



Post Title:	HEAD OF RS AND CATHOLIC ETHOS
Hours	Part-time or full time will be considered
Salary:	MPS/UPS + TLR1c
<u>Principal Accountabilities</u>	
Purpose:	<ul style="list-style-type: none"> • To be accountable for leading, managing and developing a high quality of education in the subject/curriculum area. • To lead the Catholic Ethos of the school, including Collective Worship and Catholic Life (PICCL). • To be a Senior Middle Leader within the school acting as a role model of best practice to colleagues; undertaking duties and on call, attending school events and representing the school in a professional capacity across the Diocese and other partnerships. • To ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for pupils studying in the department, in accordance with the aims of the school and policies determined by the Governing Body and Headteacher. • To ensure high quality implementation of the curriculum. • To raise standards of pupil attainment and achievement within the whole curriculum area and to monitor and support pupil progress. • To effectively manage and deploy support staff, financial and physical resources within the department to support the designated curriculum portfolio.
Reporting to:	Deputy Headteacher/Headteacher
Responsible for:	The Religious Education Department, the Chaplaincy Team
Liaising with:	Headteacher, other Heads of Department, Pupil Support Services and relevant staff with cross-school responsibilities, relevant non-teaching support staff, LA staff, parents.
Disclosure level	Enhanced
Catholic Ethos throughout the school	<ul style="list-style-type: none"> • Ensure the Catholic ethos of the school is promoted to all staff and pupils irrespective of their faith or non – faith. • Undertake professional development and maintain up-to-date understanding of the Catholic Schools Inspection (CSI) requirements. • Ensure high quality leadership of; quality of; and pupil participation in; Catholic Life, RE and Collective Worship. • Lead and develop the Chaplaincy Team to ensure high quality provision, adhering to the Live Simply and School of Sanctuary ethe. • Develop relationships with local parish and priest. • Monitor and evaluate the impact of Catholicity on the academic and pastoral welfare of the pupils. • Report to Governors on the activities and spiritual development of Catholicism in the School. • Provide induction, continual professional development and bespoke training to meet the needs of all staff. • Along with the Headteacher and the Senior Leadership Team, be the beacon of representation in this Core value of our school.

Operational/ Strategic Planning	<ul style="list-style-type: none"> • To lead the development of appropriate syllabuses, resources, schemes of work, marking policies, assessment and teaching and learning strategies in the department. • The day-to-day management, control and operation of course provision with the department, including effective deployment of physical resources. • To actively monitor and follow up pupil progress. • To implement School Policies and Procedures. • To work with colleagues to formulate aims, objectives and strategic plans for the department which have coherence and relevance to the needs of pupils and to the aims, objectives and strategic plans of the school. • To lead and manage the business planning function of the department, and to ensure that the planning activities of the department reflect the needs of pupils within the subject area, SIP/DDP and the aims and objectives of the School. • To lead and manage the spiritual development of pupils • To lead on the planning and delivery of liturgical activities. • To ensure that Health and Safety policies and practices, including Risk Assessments, throughout the Department are in-line with national requirements and are updated where necessary, therefore liaising with the School's Health and Safety Manager.
Curriculum Provision:	<ul style="list-style-type: none"> • To liaise with the Headteacher to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme which complements the School Improvement Plan/School Evaluation. • To be accountable for the development and delivery of Religious Education. • To lead on the development and delivery of Sex and Relationships Education within the school.
Curriculum Development:	<ul style="list-style-type: none"> • To lead curriculum development for the whole department. • To keep up to date with national developments in the subject area and teaching practice and methodology. • To actively monitor and respond to curriculum development and initiatives at national, regional and local levels. • To liaise with the Headteacher to maintain accreditation with the relevant examination and validating bodies. • To be responsible for the development of Key Skills in Religious Education. • To ensure that the development of Religious Education is in line with national developments and Diocesan developments. • To advise other Middle Leaders and relevant staff on the delivery of the spiritual dimension in their subject areas.
Staffing: Staff Development Recruitment/ Deployment of Staff	<ul style="list-style-type: none"> • To work with the Deputy Headteacher to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs. • To undertake Appraisal Review(s). • To make appropriate arrangements for classes when absent, ensuring appropriate cover within the department liaising with the Cover Supervisor/relevant staff to secure appropriate cover within the department. • To participate in the interview process for teaching posts when required and to ensure effective induction of new staff in line with school procedures. • To promote teamwork and to motivate staff to ensure effective working relations. • To participate in the school's ITT programme. • To be responsible for the day-to-day management of staff within the Religious Education department and the Lay Chaplain and to act as a positive role model.
Quality Assurance:	<ul style="list-style-type: none"> • To ensure the effective operation of quality control systems.

