



# HUJJAT PRIMARY SCHOOL

**Religious Education Lead**

**Application Pack**

**September 2020**

**Fixed Term, Term Time Only, Part Time (20 Hours, negotiable)**

**Start date ASAP**

**£21,582 FTE (Actual salary is dependent on hours)**

## The Opportunity

Hujjat Primary School is a brand new Muslim faith Free School that welcomed its first Reception children in September 2020. While the refurbishment of our permanent home on Brookshill, Harrow Weald is completed, we are based temporarily on Robin Hood Drive in Harrow Weald and are seeking to recruit an RE Lead to continue the work of our founding Trustees and shape the faith character of the school to support the spiritual wellbeing of our pupils.

## What we are looking for

Please see the Job Description and Person Specification later in this pack.

## Why join us?

We can offer

- Flexible hours to suit your circumstances
- Local Government Pension Scheme
- Term-time only (39 weeks)

## How to apply

If you wish to arrange an informal discussion in relation to the role, please do not hesitate to contact Shaheen Hirji, Chair of Trustees on [info@hujjatschool.org](mailto:info@hujjatschool.org).

To apply, please download and complete the application form on our website and send it via email to [recruitment@hujjatschool.org](mailto:recruitment@hujjatschool.org)

**Closing date for applications:** **ASAP**

**Interview date:** **As soon as a shortlisted candidate is available**

## Safer Recruitment

Hujjat School Trust is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are therefore expected to behave in a way that supports this commitment. Appointment to this post will be subject to satisfactory pre-employment checks including:

- Right to work in the UK
- Health
- Identity
- Relevant work qualification
- Disclosure and Barring Service Check
- References
- S128 Check
- Childcare disqualification declaration



## Ethos

Our Islamic faith character is reflected in the values of the school, and will foster cohesion as well as placing the school at the heart of the community.

The universally accepted human values and principles that are also cornerstones of the Islamic faith, will be promoted and embedded into the fabric of the school through the curriculum and the behaviour policy, ensuring that everyone, adults and children, of all faiths and none, can identify with and benefit from them.



## Curriculum

The Islamic philosophy of education emphasises that education must be for the holistic development of the individual and of society. At Hujjat Primary School, our commitment to outstanding academic achievement goes hand-in-hand with the nurture of values, which underpin the development of good character.

The curriculum will grow mind, body and character through:

- A broad, balanced, vibrant and inclusive core curriculum that fosters curiosity and outstanding academic achievement;

*Confident, respectful  
and effective  
communicators who  
can express themselves,  
make informed choices  
and build positive  
relationships*

*Successful learners,  
able to think,  
question and reflect  
independently*

- Experiential teaching, enrichment activities that are a feast for the senses, and focused time on health, hygiene, nutrition, personal and social skills;

- A values curriculum through which we will develop the virtues of good character, enabling our pupils to apply their knowledge and turn it into action for the benefit of our school and the wider community.

*Well-rounded and responsible  
citizens with a respect and  
appreciation for the rights,  
views, values and property of  
others, and who make a positive  
contribution to the school and  
the community beyond*

Hujjat Primary School embodies high expectations, high standards, and will enable children to extend their learning to engage with local, national and international initiatives that will reflect the diversity in our community both within and outside the school.



# RE Leader

## Job Description

**Reports to:** Trust Board

**Responsible for:** All Staff within the school

### Introduction:

The RE Lead will, by personal example and professional leadership, ensure that the Islamic faith character permeates all aspects of school life. In carrying out his/her duties, the RE Lead will consult where appropriate, the Trust Board, the Faith Authority (KSIMCoL), the staff of the school, the parents of its pupils and the faith communities served by the school.

### Purpose:

- To ensure the implementation of the whole school policy for RE in line with the aims and policies of the school.
- To contribute to the PSHE (including RHE) and Arabic curricula, and the Spiritual, Moral, Cultural and Social wellbeing of pupils.
- Monitor school spend and physical resources to ensure that the RE curriculum is funded in line with other core subjects.
- Provide induction/bespoke training to meet the needs of all staff regarding RE.
- To role model best practice to colleagues, undertaking duties, attending school events and representing the school in a professional capacity.
- Along with the Headteacher and Senior Leadership Team, be a beacon of the core values of our school.

### Strategic Direction and Development

- Develop and ensure the implementation of a whole-school policy for RE in line with the aims and policies of the school.
- Produce short, medium and long term plans to develop RE in relation to:
  - Faith resources for both RE and the Values Curriculum.
  - Staff professional development requirements.
  - Ensuring that it is integrated into the school development plan.
- Provide evidence and information for external evaluation (Section 48 Inspection).
- Evaluate the teaching and learning of RE.
- Link with the Trustee responsible for RE.
- Report to Trustee meetings where appropriate.
- Be fully involved in the extra curricular life of the school e.g. charity work.

### Teaching and Learning

- Oversee curriculum coverage throughout the school
- Provide model lessons, planning and resources
- Provide clear guidelines of expectations
- Support and guide colleagues to select the most appropriate teaching and learning methods and resources to ensure that Islam is experienced in all curriculum areas.



- Evaluate teaching and learning through:
  - Learning walks
  - Observations
  - Book Scrutiny
  - Pupil, Staff and Parent interviews
  - External verification

### **Leading and Managing Staff**

- Lead professional development of staff through example and support to ensure full knowledge and understanding of what RE should be in school and an enjoyable subject to teach and learn
- Lead staff training and resource them to produce high quality RE teaching with expectations for planning delivery
- Ensure appropriate topic links to the Islamic calendar

### **Accountability**

- Evaluate the framework for RE inspection with the Headteacher, SLT and Trustees
- Communicate effectively to a range of audiences
- Keep abreast of curriculum developments to ensure that Islamic values are supported
- Ensure the school environment reflects the pupil's work in RE
- Report to the Trustees as required

### **Other Professional Requirements**

- Establish and maintain positive working relationships with colleagues and parents.
- Support the aims and policies of the school.
- Keep up to date with trends in education.
- Aim to foster good relations between the school and the community.
- Maintain professionalism and confidentiality at all times.
- Carry out any other reasonable requests which may be required to fulfil the role.

This job description will be reviewed as part of the Performance Management Process but may be changed at any time if necessary.



# RE Leader Person Specification



HUJJAT PRIMARY SCHOOL

	Essential	Desirable
<b>Faith Commitment</b>		
Must be a practising Muslim	X	
Evidence of participation in the local Muslim faith community		X
Experience of leading acts of worship with Muslim children		X
<b>Qualifications</b>		
Experience of successful teaching of RE to Early Years	X	
Evidence of study in RE	X	
<b>Experience</b>		
A sound knowledge of RE programmes of study	X	
Ability to assess strengths and weaknesses of RE programmes of study	X	
<b>Knowledge and skills</b>		
Ability to share a vision of RE by demonstrating high quality provision	X	
Evidence of motivating staff and students	X	
Well-developed oral and written skills including clear articulation	X	
Ability to raise the profile of RE with all members of the school community	X	
Ability to relate to, and communicate with children in and out of the classroom	X	
Ability to self-evaluate learning needs and actively seek learning opportunities	X	
<b>Personal attributes</b>		
A commitment to the Hujjat Primary School vision and values	X	
A commitment to own professional development	X	
Positive, enthusiastic outlook, embracing change and innovation	X	
Demonstrate respect and empathy towards others	X	
Resilience, perseverance and optimism in the face of difficulties and challenges	X	
Resourceful and solutions focused	X	
<b>Safeguarding</b>		
A clear understanding of safeguarding	X	

