



Blanchelande College

INFORMATION FOR CANDIDATES

TEACHER OF PRIMARY RELIGIOUS EDUCATION (part time; approx. 80%; flexible)

*A departmental leadership allowance
may be available*

For April or September 2024

*This pack includes: general
information; a job description; a
person specification; and an outline of
the application process.*

The College

Blanchelande College is a co-educational Catholic independent school for boys and girls from age 2 ½ to 18 in Guernsey, the Channel Islands. The College educates approximately 460 pupils.

Blanchelande's Catholic mission and identity, understood and supported by all staff, are at the heart of school life. Approximately one third of students and staff are Catholic; our ethos is welcoming and inclusive.

Blanchelande has a one-form structure from Nursery and Reception to Year 4, with room for two forms in Years 5 and 6, and for three forms in the senior school (Years 7-11). Classes sizes are typically around twenty. Sixth Form cohorts are smaller, enabling students to benefit from seminar-style A-Level teaching, a superb preparation for university.

Pupils are required to pass an entrance assessment to ensure that they can access our mainstream academic curriculum. Our Learning Support department supports and nurtures students with minor to moderate additional learning needs.

GCSE results reflect excellent value added in most subject areas, with outstanding results overall, well above the island average:

- 2017: 100% of students achieved at least five A*-C grades, with 33% of grades at A*/A.
- 2018: 83% of students achieved at least five grades 9-4, with 38% of grades at 9-7.
- 2019: 97% of students achieved at least five grades 9-4, with 42% of grades at 9-7.
- 2022: 96% of students achieved at least five grades 9-4, with 35% of grades at 9-7.

In 2020 and 2021, examination results were again excellent, in the context of teacher assessed grades due to the COVID pandemic.

Following the reopening of its Sixth Form in September 2020, the first A-Level results were registered in 2022:

- 68% of grades at A*-B
- 84% of grades at A*-C

During two periods of lockdown in 2020 and 2021, Blanchelande won widespread praise by its early adoption of online live lessons via Microsoft Teams, ensuring students did not develop a gap in their learning. In later phases of the pandemic



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when lessons in school resumed, students in isolation at home were able to access lessons taking place at school via livestream. The achievements of staff, and their ability to adapt quickly to the circumstances, were acknowledged through very strong parental survey feedback.

Blanchelande was most recently inspected in October 2018 and the full report is available on the school website. Blanchelande was rated 'excellent' (the highest grade) in both outcome areas (pupil achievement and pupil development) as well as meeting all the regulatory requirements. The College is also subject to inspection by the Roman Catholic Diocese of Portsmouth.

Blanchelande offers an extensive programme of extra-curricular activities before, during and after the school day, to which all academic staff are expected to contribute the equivalent of at least one hour per week throughout the year.

History

Blanchelande was re-founded in 1992 by parents and members of the local community after the Sisters of Mercy withdrew their Order from Guernsey. The new school began in temporary accommodation and in its first five years grew from 40 pupils to almost 200. It has now more than doubled in size from its inception and in recent years, following the introduction of co-education, is experiencing a sustained period of strong growth.

In April 1999, the College moved to its current address at Les Vauxbelets

(former site of the De La Salle boys' school) after an extensive refurbishment programme. Les Vauxbelets is a beautiful estate in a rural setting with large historical buildings.

Since 2017 a substantial number of upgrades have been made to facilities, including: the relocation and renovation of the Infant department; the conversion of Victor House (formerly the Infant school) into an Arts Centre for music, drama and art; new Science laboratories; a new cricket pitch and resurfaced netball/ tennis courts; a new classroom block; a new Senior school library; new Sixth Form facilities, including a common room and seminar rooms; an Eco Hut; a new Fitness Suite; new locker, changing and shower facilities; the conversion of the conversion of The Pink Cottage into two Modern Language classrooms; and in 2023 a new Primary Playground and new school kitchen.

Governance

Blanchelande is administered as a charitable trust and three Trustees oversee the finances of the College. As a grant-maintained college, Blanchelande receives a degree of funding from the States of Guernsey.

The Board of Governors meets twice a term and is responsible for working with the Principal in setting the strategic direction for the school, including approval of school policies, and for monitoring and evaluating the performance of the school. The Board operates sub-committees – such as for educational issues, ICT and property



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management – which also meet regularly.

The Trustees are financially responsible for the College and the Vauxbelets estate, including any sub-tenants.

Leadership

The Senior Leadership Team (SLT) consists of the Principal, Vice Principal, Bursar, Head of Pastoral Care, Heads of Phase (Head of Infants, Head of Juniors, Head of Lower Seniors, Head of Upper Seniors and Head of Sixth Form); and the Director of Studies.

New staff benefit from a thorough induction year, led by the Senior Teacher and Assistant Senior Teacher. Induction is delivered through weekly sessions (mostly during lunchtimes, but some after school or prior to or during INSET days) led either by the Senior Teachers or other members of the staff body.

The Principal of Blanchelande College is Mr Robert O'Brien, formerly Deputy Head Academic and Head of Boarding at Westminster Cathedral Choir School. He brings to school his golden retriever, Gilbert, who provides a homely welcome to all who visit Blanchelande College for the first time.

