



POST: Lead Teacher of Religious Studies

REPORTS TO: Principal; under the day-to-day line management of a member of the Senior Leadership Team

SCALE: MPS/UPS plus TLR 2a – (£2,873)

This description is in addition to a Mayfield teacher job description and should be read alongside the range of duties and expectations in line with the Teachers' Standards.

KEY PURPOSE

To lead the Religious Studies department at Oasis Academy Mayfield. This will involve setting high expectations to ensure the continued delivery of high-quality teaching and learning leading to high achievement of all students. To work collaboratively with colleagues across Oasis Community learning and under the guidance from the Religious Studies National Lead Practitioner (NLP) in transforming the curriculum.

KEY RESPONSIBILITIES

- To hold and articulate clear values and moral purpose, focused on providing an excellent education for students in Religious Studies.
- Demonstrate optimistic personal behaviour, positive relationships and attitudes towards students, staff, parents and members of the local community.
- Sustain wide, current, understanding of Religious Studies pedagogy and a depth of understanding and knowledge of the six major world religious faiths.
- To pursue continuous professional development including being a part of our local Religious Studies network within Southampton and our national OCL Religious Studies network.
- Communicate compellingly the academy's vision and drive the strategic leadership and development of the Religious Studies department.
- To ensure that statutory requirements of Religious Studies are met e.g. curriculum and implementation within the school and to ensure administration surrounding the department is completed efficiently.
- To develop the Religious Studies department further to include extra-curricular activities that will enhance the offer for students.

Systems leadership

- Provide a safe, calm and well-ordered environment for all students and staff, focused on safeguarding students and developing their exemplary behaviour.
- To line manage the teachers within the Religious Studies team to ensure effective teaching and curriculum is delivered.
- To liaise with curriculum leaders in other areas of the Academy to share best practice.
- To liaise with the Religious Studies National Lead Practitioner (NLP) for Oasis Community Learning and embed feedback from NLP visits and meetings into the Religious Studies department.

Staff

- Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
- Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning for each of the qualifications.
- Hold all staff to account for their professional conduct and practice.
- To develop and deliver high quality training/CPDL for staff teaching Religious Studies including the use of training from the EDUQAS exam board.

Students

- To demand ambitious standards for all students, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on student outcomes.
- To lead on assessment, recording, reporting and monitoring of student progress in all Religious Studies to secure achievement and the closing of the gap agenda.
- Plan for parental engagement so that they are well informed to bring about positive outcomes for students.

Quality of Teaching

- Drive the quality of teaching within the department including through the implementation of work sampling, learning walks, drop-ins etc. Ensuring there is high quality teaching across the department to secure achievement and engagement of all students.
- To coordinate centralisation of Religious Studies resources and policies.
- Ensure all teachers have developed the skills necessary to manage learning and behaviour in the classroom.
- Ensure consistency of practice in accordance with academy policy e.g. marking and feedback, homework, use of knowledge organisers.

Curriculum and Assessment

- To oversee curriculum development within Religious Studies, including researching and bringing new qualifications and teachers where appropriate.
- Ensure, through collaboration, that lesson planning, schemes of work and associated resources support outstanding teaching.
- Lead CPD activities and disseminate good practice based on educational research assessment and data.
- Support teachers to enable them to provide accurate and timely assessment of students' progress which informs teachers' planning and further accelerates student progress.
- Develop effective assessment resources across the subject which will provide accurate and reliable data about levels and grades for students.
- To take a lead in the analysis of assessment information to support action-planning including test and examination data to identify targeted interventions for individuals and groups of students.

Equality of Opportunity and safeguarding

- To promote equality of opportunity and safeguarding the welfare of children and young people.

General

- Carry out any other reasonable tasks as directed by the Principal

Key Performance Indicators/Impact and Department Outcomes

- Student progress is positive and meets agreed targets
- Teaching is typically good or better
- High quality of schemes of work and resources
- Quality of assessment tasks and strategies
- Behaviour is at least good
- CPD is effective following evaluation