



LEIGH
Academies Trust

Job Pack

Head of Learning - Religious
Studies & PSHE
Leigh Academy Rainham

Introduction

Thank you for your interest in joining Leigh Academies Trust. This job pack is designed to give you a deeper understanding of who we are, what we stand for, and what you can expect as a valued member of our team.

Inside, you'll find key details about our Trust, the academy where the role is based, and the position itself. We've also included insights into our culture, values, and the many benefits of working with us. Whether you're an experienced educator or just beginning your journey in education, we hope this pack helps you see how your goals align with ours.

We're excited to learn more about you and we hope this pack helps you decide if this is the right opportunity for your next career step.

For further information and support on our hiring processes, please view our [Careers Page](#).

Any questions? Contact us on:
joinus@latrust.org.uk | 01634 412 263



Welcome from our CEO



Leigh Academies Trust (LAT) is one of the largest and most successful school groups in England. Starting in 2008 in Dartford, the Trust is now responsible for 33 academies of all types, educating over 24,000 pupils, employing almost 4,000 talented staff and with access to an annual income of over £250m. Our Ofsted track record is impressive. Currently, 56% of our academies are considered to be “Outstanding” whilst inspected as part of the Trust.

LAT has remained local with all of its academies located in the South East (Kent, Medway, Bexley and Greenwich), within a one hour drive across the South Thames Corridor. This helps us to share resources and expertise much more easily and offer abundant training and progression opportunities to staff. We invest heavily in our workforce and enjoy strong retention across all job roles. The Trust has embedded various advantages which mean that LAT is an excellent place to develop a career in education. This includes being a highly inclusive employer which celebrates the diversity of its workforce.

Our scale and experience means we have been able to develop several well-chosen approaches to running schools which we know work well. These include:

- A small school approach to education where larger academies are organised into colleges. This ensures high quality pastoral care for pupils.
- A world class digital strategy where all staff and pupils have their own device making teaching, learning and operations efficient and highly impactful.
- Disruption free learning and a “warm strict” approach to behaviour management so that teachers can teach and pupils can learn.
- An all-through International Baccalaureate curriculum equivalent in quality to some of the best fee-paying schools and grammar schools in the UK and further afield.

In addition, The Leigh Institute - which is part of LAT - is responsible for Kent and Medway Training, one of the region’s biggest initial teacher training organisations, a large teaching school hub called Thames Gateway and an accredited apprenticeship provider. This powerful organisation trains, develops and supports 1,000s of teachers, support staff and leadership teams across the region each year. Our future plans are found in our [Vision 2030](#), available on our website.

Simon Beamish, BA (Hons) MSc PGCE NPQH NLE
CHIEF EXECUTIVE



Our Benefits

At Leigh Academies Trust, we believe that our people are our greatest asset. That's why we offer a comprehensive and competitive benefits package designed to support your wellbeing, reward your contribution, and help you thrive both professionally and personally.

From continuous professional development and career progression opportunities to flexible working arrangements, health and wellbeing support, and exclusive staff discounts - you'll find that working with us is about more than just a job.

Explore our full range of benefits here: latcareers.org.uk/benefits

Our Mission: *Education for a better world*

At Leigh Academies Trust, our vision is to transform lives through education. We strive to ensure that every young person - regardless of background - has access to an outstanding education and the opportunity to thrive in an ever-changing world.

We are guided by four core values that shape everything we do:

- **We care** – about our pupils and their families through our human scale approach to education, our staff and their well-being and the world around us, driven by our high ideals and strong moral values.
- **We have boundless ambition** – to achieve excellence for all and create confident young adults with high levels of resilience and integrity.
- **We work together** – as one team because we are greater than the sum of our parts. We foster an enterprising culture through global collaboration with partners in business and education.
- **We keep getting better** – using our 'can-do' attitude and research informed approach to continuous improvement and innovation.

This shared vision unites our academies and teams, creating a strong, collaborative environment where staff and students can flourish.



Job Description

Job Title: Head of Learning - Religious Studies & IT

Reports to: Assistant Head of College (Assistant Principal)

Location: Leigh Academy Rainham

Leigh Academies Trust is a highly successful multi-academy trust. Our model of education enables students to reach their full potential, transforming their lives and ultimately the communities in which they live.

Main purpose of role:

To support, hold accountable, develop and lead a team of teachers and support staff to ensure high standards of teaching and learning (including innovative practice) and the wellbeing of students and staff. To contribute to the strategic development of the academy by implementing whole academy new initiatives, monitoring and reporting on key outcomes.

This job description should be read in conjunction with the [Job Description for Teachers](#), which outlines the core professional duties and expectations of all teaching staff. The responsibilities below are in addition to those, and are specific to the role of Head of Learning.

