school and department work scrutiny exercises.
- Engage in and contribute to the self-evaluation review processes within the department.
- Monitor the progression of all pupils in own teaching groups.
- Identify pupils at risk of underachievement in liaison with the HOD, Assistant Heads of Department and Post-Holder and then ensure that appropriate interventions are in place.
- Work as part of the team in supporting department members in spreading and sharing good practice.
- Attend and where appropriate contribute to departmental meetings and weekly briefing.
- Be willing to attend relevant courses/conferences that will stimulate and enhance the role of Teacher of Computing and the wider role within the school community.
- Uphold and promote the school's child protection and safeguarding policies and procedures and ensure they are adhered to by all staff.

MAIN RESPONSIBILITIES:

The specific nature and balance of these responsibilities will vary according to the needs of the RE Department. The teacher of Religious Education will be directed by the Head of Department to the necessary responsibilities depending upon the needs of the department.

1. Teaching:

- Provide an excellent environment and culture for learning in the classroom.
- Ensure own practice is of a high standard and continue to develop your professional skills and knowledge.
- To develop and deliver innovative schemes of learning and assessment in line with new specifications, curriculum requirements and related pedagogy.
- To promote and inspire learners through planning which takes into account the needs and progress of all, creativity in the classroom, vocational support and Assessment for Learning.
- Actively seek student voice/feedback to raise standards.
- To involve the Higher Level Teaching Assistant in planning to provide high quality individual support with targeted intervention.
- To ensure Health and Safety standards are met and risk assessments carried out and recorded

2. Achievement and Standards:

- Continually assess pupil progress.
- To provide pupils and parents with high quality feedback in order to drive attainment
- To use available data including IEPs to plan, review and monitor progress of all pupils in order to promote rigorous improvement of attainment
- Promote equality of performance and achievement of all pupils and pupil groups.

3. Other Specific Responsibilities:

- To take on the role of form tutor.
- To carry out other professional duties in line with the teaching standards.
- To promote actively the school's corporate policies.
- To actively engage in the staff and school review and development process.
- To carry out other responsibilities as determined by the Headteacher, following negotiation.
- To participate in all school open evenings and other appropriate calendared events.
- To contribute to the school's wide and varied extra-curricular programme.

4. School Ethos

- Play a full part in the life of the school community, supporting its Catholic Christian mission and ethos and to encourage staff and students to follow this example.
- Support the school in its provision of all aspects of spiritual development, including acts of worship, masses, assemblies and prayer groups.

This job description forms part of the contract of employment of the person appointed to the post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the current conditions of employment in the School Teachers' Pay and Conditions

The applicant will be required to safeguard and promote the welfare of children and young people
--



PERSON SPECIFICATION: TEACHER OF RELIGIOUS EDUCATION

Source: E - Essential / D Desirable / A Application / I Interview / R Reference / T Task

			A	R	I	T
Qualifications	E	- Qualified Teacher Status - Degree (or equivalent) in Religious Studies or Theology	✓ ✓			
Professional Development	E	Evidence of involvement in recent Professional Development related to Teaching and Learning	✓		✓	
Experience	E	Recent successful teaching experience across the 11 – 16 age range.	✓		✓	
Knowledge	E E D	- Use of assessment and other data to inform improvement. - Use of strategies to promote good pupil conduct. - Innovative approach to teaching and learning strategies.	✓ ✓		✓ ✓	 ✓ ✓
Skills	E D D D D D D D E	- Ability to teach KS3/KS4 R.E. - Excellent organisational skills and use of systems. - Familiarity with the use and application of a variety of ICT equipment and software. - Ability to demonstrate outstanding practice to achieve outstanding outcomes. - Ability to devolve responsibilities and delegate tasks, as appropriate. - Ability to support, guide and motivate others, as appropriate. - Good organisation and proven administrative experience. - A commitment to strive for excellence in all aspects of Teaching and Learning.	✓ ✓ ✓ ✓ ✓ ✓ ✓	✓ ✓ ✓ ✓ ✓ ✓	 ✓ ✓ ✓ ✓	✓ ✓ ✓ ✓
Commitment	E E E	- Actively contribute to the school's and department's aims. - Willingness to participate in whole school developments. - Dedication to support pupils both within and beyond the classroom	 ✓		✓ ✓	
Personal Qualities	D E E D D	- Ability to work under pressure. - Energy, enthusiasm and flexibility. - Determination to succeed. - Sense of humour and positive outlook. - Excellent interpersonal skills	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓ ✓	 ✓ ✓ ✓	✓ ✓ ✓ ✓ ✓

Note: Candidates failing to meet any of the essential criteria will automatically be excluded

What to Expect

If you feel that you have the necessary skills and qualities to undertake this role, we will be delighted to receive your application form, we do not accept CV's.

It is important to tell us about your skills and experience relevant to the role. Please ensure that you answer all the questions on the application form and explain any gaps in your employment or educational history as the information you provide will be used in our shortlisting process.

As part of the safer recruitment process, a search of the candidate's online presence will be undertaken.

Once we have received your application, it will be reviewed and evaluated. If we feel that you may be suitable for the vacancy, you may be invited to attend an interview, the format of which will be confirmed as part of the invitation.

Due to the high volume of applications that we receive, if you do not hear from us within 2 weeks of the closing date, then on this particular occasion you will not have been successful. We are not able to provide feedback on applications that have not been shortlisted for interview.

Should you wish to visit the school, please email us at recruitment@arrowsmith.wigan.sch.uk and we will arrange a suitable time.

The school website is a fantastic source of information about our school and we recommend that you visit this at <https://www.arrowsmith.wigan.sch.uk/>

The Interview Process

Deadline: Friday 17 October 2025
Interview Date: w/c 20 October 2025
Start Date: 1 January 2025

All candidates will be given a tour of the school

For support staff candidates: the interview process will consist of written and/or verbal tasks and a formal interview with senior staff.

For teaching candidates: the interview process will consist of teaching an observed lesson, interacting with students, and certain additional tasks as deemed appropriate for the position.

The recruitment process at St Edmund Arrowsmith Catholic High School will involve a member of the senior leadership team who is appropriately trained in the safer recruitment protocols.



Rookery Avenue, Ashton-in-Makerfield, Wigan, WN4 9PF
Tel: 01942 728651
Email: recruitment@arrowsmith.wigan.sch.uk