

The Education Department at the Diocese of Gloucester is looking to recruit additional, new RE Hub leaders.

### **What is an RE Hub Leader?**

RE Hub Leaders are excellent RE practitioners and subject leaders who are committed to keeping their skills and knowledge up-to-date and to supporting colleagues. They organise and facilitate hub meetings for the schools three times a year and in preparation for these they attend three days of training, provided by the diocesan education department free of charge and with supply and transport costs provided.

### **When would it start?**

Initially the opportunity is to work alongside current hub leaders during the academic year, 2022 - 2023, this will then be reviewed annually. Letters of interest can be submitted any time up to the deadline of **26 September 2022**.

### **What do RE Hub Leaders have to do?**

- take on the role of Hub Leader for an initial period of one year
- be quality assured by the diocese during the year to inform potential renewal of the partnership agreement
- attend all diocesan training days
- organise, prepare and deliver three virtual or online hub meetings per academic year
- in advance of hub meetings, communicate with schools sharing dates, agendas and relevant information
- record minutes of hub meetings and reflect on impact of network meetings to improve teaching of RE
- create a positive climate where ideas are shared and valued
- encourage networked schools to offer agenda items and share good practice
- keep up-to-date with local and national RE priorities and initiatives and disseminate to network colleagues
- collect, collate, evaluate and present examples of good practice in RE teaching and learning to share online with colleagues
- be responsible for a specific age group or aspect of RE and be prepared to lead small projects in that area
- provide a pen portrait and contact details for the diocesan website

### **How do I apply?**

Teachers are asked to send a letter of interest to [dhelme@glosdioc.org.uk](mailto:dhelme@glosdioc.org.uk) by **26 September 2022**. This should include details of your RE teaching experiences and strengths, why you would like to take on this role and confirmation of the support of your head teacher.

Interested applicants should note that prior to these roles being allocated, members of the diocesan team will visit and meet with the RE teacher, observe an RE lesson, and speak to pupils and the head teacher. These visits are due to take place between **Monday 3 October – Friday 7 October 2022**.

The first training day for RE Hub leaders is **October 15** so it is important you would be available for that date too.

Prior to the commencement of the role, successful applicants and their schools will be asked to sign a partnership agreement.

If you have any questions about any aspect of this exciting role or process, please don't hesitate to contact Debbie Helme, Principal Advisor [dhelme@glosdioc.org.uk](mailto:dhelme@glosdioc.org.uk)

## **Diocese of Gloucester RE Hub Leaders' Annual Partnership Agreement**

RE Hub Leaders are normally teachers who lead RE development in their school and have been identified as good or outstanding teachers by their Headteacher and the diocese with the capacity to inspire and lead colleagues.

### **Rationale:**

To provide effective networks, led by outstanding practitioners of RE, who inspire improved teaching and learning in RE across the diocesan family of schools.

### **RE Hub Leaders will:**

- a) take on the role of Hub Leader for a period of one year
- b) be quality assured by the diocese during the year to inform potential renewal of the partnership agreement
- c) attend all diocesan training days
- d) organise, prepare and deliver three hub meetings per academic year
- e) agree dates in advance for hub meetings and communicate to schools, with draft agenda
- f) record minutes of hub meetings and reflect on impact of network meetings to improve teaching of RE
- g) create a positive climate where ideas are shared and valued
- h) encourage networked schools to offer agenda items and share good practice
- i) keep up-to-date with local and national RE priorities and initiatives and disseminate to network colleagues
- j) collect, collate, evaluate and present examples of good practice in RE teaching and learning to share online with colleagues via the Diocese of Gloucester website
- k) provide a pen portrait and contact details for the diocesan website
- l) provide regular communications, minutes and updates to RE Hubs Facilitator

### **Headteachers will:**

- a) meet annually with senior member of diocesan team to review and potentially renew the partnership agreement
- b) support RE Hub Leaders to meet their roles and responsibilities through the performance management/appraisal process
- c) release RE Hub Leaders to attend diocesan training days
- d) provide suitable accommodation for RE Hub leader meetings when appropriate
- e) support RE Hub Leaders with communications to/from schools
- f) support RE Hub Leaders with administrative tasks for meetings
- g) support annual observation of RE Hub Leader teaching RE by senior member of diocesan team
- h) encourage and support new potential RE Hub Leaders
- i) ensure governors are informed and supportive of the partnership

**The RE Hubs' Facilitator will (DH):**

- a) lead and coordinate the development of RE hubs for teachers
- b) organise, prepare and deliver 3 hub leaders' training days per academic year
- c) provide phone/email support for RE hub leaders during the year
- d) review minutes of RE hub meetings and feedback to RE hub leaders to inform future agendas
- e) update RE hub leaders and schools on local and national RE priorities and initiatives.
- f) support RE hub leaders to undertake their roles and responsibilities effectively by attending one RE hub meeting per year, as an observer
- g) signpost good quality resources to support the effective delivery of the locally agreed syllabus, including Understanding Christianity
- h) agree good practice examples in RE teaching and learning with hub leaders and display on diocesan website
- i) ensure clear protocols are in place to enable effective and timely communications
- j) in partnership with the diocesan team, advertise this role as required, identify new RE Hub Leaders and provide induction to support the role

**The senior member of the diocesan team will:**

- a) liaise with Headteachers to review the partnership agreement
- b) undertake RE lesson observations of RE hub leaders in their own setting, annually
- c) support RE Hubs Facilitator, where appropriate
- d) pay supply cover and travel expenses, if required, to release hub leaders to attend designated training (three days per year)
- e) include details about RE Hub Leaders and the annual partnership review in training to new headteachers, foundation governors and new colleagues new to church schools and, where possible, colleagues new to Gloucestershire

Signed (RE Hub Leader)

Signed (Headteacher)

Signed (Diocesan Team)

Academic Year 2022-2023