



**Philips**  
High School

Success Together Aspire Respect



# Head of Religious Studies Candidate Pack



Part of the

**Oak**   
Learning Partnership

# Head of Religious Studies

## Welcome from the Headteacher

Dear Candidate,

**It gives me great pleasure to welcome you to Philips High School. I am extremely proud to be a member of the Philips High School community and work with so many talented young individuals. My vision is that our children receive the highest quality of education in a supportive, respectful and ambitious school environment.**

Philips High School was originally founded as a Grammar school in 1688 and to this day has retained some of the nostalgia, charm and high academic standards of the old school. When you first visit Philips High School, you immediately sense the warm welcoming atmosphere from our pupils and staff. This wonderful, vibrant community is a great place to learn and achieve. It is hard to find a school that educates the whole person both academically and pastorally.

The former Grammar school building and first-class facilities provide a stimulating environment that is both distinctive and inspirational. Our curriculum is both broad and ambitious, rooted in unrivalled holistic excellence. We place equal importance on performing arts, the creative subjects, technology, academia and sport through a vast range of experiences both inside and outside of the classroom. This fosters happy, confident and well-rounded young people.

Over the last few years, Philips High School has become a high achieving and successful learning community. The staff go above and beyond, ensuring that our collaborative, respectful and aspirational values permeate all aspects of our school. This enables our pupils to make consistently strong progress across the curriculum and develop themselves as individuals ready for the future.

We are a caring community; providing high challenge as well as significant support for our pupils. Everyone is welcome at Philips and our core values of Success, Together, Aspire, Respect (STAR) are embedded into the heart of our school.

I am committed to working in partnership with parents and know that by working together we will ensure that every child enjoys school, is happy, safe and have the opportunity to thrive and achieve their best.

It is the quality of the relationships and the personalised approach that makes Philips High School successful. Our students are at the heart of everything we do; they enjoy school, are fulfilled, aspirational and form lifelong friendships.



# Head of Religious Studies

## Welcome from the Headteacher

We are seeking to appoint a well-qualified, hardworking and enthusiastic Head of Religious Studies who is capable of making a strong contribution to the faculty and RE curriculum. The school require a motivated professional who is eager to begin a higher-level leadership role and help build, develop and implement an inspiring and inclusive curriculum whilst working with other staff to provide the best possible education for pupils. You will be part of an excellent team and provided with extensive support that will enable you to develop to your full potential both in this role and beyond.

If you are a strong team player who can think creatively and continually reflect on how to improve outcomes for young people, we would love to hear from you. In return, we offer you clear career pathways, excellent opportunities for professional development both in the school and the wider Trust and commitment to promoting your wellbeing at work. We fully recognise that our staff are our greatest asset, and we work hard to support them.

We are delighted to be part of a family of schools within the Oak Learning Partnership. Oak Learning Partnership is passionate about inclusion and improving the life chances of all children within the Trust. As a school in the Trust, we pride ourselves on being a welcoming school with a strong emphasis on pastoral care, alongside a rigorous academic education tailored to the needs of the individual.

If you would like to know more, we would be delighted to welcome you to our school. Visits prior to application are both welcomed and encouraged. Please contact the school on **0161 351 2200** or by e-mailing **info@philipshigh.co.uk** to arrange an appointment.

We look forward to receiving your application. Please visit our school website for further information **[www.philipshigh.co.uk](http://www.philipshigh.co.uk)**

**We ask that you do not send CV's, please complete and send your application form and a personal statement to [hr@oaklp.co.uk](mailto:hr@oaklp.co.uk)**

Mr C Hibbert  
**Headteacher at Philips High School**







**"Philips High School is a diverse and welcoming community. Pupils enjoy coming to school. They feel happy and safe, and they get along well with each other and staff. Pupils are accepting and empathetic of each other's views and differences."**

Philips High School, Ofsted Report  
2022



**Inclusion** is at the  
**heart** of our trust

## Introduction to Our Trust

**Dear Candidate,**

Thank you for your interest in this post at Philips High School, part of Oak Learning Partnership.

Our trust is cross phase and consists of primary, special, and secondary schools. We have a vision to transform lives through a highly inclusive approach. 'Inclusion is at the heart of our trust'. Which means we are compassionately rigorous and support all of pupils to reach their full potential, we have unconditional positive regard, leave no one behind and everyone is welcome.

Our schools work closely with one another; they collaborate with purpose, support each other and share collective systems across both educational and business provisions. But it's also important to us that each school has their own identity and individuality. We make sure we focus on impact and ensure clarity and consistency from our leaders, always making sure common sense is at the heart of our decision making.

Our people matter; we understand that we can only achieve our vision by recruiting the right people and providing them with the support, training and time they need in order to allow them to flourish and be the best they can be. Whatever role an individual undertakes within our organisation, they are contributing to our collective aim of transforming lives. We invest heavily in our people ensuring they feel valued, and their well-being is always considered. We understand that if staff feel valued and if the impact they are having is recognised, they can perform at their best.

We are laying strong foundations for growing the Trust and have a clear vision, this role is a key part of our growth strategy and could be an excellent opportunity for the right candidate ready for their next step. We are a values driven organisation, are highly ambitious, passionate about doing things with integrity and have a healthy sense of humour.

If you want to make a difference to young people and join a trust at an exciting part of its journey, we would love to hear from you.

