



Lavington School

**Recruitment Pack
Head of RE
September 2026**

Lavington School

Head of RE



Start Date:	1 st September 2026
Salary:	MPR/UPR £32,916 to £51,048 plus TLR 2a, currently £3,527 per year
School context:	Mixed 11-18, comprehensive, number on roll 909
Contract type:	Permanent, Full Time

‘We believe that every child should be happy, healthy, safe and achieve more than they thought possible; at school and beyond

We are looking for a passionate, dedicated and motivated Head of RE with the ability to teach and lead A-Level, the successful candidate will have excellent subject knowledge and be able to combine academic rigour and achievement with a passion for the subject.

In return we offer:

- A competitive salary
- A full and varied CPD programme offering teaching and leadership development for our staff
- An opportunity to work in a supportive team from whom you can learn, develop and grow
- Wider opportunities to be involved across the Equa Mead Learning Trust
- An energised and professional working environment
- Benefits include: pension scheme, free on-site parking and cycle to work scheme

About the Department

The aim of the RE department is for our pupils to reflect on a range of individual, school, local, national and world issues in order to develop a vision for their future and the future of others. We hope that our students recognise the importance of their own creativity in improving the quality of life not only for themselves but also for future generations. Additionally, RE allows the development of rigorous, critical and analytical thinking and argumentation in the evaluation of particular concepts and ways of experiencing the world. Therefore, we aim to foster students’ ability to reason, to avoid making assumptions or taking information at face value. Overall, we want students at Lavington to enjoy the subject, with excellent teaching and create enthusiastic, curious, and independent learners.

Job Description

Main Purpose

- To lead this subject by providing vision, inspiration, innovation and motivation.
- To ensure that students make excellent progress in Religious Education and that they enjoy it.
- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential
- To contribute to raising standards of student attainment

- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth

Teacher Responsibilities

- Plan for the learning needs of all students in assigned groups
- Create a positive learning environment
- Use a wide repertoire of teaching and learning strategies that will stimulate learning
- Prepare lessons which meet the learning needs of students
- Assess formatively and summatively, recording and reporting on progress, monitoring progress against targets, giving advice for improvement
- To contribute towards preparation of schemes of learning
- Actively contribute to liaison events
- Follow guidance on implementation of other strategies, e.g. Literacy, ICT, Citizenship
- Contribute and respond to departmental plans
- Continue with professional learning, formalized through performance management
- Monitor and evaluate the effectiveness of lessons, schemes of learning etc

Staffing

- To take part in the school's staff development programme by participating in arrangements for further training and professional development
- To continue personal development in the relevant areas including subject knowledge and teaching methods
- To engage actively in the appraisal review process
- To ensure the effective/efficient deployment of classroom support
- To work as a member of a designated team and to contribute positively to effective working relations within the school

Quality Assurance

- To help to implement school quality procedures and to adhere to those
- To contribute to the process of monitoring and evaluation of 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 review from time to time methods of teaching and programmes of work
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school

Management Information

- To maintain appropriate records and to provide relevant accurate and up-to-date information for MIS, registers etc
- To complete the relevant documentation to assist in the tracking of students
- To track student progress and use information to inform teaching and learning

Communication

- To communicate effectively with the parents of students as appropriate
- Where appropriate, to communicate and co-operate with persons or bodies outside the school
- To follow agreed policies for communications in the school

Marketing and Liaison

- To take part in marketing and liaison activities such as Open Evenings Parents Evenings, and liaison events with other schools

- To contribute to the development of effective subject links with external agencies

Management of Resources

- To contribute to the process of the ordering and allocation of equipment and materials
- To assist the Subject Leader to identify resource needs and to contribute to the efficient/effective use of physical resources. To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the School, department and the students

Other Specific Duties

- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students 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 comply with the school's Health and Safety policy and undertake risk assessments as appropriate
- To undertake any other duty as specified by STPCD not mentioned in the above

Head of RE – Person Specification

	Essential	Desirable
Professional Qualifications and learning	<ul style="list-style-type: none"> • Degree in appropriate subject • Has qualified teacher status 	<ul style="list-style-type: none"> • Evidence of continuous professional development (CPD)
Experience	<ul style="list-style-type: none"> • Experience of successfully applying a range of teaching strategies • Demonstrable experience of supporting outstanding teaching and learning including adapting lesson content to support and ensure access for EAL and SEN pupils • Proven ability to deal with a wide range of student behaviour 	<ul style="list-style-type: none"> • Recent experience in a UK secondary school/academy • An understanding of how the progress 8 measure will impact academy results and targets • Experience of inclusion strategies to support pupils with SEND • Proven ability to effectively work with a range of stakeholders including parents and external organisations

Competencies	<ul style="list-style-type: none"> • An enthusiastic and effective leader and manager • Evidence of successfully leading and sustaining whole school initiatives • A good or outstanding teacher in your subject • Demonstrable ability to engage with learners in a variety of ways • Demonstrable ability to move pupils' learning forward • Able to effectively evaluate own practice to further improve learning of pupils • The ability to work effectively as part of a team, including across faculties • Demonstrable knowledge of behaviour management 	<ul style="list-style-type: none"> • Able to demonstrate knowledge of planning, curriculum and assessment procedures
Other requirements	<ul style="list-style-type: none"> • The ability to remain discreet when privy to confidential information • Commitment to safeguarding and promoting the welfare of children and young people • Committed to the wider school life and willing to engage in a range of extra-curricular activities • Willingness to undertake further training • Committed to equality, diversity and inclusion. 	

About Us

Lavington is a high achieving school that is imaginative and creative in its approach to teaching and learning and is keen to look for continued and sustained improvement. We are fully committed to providing high quality education for children whatever their age. We benefit from a wonderful rural setting, surrounded by beautiful and historic countryside. The majority of our students live in nearby villages, and thrive in our supportive, positive, nurturing environment, achieving academic excellence for all.

The school enjoys a very good reputation within the community and throughout the county and continues to demonstrate the highest standards of achievement. Much of this success is due to the active partnership of home, school and community, which allows a happy working atmosphere to prevail, where hard work and good behaviour is the expectation. Our students are happy and well-motivated and respectful. They are nurtured through superb individual care, a culture of high aspirations, an extensive leadership and enrichment programme and recognition of their unique talents.

Applying

If you would like to apply, please go to the Vacancies page on our website and click on Apply Now in the Head of RE section:

[https://www.lavington.wilts.sch.uk/About Us/Vacancies/](https://www.lavington.wilts.sch.uk/About%20Us/Vacancies/)

Interviews will be arranged with applicants as soon as possible after the closing date. We recommend applying at your earliest convenience, as the job advert may close early if we receive strong interest.

If you would like to arrange a visit to the school or have any further questions, please email hr@lavington.wilts.sch.uk

Further information about the school can be found on the website www.lavington.wilts.sch.uk

This role is advertised on the school's website, eteach and DfE Teaching Vacancies.



@lavingtonschoolwiltshire



www.lavington.wilts.sch.uk



@LavingtonSchool



@lavingtoncreates



01380 812352



hr@lavington.wilts.sch.uk



Lavington School, The Spring, Market
Lavington, Devizes, Wilts, SN10 4EB

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be subject to an enhanced DBS check.

Please note that if you have not heard from the Academy within 2 weeks after the closing date, please assume you have been unsuccessful. We may interview candidates ahead of the closing date so early application is advised. The School reserves the right to interview and appoint prior to the advertised closing date.