The Religious Education department

The RE department in the Primary school is managed separately from the Theology department in the senior school, although links are close. A number of teachers are involved in the delivery of RE, which, as a Catholic school, is in line with the Religious Education Directory issued by

the Roman Catholic Bishops of England and Wales in 2023. While rooted in the religious traditions and teachings of Judaism and Christianity, pupils are also required to have strong religious literacy in other world religions, developing an appreciation for other cultures and tolerance of those with different beliefs.



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RELIGIOUS EDUCATION COORDINATOR JOB DESCRIPTION

The role

The successful candidate will be an excellent teacher and leader with a vocational commitment to Catholic education and the ability to convey enthusiasm for, and understanding of, theology to pupils, parents and colleagues.

The RE Coordinator will be line managed by the Head of Juniors, and accountable to the Principal for upholding the Catholic ethos of Blanchelande College.

Key responsibilities:

- While teaching principally in the Junior department (Years 3-6), the RE Coordinator will oversee all Primary RE and liaise with the senior school Head of Theology to ensure continuity and cohesion across the whole school.
- Implementation of the Religious Education Curriculum Directory (2023) through high quality resources and the promotion of outstanding teaching in the department.
- Lead Primary departmental meetings and regularly meet with the Head of Theology.
- Support and advise the Principal, SMT and all staff on aspects of College life pertaining to its Catholic identity and mission.
- Implement diocesan policies and guidance, be part of the appraisal process, and ensure preparedness for diocesan inspection/ validation.
- Liaise with the PSHE department to ensure that Relationships and Sex Education (RSE) complies with the Diocese of Portsmouth document 'Human Sexuality and Personal Relationships: Guidelines for Catholic Schools on Sex and Relationships Education'.
- Ensure that school chaplains are welcomed and integrated into the life of the College and assist where needed in co-ordinating their involvement and attendance at liturgical celebrations and other relevant school events.
- Organise collective worship and liturgical celebrations in the Primary department.
- Organise and promote a life of prayer and the practice of popular devotions (e.g. the Stations of the Cross during Lent)
- Ensure that prayer spaces in the classrooms and shared primary spaces are appropriately resourced and kept in good condition and are reflective of the Liturgical year.
- Maintain close links with the local Catholic community, parish and diocese.
- Plan the rota and co-ordinate/lead daily collective worship, including hymns and prayers suitable to the liturgical year for assemblies.



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- Promote the charitable work of the Catholic Church, and ensure that charity fundraising is in harmony with Church teaching.
- Facilitate /provide sacramental preparation (FHC preparation in school) and provide support and encouragement within the school for children receiving parish catechesis.

For completion upon offer:

I hereby confirm acceptance of the above:

Name:

Signed:

Date:



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PERSON SPECIFICATION

Category	Essential	Desirable
1. Faith Commitment	<ul style="list-style-type: none"> Must be a practising Catholic who is faithful to the definition of a practising Catholic. (see below) 	<ul style="list-style-type: none"> Evidence of participation in faith life of the community. Experience in leading acts of worship in Catholic schools.
2. Qualifications	<ul style="list-style-type: none"> Qualified teacher status. Experience of successful teaching of RE. 	<ul style="list-style-type: none"> Minimum of 3 years' experience of teaching RE in a Catholic school CCRS or equivalent. Evidence of further study in religious education. Alpha course.
3. Experience	<ul style="list-style-type: none"> Evidence of successful teaching in the Primary phase A sound knowledge of RE programmes of study Ability to assess the strengths and weaknesses of RE programmes of study. 	<ul style="list-style-type: none"> Evidence of successful classroom teaching across all key stages in the Primary sector A keen interest in the ongoing development in Religious Education.
4. Professional Development	<ul style="list-style-type: none"> Evidence of commitment to own professional development. Evidence of a vision and ability to assist the school in realising its Mission statement as a Catholic School. 	<ul style="list-style-type: none"> Recent in-service training in leadership and management. Evidence of potential to lead and develop other staff. Evidence of leading/managing an aspect of curriculum or other school initiative. Ability to have an impact on pupils, department and school development.



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THE APPLICATION PROCESS

Applications for this post should consist of:

- A detailed letter of application stating how you believe you meet the criteria for this role.
- A completed application form, including details for two references.
- *Optional*: an up-to-date copy of your C.V.

We will assume that you are happy for us to take up references straight away, unless you state otherwise on your application form.

You may be asked for further information following short listing. You will be asked to provide proof of identity. Original qualification certificates may also be required at this stage (and certainly prior to confirmation of appointment).

After short listing, the selection process will normally include:-

- A tour of the College.
- An observed lesson.
- Interview: An interview, including Safeguarding, with a Governor, Principal and Director of Studies.

Interviews are expected to be scheduled in the week beginning Monday, 5th February 2024.

The Contract

The position of Teacher of Religious Education (Theology) is part-time (approx. 80%; negotiable) and remuneration will be in line with the States of Guernsey Teachers pay scale, and will reflect the qualifications and experience of the successful candidate. An allowance for departmental leadership may be available for the right candidate.