For further information about the trust please visit our website:  
**[www.oaklp.co.uk](http://www.oaklp.co.uk)**

*James F-Smith*

**James Franklin-Smith**  
**CEO of Oak Learning Partnership**

**Oak**   
Learning Partnership

[oaklp.co.uk](http://oaklp.co.uk)





**"The pupil leadership group are passionate about making a difference in school and the wider community. Leaders have high expectations for how well pupils should behave. Pupils are respectful and courteous and behave well in lessons and around the school."**

Philips High School, Ofsted  
Report 2022

# Head of Religious Studies

**Salary:** Main Pay Scale 1 – Upper Pay Scale 3, plus TLR 2a. Actual salary £35,041 - £52,475 per annum.

**Hours:** 1265 hours per annum as per Teachers Pay and Conditions.

## Job Description

**Normal place of work:** Phillips High School, although you may be asked to contribute towards trust wide projects.

**Normal working hours:** 1265 hours per annum as per the Teachers Pay and Conditions.

**Responsible to:** Senior Leadership Team.

### PURPOSE OF THE POST

- To contribute to the development of a strong, effective school with an emphasis on high aspirations and attainment. You will be the driver of continued and sustained improvement in the pursuit of outstanding achievement for all our students. You should have a commitment to the education and needs of all students. Be able develop supportive relationships with parents, partner schools and the broader community.

### LEADERSHIP AND MANAGEMENT

- Take a lead role in raising standards through the strategic leadership of RE.
- To lead and motivate specialist RE staff and other staff ensuring a focus on learning, achievement and development.
- To be responsible for the leadership of RE in the school.
- To ensure the on-going development of the RE Department securing sustained improvement with a focus and attainment, achievement and personalisation.
- Leading learning and teaching.
- Lead by example in terms of the planning and delivery of high quality teaching and learning. Develop, support and apply a range of effective teaching and learning strategies to raise the achievement of students, maintaining an up to date knowledge of good practice in teaching and learning techniques.
- Observe and be observed by colleagues and utilise feedback effectively, to continually develop learning, classroom and student behaviour management skills.
- To promote innovative pedagogical models, to inspire all members of the RE department to commit to the principle of life-long learning.
- Contribute to coaching, mentoring, and sharing good practice, within the department, throughout the school and with partner schools within the Trust.
- Take a lead and support key staff in developing and implementing strategies to improve literacy and numeracy skills across the whole school.

# Head of Religious Studies Person Specification

- Take accountability for the performance of RE department and its impact on overall school performance.
- To build capacity and nurture leadership capabilities at all levels within the RE team.
- To plan continuous professional development in line with whole school priorities and policies.

## MANAGING THE ORGANISATION

- Take an active role in the recruitment and retention of department and wider school staff.
- Quality assure the department and ensure accountability of department staff.
- Ensure that guidance on safe guarding and child protection are followed and implemented.

## SECURING ACCOUNTABILITY

- Lead and manage data gathering and target setting within the department, in line with whole school and individual student targets.
- Analyse student tracking data, identify underperformance.
- With key staff plan appropriate effective intervention strategies and monitor their impact.
- Evaluate the performance of the RE department and develop and implement an improvement plan.
- Support, uphold and implement all school policies and procedures

## STRENGTHENING THE COMMUNITY

- Contribute to stakeholder engagement and communication with parents, carers, and families.
- Establish effective partnership working with external agencies.
- To secure learning opportunities within the RE curriculum to promote community cohesion.
- Contribute to development of student leadership and student voice within the school.
- To be a professional advocate for the school in all contexts.
- To develop links with other organisations to raise the profile of RE.
- To work with key staff to implement strategies to close the gap for groups of vulnerable students, including pupil premium.

This appointment is with the Governing Body of the school. The job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future.

You are to carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document. This appointment is subject to the terms and conditions outlined in the employee's Contract.



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|---|--|---|
| CRITERIA  | Experience, Qualifications and Training: On their application form, candidates will demonstrate that they have the following training, qualifications and school experience:                 |   |
| ESSENTIAL   |  | DESIRABLE   |
| <ul style="list-style-type: none"><li>A degree qualification.</li><li>Qualified teacher status.</li><li>Evidence of continuous professional development.</li><li>Track record of improving outcomes and raising standards in RE at KS4.</li><li>Track record of delivering Outstanding teaching.</li><li>Innovation and creativity to enthuse and engage learners.</li><li>Partnership and team working.</li><li>Track record of raising the profile of RE.</li><li>Developing and leading the implementation of strategies leading to raising standards in RE.</li></ul> |  | <ul style="list-style-type: none"><li>Middle leader qualification</li></ul> |
| CRITERIA  | Ability, Skills and Knowledge: In their statement of suitability and during the selection process, candidates will demonstrate that they have the following ability, skills and knowledge:   |   |
| ESSENTIAL   |  |   |
| <ul style="list-style-type: none"><li>Ability to coach and motivate professionals.</li><li>Ability to set clear targets, track and monitor progress and develop strategies to realise goals.</li><li>Ability to communicate effectively with colleagues, governors and parents.</li></ul>   |  |   |
| CRITERIA  | Personal style and behaviour: In their statement of suitability and during the selection process, candidates will explain how they have they demonstrate their personal style and behaviour: |   |
| ESSENTIAL   |  |   |
| <ul style="list-style-type: none"><li>Commitment and passion to improve all the outcomes for all students.</li><li>Highly organised, literate and articulate.</li><li>Highest level of professional and personal integrity.</li><li>A strong commitment to inclusion and overcoming barriers to learning.</li><li>Desire to raise the profile of RE.</li><li>Personal resilience, persistence and perseverance.</li><li>A sense of humour.</li><li>Commitment to continuous professional development of self and others.</li></ul>  |  |   |



**Philips**  
High School

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0161 351 2200  
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