



Job Application Pack

Head of RE

MPS/UPS + TLR to be negotiated for the suitable candidate

Full Time, permanent

Closing Date: Friday, 15th October 2021 at 09:00

Letter from the Head Teacher

Dear Colleague,

Thank you for your interest in the position of Head of RE at The Suthers School.

This is a really exciting opportunity for an ambitious, dynamic and well-qualified Head of RE to have a real impact on the educational experiences of the young people of Newark. You will join us at the earliest stages of the school's development and will therefore have a unique opportunity to contribute to our vision. This role will also bring a unique potential for career progression and there will be opportunity to take on additional leadership responsibilities for a suitably qualified candidate.

I am very proud to be building a team of staff committed to securing the very best outcomes for young people, no matter what their starting point. I firmly believe that by fostering essential character strengths, maintaining a relentless focus on meeting the needs of the individual, and in embedding the principles of 'work hard, be kind', Suthers School staff really will make a difference.

Since first opening in September 2017, The Suthers School has grown one-year group at a time and will have a PAN of 120 students per year from September 2020. The Suthers School will grow year on year until it reaches capacity in 2023. In light of this, the post being advertised here represents an exciting chance to grow your career as the school expands as well as the opportunity to work in state-of-the-art facilities in a brand new school building that opened in April 2020.

We may be starting small but that does not mean our ambitions should not be great. Young people deserve an education that excites and enthuses, one which prepares them for a future as global citizens who are able to think for themselves. The Suthers School is a place where character education is ranked alongside academic preparation and where students thrive in an environment which inspires ambition, compassion and a love of learning.

If you share this ambition, have the capacity to deliver outstanding learning experiences and are looking for an opportunity to have a real impact on the lives of young people, I would be delighted to hear from you. To apply for this post, please complete the application form on line by Friday 15th October 2021 at 09:00.

Yours faithfully,



Miss Nic Watkin
Head of School

WHAT MAKES US WHO WE ARE?

Our Mission

To empower our young people to be compassionate, self-respecting, independent thinkers with the academic, social and character strengths necessary to thrive in modern society.

Our Philosophy

At The Suthers School, we firmly believe that great education transforms lives. We know that every student has the potential to exceed even their own expectations and we know that the way we do things matters. Our motto, 'work hard, be kind' underpins everything we do, reflects our unwavering commitment to excellence and our absolute conviction that great education is about striking a balance between academic preparation and character development.

Our Values

We believe, as W B Yeats is often credited with saying, 'Education is not the filling of a pail, but the lighting of a fire'. It is our role as educators to ignite the potential within our students and that is why the following five-character strengths are so important:

Tenacity

To show the self-discipline and determination to succeed even in the face of obstacles.

Optimism

To have confidence in a future that is full of possibilities and hold onto the belief that a storm will always pass.

Respect

To value ourselves and all those we encounter by acting and speaking with compassion, tolerance and understanding.

Curiosity

To ask questions, enjoy exploring and be open to new ideas and different perspectives.

Hard Work

To recognise that there are no shortcuts and no excuses and that every member of the team has a contribution to make.



THE SUTHERS SCHOOL

Job Title	Head of RE
Start Date	January 2022
Pay Scale	MPS/UPS
Contract Type	Full Time
Contract Term	Permanent
Closing Date	9am Friday, 15 th October 2021
Interview Date	TBC

The Suthers School is a brand new 11-18 Free School which welcomed its first cohort of students in September 2017. We moved to a brand-new, state-of-the-art facility in April 2020 and are now seeking to appoint a well-qualified Head of RE to play a critical role in supporting us in our mission to deliver a first-class education.

By striking a balance between challenge and support and by ranking character education alongside academic preparation, The Suthers School seeks to provide the very best foundation for all its students, no matter what their starting point. If you too are driven by the desire to give every child the ambition to succeed and equip them with the skills they need to take their place as the leaders of tomorrow, then we would love to hear from you.

The Suthers School is founded upon a work hard, be kind philosophy and offers:

- A character-first approach which places personal development at the heart of our curriculum
- Exemplary standards of behaviour in an environment where students are keen to learn
- A unique opportunity to help shape the future direction of the school's development
- State-of-the-art facilities in a brand-new building (opened April 2020) including a 230-place sixth form.
- The opportunity to work as part of a very successful and growing Trust
- An enhanced benefits package which includes healthcare, membership of The Chartered College of Teaching and a fully-funded MA programme for all teaching staff. We may also be able to offer help with relocation in certain circumstances.

