



Post Title	Subject Lead – Philosophy, Religion and Ethics (PRE)
School / Organisation	Avanti Grange Secondary School
Location	Bishop's Stortford
Grade	MPS1 – UPS3 + TLR2a
Hours	32.5 hours per week
Contract Type	Permanent
Reports to	Assistant Principal
Preferred Start Date	September 2026

MAIN PURPOSES OF THE JOB

The Subject Lead for Philosophy, Religion and Ethics (PRE) is a significant middle leadership role, responsible for securing exceptional teaching, learning, and outcomes across the PRE curriculum. Working closely with fellow middle leaders and the Senior Leadership Team, the postholder will contribute to a culture of excellence rooted in the Avanti Schools Trust ethos of *Educational Excellence, Character Formation, and Spiritual Insight*.

The postholder will lead the development and delivery of a high-quality, ambitious PRE curriculum across all key stages, ensuring that teaching is engaging, evidence-informed, and responsive to learners' needs. They will support colleagues to enhance practice, raise standards, and promote consistently strong progress for all students.

Success in this role requires a deep understanding of the PRE curriculum, strong subject expertise, and a genuine passion for developing students' critical thinking and ethical understanding. The postholder will model high professional standards, nurture positive and respectful relationships with students and colleagues, and work proactively with families, governors, the Trust, and external partners in the best interests of students.

They will carry out their duties in line with statutory requirements, the Teachers' Standards, and the Avanti Schools Trust commitment to safeguarding and promoting the welfare of children and young people.

RESPONSIBILITIES OF THE JOB



All teachers are required to carry out the duties of a schoolteacher as set out in the current *School Teachers' Pay and Conditions Document* (STPCD) and have due regard to the *Teachers' Standards*. Performance will be assessed against the standards as part of the annual appraisal process.

Subject Leadership and Curriculum Provision

- Ensure the delivery of a high-quality, coherent, and cost-effective curriculum with high expectations of achievement for all students.
- Lead the development and regular review of schemes of work, curriculum resources, assessment approaches, and teaching strategies that are innovative, engaging, and raise outcomes across the subject.
- Promote effective cross-curricular work with other Subject Leaders to embed literacy, numeracy, and digital competencies across the school.
- Ensure that curriculum planning and delivery reflect current educational research, statutory requirements, and the needs of all learners.

Operational and Strategic Planning

- Lead the subject team in developing an annual Department Development Plan aligned with the School Development Plan.
- Undertake regular and robust self-evaluation in line with the school's quality assurance calendar to monitor and improve provision.
- Ensure the effective use of communication, digital technology, and numeracy within the subject, including the development of high-quality materials.
- Oversee Health and Safety compliance within the subject area, ensuring that all practices and risk assessments meet statutory and Trust requirements and liaising where necessary with the School Health and Safety Lead.

Staff Development, Deployment and Line Management

- Build and lead an effective team of teaching and support staff who embody the school's vision of Educational Excellence, Character Formation, and Spiritual Insight.
- Induct, mentor, and support staff within the subject, ensuring that training and development needs are identified and met.
- Manage teaching and support staff within the subject to ensure the highest standards of teaching, learning, and professional conduct.
- Conduct staff appraisal in line with Trust policy and support colleagues to meet their professional targets.
- Oversee day-to-day staffing, including organising cover arrangements when staff are absent.
- Contribute to the school's ITT, ECT, and staff induction programmes as appropriate.

Teaching

- Deliver the curriculum effectively and adapt teaching to meet the age, ability, and needs of the students taught.
- Prepare and develop high-quality teaching materials, lessons, and pastoral arrangements as required.
- Be accountable for the attainment, progress, and outcomes of learners taught.
- Use assessment, prior knowledge, and understanding of students' capabilities to plan well-differentiated and inclusive learning.
- Meet the needs of all students, including those with SEND, EAL, high prior attainment, or disabilities, using distinctive teaching strategies as appropriate.
- Promote and model high standards of literacy and accurate spoken English.
- Use a wide range of assessment and monitoring strategies to set challenging learning objectives and track progress.
- Provide regular, precise feedback to students and support them to reflect on their learning and take responsibility for improvement.
- Use data effectively to monitor progress, identify underachievement, and inform planning.
- Set homework and out-of-class learning that consolidates and extends students' understanding.
- Participate in arrangements for internal and external examinations and assessments.

