



'Let us be United by Knowledge'



**Mercia
School**

Head of Religious Studies TLR 2b Information Pack

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‘Let us be United by Knowledge’



Dear Applicant,

Mercia School is a growing 11-18 school that serves the south-west of Sheffield. The school opened in September 2018 and will continue to grow incrementally until we offer A Level in 2023. Mercia School is a traditional school, following the practices of the very best schools in the country. We strive for social mobility and achievement for all.

Mercia School provides all pupils, no matter their background or starting point, a rich and demanding education that inspires them to go on to a top university or a viable alternative. Mercia School is different. The curriculum is academic with a focus on acquisition of knowledge at its heart. Pupils receive high levels of challenge in their studies.

We passionately believe in promoting the arts, sport, languages and STEM through our thriving elective programme, as part of our extended school day. These experiences, coupled with our curriculum, broaden our pupils' horizons. The character traits our children present are very important to us. Therefore, we give our pupils the opportunities to show commitment, determination, resilience and independence, whilst expecting them to be kind and compassionate to one another. Our children open doors for one another, they say 'please' and 'thank you.' They address teachers with respect. During Family Lunch, they serve one another and show appreciation and gratitude. This is all part of the Mercia way.

I expect that teachers teach from the front with excellent subject knowledge. Our classrooms are arranged in rows with pupils learning things by heart. We value our teachers' passion for developing their specialism by ensuring they have time and energy to be reflective of their teaching. A whole school team approach to improving practice ensures we have high levels of consistency, which allows us to drill down to the minutiae that matter.

Alongside this, we offer a strong commitment to reducing workload, with staff timetables directed to ensure efficient management of time, allocated CPD time and a robust feedback policy which avoids excessive marking. We do what we can to ensure teachers have time and energy to teach.

Underpinning our ethos is a dedication to high expectations. 'We sweat the small stuff,' because we care about our pupils. The little things matter and make the difference in our quest for all our children to be a success in their life. As a result, behaviour at the school is of the highest standard.

As Headteacher, I am excited about the start we have made and I am delighted with the team we have assembled thus far. It is imperative that I continue to build an excellent team of teaching staff that are truly superb in the classroom and are fully committed to building a world-class school for our community. Therefore, recruitment for September 2021 starts now.

I am seeking a highly skilled and talented individual, with a thirst to learn, to serve as the school's Head of Religious Studies. This is a permanent position critical for the school's development. You will have a chance to help us develop something incredibly special in the department and beyond. This is a once in a career opportunity. You will be expected to work diligently with unrivalled passion and work ethic, as we shape our school. You must be ambitious for our children and have a hunger to be the best teacher you can be.

You will love teaching and be excited at the prospect of reflecting and shaping the curriculum up to A Level, as we deliver truly excellent and challenging lessons for our pupils. As Head of Religious Studies, you must absolutely believe that every pupil is entitled to a first-class education, no matter their background or ability, achieved through the acquisition of core knowledge.

If this letter has filled you with excitement, I look forward to receiving your application.

Closing date for applications **Wednesday 21 April 2021**. Please send all applications electronically to Gill Darlow at gdarlow@merciaschool.com

Yours sincerely

Mr D F Webster

Mercia School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. Successful candidates will need to undertake an Enhanced Disclosure via the DBS and/or provide police checks from other countries, where appropriate. Mercia School is an equal opportunities employer.



Dean F Webster
Headteacher
Mercia School



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Head of Religious Studies - TLR 2b

Commencement Date: 01 September 2021

We are seeking to appoint an outstanding Head of RS, with the skills and knowledge to teach pupils with challenge, passion and commitment

At Mercia School, lessons are:

- Exceptionally challenging for all pupils, no matter their ability or need
 - Taught in a traditional way that gives pupils time to practise and master content
 - Crucial to raising aspirations so all pupils have a successful career and a happy life
 - Preparing pupils for the challenges at GCSE and A Level from day one
- Focused on extended writing, knowledge of a wide range of world religions and full of religious debate
- A dynamic variety of religious, spiritual and ethical questions underpins our knowledge based curriculum

Your role will be to teach excellent lessons, driving your subject with passion and enthusiasm, promoting a love of RS and committing yourself to the vision of the school. You will also contribute to the elective programme. We are a small, dedicated team and we want to recruit someone who can help us deliver an unrivalled curriculum, both in and out of lessons