All Blanchelande staff are admitted to the Guernsey Civil Service Pension Scheme, a contributory final salary pension scheme.

All staff are required to undergo a current police check, a medical declaration, provide proof of qualifications and identity and have (or be eligible for) a Guernsey housing qualification.



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Closing Date

Applications must be received by Friday, 2nd February 2024 for consideration and should be addressed to Mr Robert O'Brien, Principal.

Further information about Blanchelande College can also be obtained from our website, www.blanchelande.co.uk. Our prospectus can be downloaded from the homepage.

If you have any further questions or need any clarification, please contact the Principal's P.A., Mrs Tracy Feehan.

Tel 01481 237200 Email feehant@blanchelande.sch.gg



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BLANCHELANDE COLLEGE – TEACHER

MAIN PURPOSE OF THE JOB

Teaching at Blanchelande is a hugely stimulating and rewarding experience. All teachers are expected to participate fully both in the life of their academic department and the wider life of the School, and are encouraged to pursue their own professional development.

RESPONSIBILITIES AND DUTIES:

1. TEACHING

- (a) Planning and preparing appropriate course and lessons in accordance with departmental and school policy;
- (b) Teaching, according to their educational needs, the pupils assigned including the regular setting and prompt marking of pupils' work;
- (c) Promoting the progress and academic development of pupils, differentiating for ability where appropriate;
- (d) Assessing, recording and reporting on the development, progress and attainment of pupils according to the normal practice of the College;
- (e) Preparing pupils for and participating as appropriate in the College's arrangements for pupils taking public examinations.

2. OTHER ACTIVITIES

- (a) Supporting the Catholic ethos and mission of Blanchelande College and participating in its religious life, as appropriate (eg facilitating prayers in form time, attending assemblies, ensuring good behaviour during services, etc.).
- (b) Any duties required as a result of accepting a position of Responsibility and the accompanying Responsibility Allowance;
- (c) Acting as a Form Tutor as required and fostering the general progress and well-being of individual pupils of any class or group of pupils assigned, implementing the programme set by the Phase Leader/ SLT;
- (d) Taking an interest in the personal and social needs of pupils, and communicating as appropriate with the relevant Form Tutor or Phase Leader;
- (e) Playing a full role in the wider life of the School, contributing actively to the extra-curricular programme (ie a weekly club or activity throughout the year);



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- (f) Providing guidance and advice to pupils on educational and social matters and making relevant records and reports;
- (g) Making records of and reports on the personal and social needs of pupils;
- (h) Communicating and consulting with the parents of pupils as necessary and attending all parents' evenings and official functions;
- (i) Providing or contributing to oral and written assessments, reports and references relating to individual pupils or groups of pupils;
- (j) Supporting pupils as appropriate at major school events and in other activities, eg: plays, concerts, matches etc.
- (k) Accompanying students on school trips (including residential), as required (trips being inclusive of salary).
- (k) Monitoring and ordering books, supplies or other materials required for your subject or department.

3. REVIEW AND PROFESSIONAL DEVELOPMENT

- (a) The College may review from time to time your methods of teaching and programmes of work and you will be required to participate in the Performance Management (Appraisal) process for teachers;
- (b) Attendance at INSET days is required as is attendance on assigned courses; the College will support and participate in arrangements for your further training and professional development as a teacher and professional.

4. CURRICULUM DEVELOPMENT

- (a) Advising and co-operating with the Principal and other teachers on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment.

5. DISCIPLINE AND WELLBEING

- (a) Maintaining good order and promoting self-discipline among pupils and taking reasonable care for their safety and wellbeing, whilst in your charge whether they are engaged in school activities on or off the property;
- (b) Undertaking supervisory duties, as required;
- (c) Actively implementing the College's policies on rewards and sanctions.



6. STAFF MEETINGS

(a) Attending staff meetings which relate to the College curriculum or to the administration or organisation of the College, including pastoral arrangements. Such meetings shall normally be held at the College and be of reasonable duration, and attendance may be required at meetings held on a day when part-time staff may not be teaching.

7. ADMINISTRATION

(a) Where appropriate, taking responsibility of the maintenance of an accurate register of the pupil's attendance at the College;

(b) Taking a reasonable share of the supervision of pupils on the school premises whether before, during or after school sessions;

(c) Taking such part as may be required in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the School.

(d) Participating, as required, in administrative tasks related to the curriculum, pastoral and organisational tasks of the School.

(e) Attending assemblies, as required;

(f) Exercising reasonable care for the classroom and other relevant teaching areas and all the equipment therein, which may include auditing and visually checking classroom equipment;

(g) Contributing, where appropriate, to the professional development of other teachers;

(h) Setting high personal and professional standards at all times.

FLEXIBILITY

This job description reflects the main responsibilities of the post. However, the post holder should be willing to undertake any other reasonable duties as required by the Principal. The particular duties / responsibilities listed here may be reviewed from time to time at the request of the Principal or post holder as circumstances make necessary.

(For completion upon appointment) I hereby confirm acceptance of the above job description:

Signed: _____

Date: _____