Behaviour, Safety and Safeguarding



- Establish a safe, purposeful, and stimulating learning environment rooted in mutual respect.
- Maintain high expectations of behaviour, using consistent and fair strategies to inspire, motivate, and challenge students.
- Act as a positive role model, demonstrating the attitudes, values, and behaviour expected of students.
- Build and maintain positive relationships with students, exercising appropriate authority and taking decisive action when required.
- Undertake duties as directed and in line with the STPCD.
- Promote and safeguard the welfare of children and young people, following all school and Trust procedures.

Team Working and Collaboration

- Participate in relevant meetings and professional development opportunities relating to curriculum, pastoral arrangements, and whole-school organisation.
- Work collaboratively with colleagues, sharing good practice and contributing to curriculum and organisational development.
- Ensure that colleagues working with you (including support staff) are effectively deployed and understand their roles.
- Provide cover for absent colleagues within the remit of the STPCD.

Wider Professional Responsibilities

- Build effective professional relationships across the school community.
- Communicate clearly and professionally with parents/carers regarding students' progress and wellbeing.
- Work constructively with external agencies and the Avanti Schools Trust.
- Make a positive contribution to the wider life and ethos of the school.

Administration

- Register attendance and supervise learners as required.
- Undertake administrative and organisational tasks in line with the STPCD.

Professional Development

- Review the impact of your teaching on learners' progress and wellbeing, refining approaches where necessary.
- Engage fully in training and development opportunities identified through appraisal or school priorities.
- Participate in arrangements made in accordance with the Performance Management Regulations.

Other Duties

- Uphold the ethos, policies, and practices of the school, demonstrating high standards of attendance and punctuality.
- Undertake any other reasonable duties requested by the Head of School.
- This job description is not contractual and may be amended following consultation to reflect the changing needs of the school.

This job description is not your contract of employment or any part of it. It has been prepared only for the purpose of School organisation and may change either as your contract changes or as the organisation of the School is changed. Nothing will be changed without consultation.

RESPONSIBILITIES OF THE JOB

Criteria		Requirement	
		Essential	Desirable
1.	Qualified to bachelor's degree level in relevant subject or allied subject	X	
2.	QTS qualified	X	
3.	Significant teaching experience in one or more 'Good' or 'Outstanding' schools – demonstrably delivering high standards	X	



4.	Genuine passion for lifelong learning	X	
5.	A belief in the unique potential of every student	X	
6.	Able to self-start, work independently and collaboratively as part of a team-whether led or leading	X	
7.	Shows initiative and takes personal responsibility for their own actions with the motivation to work very hard, embrace any activity that is in the interests of	X	
8.	Effective and compelling management style that secures the buy-in of stakeholders and encourages confidence and creativity alongside high levels of personal and team organisation	X	
9.	Resilience, the ability to work well with others and the motivation to support the senior leadership team in leading the subject areas through day-to-day challenges while maintaining a clear strategic vision and direction	X	
10.	Commitment to the safeguarding and welfare of all students	X	
11.	Vision aligned with the Avanti Schools Trust's emphasis on educational excellence coupled with embedded character development and spiritual insight; having high aspirations and high expectations of self and for others. Able to work within the framework of the Trust's Ethos Handbook	X	
12.	Clear vision and understanding of how to implement and sustain a high quality teaching and learning	X	
13.	Up to date on national changes to the educational landscape (statutory and guidance)		X
14.	Excellent organisational skills and ability to delegate	X	
15.	Excellent skills in the use and application of technology	X	
16.	Able to use of data to inform and diagnose weaknesses that need addressing	X	

FURTHER INFORMATION

Due to the nature of this role, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. In making your application, it is essential you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up; any failure to disclose such convictions will result in dismissal or disciplinary action. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment. Further information can be found in the *Child Protection and Safeguarding Policy* on the Avanti Schools Trust website. <https://avanti.org.uk/wp-content/uploads/2025/09/Child-Protection-and-Safeguarding-Policy.Autumn-25-2.pdf>