We welcome applications from talented, ambitious individuals who can dedicate themselves to the implementation of the school's vision.

www.merciaschool.com

Closing date for applications: Wednesday 21 April 2021



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Job Description



Post title:	Head of Religious Studies
Responsible to:	Deputy Headteacher
Purpose of the role:	<ul style="list-style-type: none"> To deliver the vision of Mercia School without fear or favour, particularly through exemplary leadership of the RS Department. This will relate predominantly to the successful delivery of a knowledge rich curriculum taught through traditional, didactic pedagogical approaches To drive the standards agenda in RS so that every pupil aspires to be the best they can be To implement excellent teaching and learning strategies to ensure every pupil achieves at the highest possible level in RS To ensure teaching and learning in RS is first-class and in line with the Mercia School Teaching and Learning policy, namely a knowledge-based approach with a focus on mastery in RS To implement the school's rigorous QA systems and contribute to CPD as directed by the senior team To work with the Leadership Team in designing a curriculum that is challenging and inspiring To lead a team of non-specialist teachers to successfully deliver a first-class RS curriculum To consistently drive high standards and expectations throughout the RS team and in the school generally To build effective networks and partnerships that are pertinent to RS, so that Mercia School is innovative whilst staying true to its core values
CORE DUTIES	
Strategic Planning:	<ul style="list-style-type: none"> To work courageously with the Leadership Team to deliver the vision for the school with particular focus on the RS department's performance and quality To ensure units of work in RS are challenging and have an abundance of knowledge at their heart which children learn off by heart To develop, produce, and maintain, departmental documentation including appropriate schemes of work detailing content, method, and assessment strategies To plan and deliver timely RS CPD that inspires teachers to plan and implement world-class lessons, notably to mastery tutors when required To monitor the work of the department to ensure that all departmental members are consistently applying the policies and procedures of the department To ensure the efficient administration of the department through regular departmental meetings. Such meetings are to ensure effective communication of ideas and information among staff in the department

	<p>and to enable staff to co-operate as a team in planning Professional Development and solving problems</p> <ul style="list-style-type: none"> • To create excellent partnerships and networks that aide the design of the RS curriculum (e.g. University of Sheffield, Sheffield Hallam University) • To have attention to detail and strategically plan so that all pupils and groups of pupils achieve equally well in RS • To monitor and react to developments in terms of pedagogy and research • To work with the Headteacher on ensuring full staffing throughout the year
Quality Assurance:	<ul style="list-style-type: none"> • To monitor and evaluate all procedures and processes put in place for managing teaching and learning and pupil achievement in RS • To monitor and quality assure the delivery of RS across all Key Stages • To assist the Leadership Team in maintaining the climate for learning using consistent policies, with particular focus on RS
Staffing:	<ul style="list-style-type: none"> • To promote teamwork and to motivate staff so that we maintain an effective RS curriculum, delivered by excellent teachers • To share and promote departmental pupil outcomes so that all staff know the children in their classes and therefore plan accordingly • To drive pupil outcomes in RS, exerting necessary challenge to staff who are not meeting the required standard • To participate in the interview process for vacancies in RS as required • To work closely with non-specialists teachers to ensure strong core knowledge of RS before delivery of the RS curriculum
Communication:	<ul style="list-style-type: none"> • To ensure that staff in the RS department are clear on all Mercia School policy. Clarity of instruction must be excellent and departmental heads must reinforce messages without fail • To ensure that all communication/consultation relating to the RS department is appropriate. This includes letters home, social media and contact with any stakeholder
Publicity and Liaison	<ul style="list-style-type: none"> • To actively promote the school within Sheffield and nationally. This will include participation in national RS competitions and events • To contribute to the school liaison and publicity activities, with particular emphasis on promoting RS as an academic subject • To network within the Trust, city and nationally so that we create an unrivalled talent list, with particular focus on RS
Management of Resources:	<ul style="list-style-type: none"> • To requisition stock needed by the department, to keep stock lists up to date, and to forward to the Leadership Team as required • To induct new members of staff as required, where appropriate act as a mentor to NQTs/Teach First in line with school policy under the direction of a member of the Leadership Team • To advise the Leadership Team on the allocation of classes and other timetable requirements for the subject
Additional Duties:	<ul style="list-style-type: none"> • Assist the Leadership Team in improving the quality of teaching and learning in the school, ensuring the effectiveness of booklets and knowledge maps including the development of targets for the teaching and learning of basic skills/knowledge within the department • Assist the Leadership Team in demanding the highest academic standards and pushing attainment in RS across the school and with a cross-curricular dimension • Assist the Leadership Team to ensure that all pupils receive their entitlement to the full departmental curriculum within a framework of