	<ul style="list-style-type: none"> • To establish the process of the setting of targets within the department and to work towards their achievement. • To establish common standards of practice within the department and develop the effectiveness of teaching and learning styles in the department. • To contribute to the school procedures for lesson observation. • To implement school quality assurance procedures and to ensure adherence to those within the department. • To monitor and evaluate the curriculum area/department in line with agreed school procedures including evaluation against quality standards and performance criteria. • To seek/implement modification and improvement where required. • To ensure that the department's quality procedures meet the requirements of Self Evaluation and the Strategic Plan.
Management of Information:	<ul style="list-style-type: none"> • To ensure the maintenance of accurate and up-to-date information concerning the department on the management information system. • To make use of analysis and evaluate performance data provided. • To identify and take appropriate action on issues arising from data, systems and reports; setting deadlines where necessary and reviewing progress on the action taken. • To produce reports within the quality assurance cycle for the department. • To produce reports on examination performance, including the use of value-added data. • In conjunction with the Deputy Headteacher, to manage the department's collection of data. • To provide the Governing Body with relevant information relating to the departmental performance and development and the Spiritual and Liturgical developments within the school.
Communication:	<ul style="list-style-type: none"> • To ensure effective communication/consultation as appropriate with the parents of pupils. • To liaise with partner schools, higher education, Industry, Examination Boards, Awarding Bodies and other relevant external bodies. • To represent the departments views and interests.
Marketing and Liaison:	<ul style="list-style-type: none"> • To contribute to the school liaison and marketing activities, e.g. the collection of material for press releases. • To lead the development of effective subject links with partner schools and the community, attendance where necessary at liaison events in partner schools and the effective promotion of subjects at Open Days/Evenings and other events. • To actively promote the development of effective subject links with external agencies. • To liaise with the Diocesan Schools Commission as appropriate.
Management of Resources:	<ul style="list-style-type: none"> • To manage the available resources of space, staff, money and equipment efficiently within the limits, guidelines and procedures laid down; including deploying the department budget, acting as a cost centre holder, requisitioning, organising and maintaining equipment and stock, keeping appropriate records and maintaining an appropriate environment within the Chapel. • To work with the Deputy Headteacher in order to ensure that the department's teaching commitments are effectively and efficiently time-tabled and roomed.
Pastoral System:	<ul style="list-style-type: none"> • To monitor and support the overall progress and development of pupils within the department. • To monitor pupil attendance together with pupils' 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.

	<ul style="list-style-type: none"> • To act as a Form Tutor and to carry out the duties associated with that role as outlined in the generic job description. • To contribute to PSHE, Citizenship and Enterprise according to school policy. • To ensure the Behaviour Management system is implemented in the department so that effective learning can take place.
Teaching:	<ul style="list-style-type: none"> • To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher.
Other Specific Duties:	<ul style="list-style-type: none"> • To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and pupils to follow this example. • To support the school in meeting its legal requirements for worship. • To promote actively the school's corporate policies. • To continue personal development as agreed. • To engage actively in the performance review process. • To undertake any other duty as specified by STPCB not mentioned in the above.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

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.

This job description is current at the date shown, but, in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.