General responsibilities

- Carrying out the professional duties of a teacher as circumstances may require and in accordance with academy policies, under the direction of the Principal.
- Communicating clear purpose and vision to the department
- Contributing to the strategic development of the academy by implementing whole academy new initiatives, monitoring and reporting on key outcomes, to ensure the department meets academic targets.
- Providing clear, cohesive leadership and direction in the department and motivating teaching and supporting colleagues in developing innovative strategies to enhance the quality of learning, teaching and achievement.
- Promoting the achievement of high standards through effective teaching and learning within subject area(s), preparation, evaluation and action planning.
- Modelling the vision and values of the academy
- Implement the Department Development Plan/SEF to secure continuous improvement and quality outcomes for all students.
- Receiving and acting on feedback to build on the strengths and improve personal performance within the academy systems.
- Consider and constantly review academy contextual factors and prior attainment when planning and teaching lessons.
- Working in a cross-curricular way to support the subject across the academy in the use of active learning approaches to enrich curriculum and skills delivery.

- Recognising, promoting and celebrating diversity.
- Line management of department staff.
- All department resources and budget.
- Quality of education within the department.
- Supervision and progress of students in allocated classes.
- Supervision of work of any classroom support staff during times they are allocated to classes

Leadership and Management

- To develop and review syllabuses, resources, schemes of work, marking policies, assessment and teaching and learning strategies in the department.
- To oversee day-to-day management, control and operation of course provision within the department, including effective deployment of staff and physical resources.
- To actively monitor and follow up pupil progress.
- To work with the SLT line manager to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs.
- To be responsible for the efficient and effective deployment of the department's support staff.
- To undertake Performance Reviews and to act as reviewer for a group of staff within the designated department.
- To make appropriate arrangements for classes when staff are absent, ensuring appropriate cover within the department, liaising with the cover teacher/relevant staff to secure appropriate cover.
- 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 be responsible for the day-to-day management of staff within the designated department and act as a positive role model.
- To manage the available resources of staff, finance, space and equipment efficiently within the limits, guidelines and procedures laid down; including deploying the department budget.
- Maintain departmental monitoring with evidence of departmental data, targets and trends.
- Be aware of targets for raising attainment within the academy context.
- Lead on the development of the Department Action Plan.
- Champion best practice, demonstrating teaching skills and leadership qualities necessary to command respect, and encourage commitment to raising standards
- Identify and applaud areas of success for individual teachers and the department.
- Help create an effective team by promoting collective approaches to problem-solving and curricular development.

Teaching and Learning

- To liaise with the SLT line manager to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme which complements the Academy Development Plan.
- To be accountable for the development and delivery of the department's curriculum.
- To keep up to date with and respond to national developments in the subject area and teaching practice and methodology.



- To produce an annual examinations analysis and department review as part of the school's self-evaluation cycle.
- Help devise, implement and monitor schemes of work to ensure they focus on consistent and effective learning and teaching to produce progression for all.
- Analyse and interpret data on students' attainment and action plan accordingly, reviewing with teachers their assessments of progress for classes, groups and individuals.
- Work to student targets and ensure that progress is tracked through a range of strategies.
- Take account and review academy contextual factors and prior attainment when planning and teaching lessons.
- Reflect on the success of teaching strategies, individual lessons and schemes of work in meeting the needs of students.
- Apply current guidelines on effective learning and teaching.
- Take part in coaching and mentoring programmes to support colleagues and develop own practice.
- Strive for outstanding lessons.
- Deliver interactive lessons with students.
- Provide high quality assessment using formative and summative methods in conjunction with the academy's policy.

Staff Development

- To establish the process of the setting of targets within the department and to work towards their achievement.
- To ensure that all members of the department are familiar with departmental aims and objectives within the framework of the Academy Performance Agreement.
- To disseminate information from Head of Department meetings.
- 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 department's views and interests.
- Be responsible for identifying and reporting issues and developing solutions.
- Develop communications and training with staff in Department methodology.
- Develop use of ICT within the curriculum.
- Provide means of gathering information for Self Evaluation: Student Voice, questionnaires, viewpoints of stakeholders, and use opportunities for co-construction of the curriculum.
- Take responsibility for coordination, planning and execution of training and development days.
- Adapt lessons and identify next steps in response to evaluation of student progress.
- Set effective homework and extension work to encourage and enliven student learning.
- Ensure differentiation and personalisation of learning for all students
- Be aware of the KS2 curriculum and the standards of progression and attainment for KS3 students.
- Coordinate displays with regard to events, opportunities and work which promote the department and academy.