	<p>equal opportunities and ensuring regular monitoring and reporting of their progress</p> <ul style="list-style-type: none"> • Liaise with Leadership Team on departmental timetable and curriculum matters • Liaise with Leadership Team with regard to work, behaviour, attendance or other issues involving individual pupils • Be aware of, and respond to, practice affecting the subject in primary feeder schools and liaise with the Leadership Team regarding primary liaison policy and departmental involvement in that policy
Teaching	<ul style="list-style-type: none"> • To teach excellent lessons that are in line with the Mercia School Teaching and Learning policy • To teach RS with passion and a reflective attitude • To inspire other teachers to deliver excellent lessons in the RS department • Be abreast of assessments/examinations at GCSE and A Level so that the curriculum is relevant in RS from Year 7 and beyond

OTHER SPECIFIC DUTIES

	<ul style="list-style-type: none"> • To lead on RS electives that ensure all pupils have a strong knowledge and understanding of world religion, ethics and philosophy • To establish programming clubs and enter national/international competitions • To examine at Key Stage 4 and/or Key Stage 5 to ensure excellent knowledge and understanding of the examination requirements • To take part in personal professional development • To observe, without fail, dedicated duties as determined by the Leadership Team • To participate in staff observations as a part of day-to-day practice. This will include regularly being observed by colleagues and vice versa • To proudly contribute to an open, honest and candid school climate. We expect candour from all, no exceptions • To participate in the Family Lunch every day, relishing the opportunity to spend quality time with all of our pupils • To take part in our House system, as directed by the Headteacher • Contribute to the elective programme • Any other delegated roles, as directed by the Headteacher
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The specific responsibilities of the post will be further determined according to the expertise and experience of the successful candidate.

The school will endeavour to make any necessary reasonable adjustments to the job and working environment to enable access to employment opportunities for disabled job applications or continued employment for an employee who develops a disabling condition.

This job description is current at the date as shown, but in conjunction with the post holder, may be changed by the Headteacher to reflect or anticipate changes in the role which are commensurate with the grade and job title.

March 2021

Person Specification



Post title:	Head of Religious Studies	
Qualifications and Training	<ul style="list-style-type: none"> Degree in Religious Studies/Theology/Philosophy (or equivalent) is essential, 2:1 or above is desirable Grade A/A* in A Level Religious Studies or Theology is desirable Qualified teacher status is essential – not suitable for NQTs Recent and relevant professional development/understanding relating to knowledge-based curricula is desirable 	Application Form and Interview
Skills and Knowledge	<ul style="list-style-type: none"> Must have highly effective communication skills which engage pupils, parents, staff and the wider community Must be able to use/learn traditional pedagogical approaches appropriate to teaching RS to the highest level The ability to teach in a didactic way is essential, pupils must be tested on their RS knowledge and understanding Subject knowledge to teach and experience of A Level study is advantageous Knowledge of current initiatives relating to achievement and inclusion in RS is desirable 	Application Form, References and Interview
Experience	<ul style="list-style-type: none"> Teaching RS to a full range of age and ability within a secondary school is desirable but not essential Track record as a successful classroom practitioner (Ofsted criteria) across the secondary school age and ability range We welcome existing RS examiners; however, this is not essential 	Application Form, References and Interview
Personal Qualities	<ul style="list-style-type: none"> Must be able to demonstrate the ability to take initiative, lead, motivate, inspire and support the full range of stakeholders to achieve excellence 	Application Form, References and Interview

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| | <ul style="list-style-type: none">• Must be ambitious for self and others, showing a powerful commitment to continuous improvement and raising standards• Must be resilient and optimistic, having a relentless focus on achieving the best for pupils and being prepared to develop creative strategies to achieve this• Must be willing to provide opportunities for learning outside the school day• Must be a committed team player• Must champion disadvantaged children• Must have high energy and be hardworking | |
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We welcome applications from talented people with clear potential



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