It is anticipated that interviews will take place on w/c 18th October 2021. Applicants should provide a letter of no more than two pages (A4, size 12pt font) explaining how they feel their previous experience would equip them to fulfil this role. A completed application form should also be submitted with the letter. Applications for this post must be received by 9am on Friday, 15th October 2021, should be emailed to the Head's PA, Laura Wallbank LWallbank@suthersschool.co.uk and should be marked FAO the Head of School.

Job Description – Head of RE

Reports to: Head of School

Key purpose of the job

To teach pupils in allocated classes in order to ensure that their learning is of the highest quality and to support the school in developing young people who are compassionate, self-respecting, independent thinkers with the academic, social and character strengths necessary to thrive in modern society.

Responsibilities of a classroom teacher

- Teach pupils within allocated classes, enhancing their learning and providing the opportunity for achievement for all pupils;
- Planning and preparing tasks which challenge pupils and ensure high levels of interest during lessons;
- Monitor the academic progress of pupils within allocated classes and implement appropriate strategies to address underachievement;
- To assess, record and report on the progress and attainment of all pupils within allocated classes;
- To register the attendance of pupils in class;
- To set appropriate homework;
- To mark pupil's work and give appropriate and constructive feedback;
- To research new topic areas, maintain up-to-date subject knowledge, and devise and write new curriculum materials;
- Manage pupil behaviour in the classroom and on school premises, and apply appropriate and effective measures in cases of misbehaviour;
- Communicate with parents and carers over pupils' progress and participate in departmental meetings, parents' evenings and whole school training events;
- Undergoing regular observations and participating in regular in-service training (INSET) as part of continuing professional development (CPD); and
- Undertake critical self-evaluation and then participate in continuous professional development designed to enhance the quality of teaching or other working practices.

Responsibilities of a form tutor

- To address any issues concerned with the wellbeing, personal development and academic progress of pupils within the tutor group;
- To check uniform and general appearance on a daily basis; and
- To monitor the behaviour of pupils in the tutor group.

Performance Management responsibilities

- All members of staff are required to participate fully in the school's performance management system.

Other professional requirements

- Have a working knowledge of teachers' professional duties and legal liabilities;
- Operate at all times within the stated policies and practices of the school;
- Establish effective working relationships and set a good example through their presentation and personal and professional conduct; and
- Contribute to the wider organisational life of the school through effective participation in meetings and management systems necessary to coordinate the management of the school

PERSON SPECIFICATION

Post Title	Teacher of RE
Full time/Part time	Part Time

Attributes	Essential Criteria	Desirable Criteria
Education and Qualifications	<ul style="list-style-type: none"> • Degree in relevant subject • QTS/PGCE 	<ul style="list-style-type: none"> • Experience of teaching at KS3 and KS4 and beyond
Experience and Knowledge	<ul style="list-style-type: none"> • Proven successful teaching experience in a secondary school. • Secure knowledge of the National Curriculum and programmes of study at all Key Stages • Up to date knowledge of ongoing developments in education 	<ul style="list-style-type: none"> • Experience of teaching in more than one school • Experience of teaching across all key stages
Ability and Skills	<ul style="list-style-type: none"> • Excellent classroom practitioner • To design a highly ambitious curriculum • Ability to motivate students of all abilities 	<ul style="list-style-type: none"> • A flexible approach to work and a willingness to support and develop extra-curricular activities.
Personal Characteristics and Aptitude	<ul style="list-style-type: none"> • Commitment to our vision • Strong interpersonal skills • An effective team member • Sense of humour • An understanding of our character strengths • Interest in developing own professional competence. 	<ul style="list-style-type: none"> • Proven commitment to developing own professional practice
Suitability to Work with children	<ul style="list-style-type: none"> • Candidates must be able to undergo successful checks in line with standards for 'Safeguarding Children and Safer Recruitment in Education' • Appropriate and relevant references will be checked. • Understanding and acknowledgement of the individual's responsibility for promoting and safeguarding the welfare of 	

	children and young persons for whom he/she has responsibility or with whom he/she has contact.	
Equal Opportunities	<ul style="list-style-type: none"> • Ability to demonstrate awareness/understanding of equal opportunities. • Commitment to equal opportunities in the delivery of the curriculum. 	

Safeguarding

The Suthers School is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment.

How to Apply

Thank you for your interest in the vacancy detailed above at The Suthers School. Further details of this post, the school and the Trust can be found on our website www.suthersschool.co.uk

The online application form for this role is located on the current vacancies page of The Suthers School website and on the Nova Education Trust website <http://www.novaeducationtrust.net>. Wherever possible, please provide email addresses for your referees.

Closing Date

Please ensure your application arrives by 9am on the closing date of Friday 15th October 2021

Interview

Applications will be considered upon receipt and shortlisted candidates called to interview. If you have not heard from us within 2 weeks of the closing date, please assume that unfortunately, on this occasion, your application has not been successful.