Attitudes and Behaviour



- To comply with the academy's safeguarding procedures and to report concerns to the Designated Safeguarding Lead.
- To ensure the behaviour management system is implemented in the department so that effective learning can take place.
- Take the leading role in upholding standards of behaviour and classroom management within the classroom and the school's environment.
- Through the role, develop systems which address the social health of students to raise standards.
- Promote the consistent and fair use of the consequences system within the classroom and the academy environment.
- Be the first line of contact for parents' and carers' concerns with regard to their child's performance and wellbeing.
- Perform the duties of a vertical advisor if required, including the provision of information, advice and guidance for students.
- Ensure that the department supports the academy's implementation of all current statutory requirements e.g. Pupil Premium, SEN, Safeguarding, Prevent, KCSIE.

General Responsibilities to the Principal

- To promote the aims, values and ethos of the academy and uphold academy rules.
- To read and adhere to the procedures set out in the Staff Handbook.
- To carry out a share of supervisory duties in accordance with normal academy schedules.
- To participate in the appropriate meetings with colleagues and parents.
- To participate in performance management arrangements.
- To support the ethos of the academy and enforce the academy's behavioural and uniform policies

Safeguarding of students and Duty of Care

All staff, regardless of role, level of seniority and location, have a responsibility to ensure the highest levels of safeguarding and promoting the welfare of our pupils, and we expect all our staff and volunteers to share this commitment. We must collectively create an environment where children feel safe to learn, play, and grow. Children should feel comfortable in their surroundings and know that they can approach any responsible adult with any problems or concerns.

All staff must be able to identify any children who are at risk of harm, and know the characteristics of abuse or neglect. If you suspect or confirm harm then it's essential you know what actions to take.

Annual safeguarding training is offered to all staff at Leigh Academies Trust, and it is the staff member's responsibility to be aware of the most up to date guidance documented in the [Keeping Children Safe in Education document \(Department of Education\)](#).

Notes

The job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. This job description is



not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and may be subject to modification or amendment at any time after consultation with the holder of the post.

The duties may be varied to meet the changing demands of the academy/business unit at the reasonable discretion of the Principal/Academies Director. This job description does not form part of the contract of employment. It describes the way the post-holder is expected and required to perform and complete the particular duties as set out in the foregoing.





Person Specification

As a Trust we seek to recruit talented individuals who can not only help to build the success of our academies but also people who are engaging and passionate about everything they do.

For the role of Head of Learning - Religious Studies & PSHE, we would expect candidates to demonstrate:

Education & Qualifications

Essential

- O'Level/ GCSE A-C pass grade/ new grade Level 4-9 in English, Mathematics and Science.
- A graduate in a relevant subject
- DfE recognised Qualified Teacher Status or equivalent
- Commitment to the well-being of all pupils, with up-to-date knowledge of and adherence to statutory safeguarding procedures and regulations.

Knowledge & Understanding

Essential

- A strong, up-to-date knowledge of the specific subject area;
- Excellent and current subject knowledge, including a thorough understanding of the relevant curriculum.

Desirable

- Knowledge of the International Baccalaureate Middle Years Programme (if applicable to the Academy);
- Willingness to share knowledge and work collaboratively with colleagues and other academies;

Experience

Essential

- Experience within a secondary setting.

Skills & Attributes

Desirable

- Personal impact and presence with all stakeholders;
- Ability to inspire and motivate support staff and students;
- Excellent interpersonal and communication skills;
- Passion for promoting an inclusive culture for all students;
- Passion for raising achievement and a solid understanding of what constitutes an outstanding school;
- Creative and innovative skills in finding new solutions;
- Strong relationships with students, parents, governors and other stakeholders;
- Passion for own continuous personal improvement and development;
- Professional integrity and respect for the opinions and circumstances of others;

- Abundant enthusiasm and energy;
- Resilience and the ability to remain calm and consistent under pressure;
- Reliability and ability to meet deadlines;
- Maintain a positive working attitude;
- Effective organisational skills;
- Excellent personal ICT skills.

The post holder will also be expected to undertake any other tasks as reasonably required by the Principal or Governors to ensure the efficient and effective operation of the academy. ensure the efficient and effective operation of the academy.



Apply

We're delighted that you're considering joining Leigh Academies Trust. To apply for this opportunity, please submit your online application via the job advert on our [current vacancies page](#).

We recommend taking the time to review the job description and person specification in order to also tailor your application to show how your skills and experience align with the role.

You'll need to have the following ready when applying:

- Personal details/contact information
- An up-to-date CV and/or personal statement
- Employment and education history
- Contact details for a minimum of 2 references

Join our Talent Network

If this is not quite the right opportunity for you, but you would like to stay in touch, you can join one of our Talent Networks today by [clicking here](#).

A member of the Recruitment Team will be in touch to help find the right role for you!

