



**Beacon Academy**  
Ambitious for excellence in all we do



# TEACHER OF PHILOSOPHY, RELIGION AND ETHICS

**Information for Applicants**



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Headteacher: Ms A Robinson

## **Post of Teacher of Philosophy, Religion and Ethics**

Thank you for your interest in this post at Beacon Academy which offers an exceptional opportunity to teach in a large highly successful, happy, well-resourced, exceptional non-selective 11-18 school.

At Beacon Academy, our teachers are subject experts who persistently advance their knowledge. They debate its content and pedagogy to ensure that our students are taught the very best, and in doing so, they aim for our students to love their subject. Increasingly and intentionally, our teachers make links with other subjects to draw on students' prior knowledge and enable them to understand new content.

We wish to appoint a dedicated, hardworking, highly skilled and knowledgeable Teacher of Philosophy, Religion and Ethics. The successful candidate will be as we have described above and have high expectations, excellent subject knowledge as well as genuine ambition. They will consistently plan and deliver lessons that inspire, engage and challenge each of their students enabling them, including the most disadvantaged and those with SEND to be enthusiastic about their learning, develop a deep knowledge about the most significant ideas and make excellent progress.

### **Context**

We are a split site, semi-rural, mixed 11-18 non-selective converter academy with approximately 1467 students, including over 240 students in our Sixth Form. We are situated centrally in Crowborough on the outskirts of the Ashdown Forest, an area of outstanding natural beauty. We are close to Tunbridge Wells and the South Coast. The vast majority of our staff travel to Beacon from a variety of destinations within the South East, including Brighton, Eastbourne, Lewes and Tunbridge Wells.

Our catchment area generates our truly non-selective intake, both in terms of ability and socio-economic background. We are an oversubscribed school. We draw students from more than 10 primary schools in Crowborough and the surrounding areas. We also attract applications from an increasing number of students outside of our catchment area, however, due to our oversubscription we are generally only able to offer places to those within our pre-defined community area.

Our sixth form provision is accommodated entirely at our Green Lane site, an 800m five minute walk from our main Beeches site which accommodates years 7-11. We are immensely proud that we retain a high proportion of our Sixth Form students from Beacon Academy as well as recruiting students from other local and international schools.

### **Vision, culture, expectations and outcomes**

Our vision is to provide the best possible education for all of our students and to be ambitious for excellence in all we do. Whether a member of staff, trustee (governor) or student, we all work relentlessly to inspire and believe in one another to achieve our ambitions and succeed in life.

At Beacon Academy there is an expectation that as staff and students, we will work hard, be ambitious, self-motivated, inquisitive, resilient and determined to succeed. Our students work incredibly hard, are polite, respectful, well behaved, well presented and ready to learn. They are expected to be caring, considerate and tolerant in lessons, social time and whilst travelling to and from school. These areas are reinforced and adopted positively by staff and students alike – there is a tangible sense of pride in being part of Beacon. Our students are meticulously supported by our experienced, loyal, highly skilled and highly effective team of staff. This includes a dedicated, non-teaching Student Support Team consisting of a Head of Year (teaching staff) and an Assistant Head of Year (non-teaching staff) for each year group who support them throughout their time at Beacon Academy.

The rigorous focus on all of our students as unique individuals is paramount. There is an unprecedented determination and commitment from everyone who works at Beacon that they will succeed. We work diligently on our unapologetically high expectations and standards, allowing us to foster exceptional relationships in an environment that is consistently calm, safe, happy and orderly. I have no doubt that the combination of this with our broad, balanced curriculum and outstanding teaching contributes significantly to our sustained improvements across the board. Our latest A-Level and GCSE results are testament to this and to the teamwork of our phenomenal students and staff.

In 2019 we were immensely proud and delighted to be celebrating the best ever A-Level and GCSE results in our sixty year history, and we found ourselves once again significantly above county and national averages. These results placed Beacon Academy as the top performing school in East Sussex and one of the top performing schools nationally.

## **Exam Success**

As confirmed by the Department for Education's national league tables, in 2019 Beacon Academy was the number one school in East Sussex for the third year running under the headline Progress 8 measure, in first place in Sussex overall and in the top 1.8% of all schools nationwide.

Progress 8 is the Government's main performance measure, and reflects the value that schools add to the progress of their students in respect of their final GCSE grades, compared to that of their peers of similar prior ability across the country.

In 2019 our Progress 8 score was 0.97. As a non-selective, non-denominational, non-fee-paying school, we are immensely proud and delighted to have received this confirmation, once again, of our high-ranking position. We are in an esteemed group of 6% of schools nationally who are now categorised as 'well above average' for two years in a row. There are approximately 25 schools nationally who have been above us for each of the last three years (0.7% of all schools). As ever, this is a reflection of our vision and our determination to consistently provide the best possible education for all of our students, and to become an exceptional school for our community, both locally and nationally.

We are incredibly proud of our Sixth Form students. Amidst significant national changes to the structure and content of A Levels, they have achieved some excellent results and 94% of those who applied to university were accepted at their first choice institution.

Our results for 2019 show an increase in all A Level and GCSE attainment measures. Please note that due to the pandemic, we are not able to publish our 2020 results, however we would have continued and sustained our upward trajectory for both our GCSE and A Level outcomes.

## **National Teaching School and National Support School**

Beacon Academy is a National Teaching School and a National Support School and we take a leading role in recruiting and training new entrants to the profession. I am also a National Leader of Education and we have seven Specialist Leaders of Education across a variety of areas on our staff body. We are proud to be an integral part of the East Sussex Teaching School Network. We work collaboratively with our Local Authority colleagues via my chairing of Area Group 1 and also being a representative on the East Sussex School Board.

At Beacon Academy, the quality of teaching, learning and assessment is highly effective, enabling all students to make excellent progress. Our performance management systems, and associated continuing professional development, are tailored to support excellence in teaching. We invest in our teachers through our highly acclaimed NQT programme, recognised as outstanding. We currently support teachers in their second and third year with our Recently Qualified Teacher programme, which we are developing as part of the Early Career Framework. In 2019, Beacon Partnership was selected by the Chartered College, the professional body for teaching, to deliver the prestigious Chartered Teacher (CTeach) Programme in East and West Sussex, Kent and Brighton and Hove. This is designed to further the expertise of experienced practitioners. We also provide opportunities for our staff to undertake NPQs to develop their leadership.

Beacon Academy is on an exciting journey towards becoming an exceptional school. We are judged to be a good school with outstanding leadership. Ofsted and our results confirm this. Trustees, staff, parents and students know this. We have a rigorous, relentless and uncompromising focus on ensuring that all students leave Beacon with the best set of qualifications possible, equipping them for our rapidly changing, highly competitive but exciting world.

## **To apply**

Once again, thank you for your interest in the post of Teacher of Philosophy, Religion and Ethics. Please see the details on page 11 on how to apply for this role. Completed application forms should be e-mailed to the HR Department at [vacancies@beacon-academy.org](mailto:vacancies@beacon-academy.org)

If you wish to have an opportunity to discuss this post informally, please contact Zoe James, Assistant Headteacher on 01892 603000, or email [z.james@beacon-academy.org](mailto:z.james@beacon-academy.org).

Beacon Academy is committed to safeguarding and promoting the welfare of children and young people. Please come and visit us at any time and see for yourself. To arrange a visit please contact the HR Department.



**Anna Robinson**  
**Headteacher**



# Beacon Academy Examination Results 2018 - 2019

## Key Stage 5 - A-Levels only

	2018			2019		
	Beacon	National	E/Sussex	Beacon	National	E/Sussex
Average Grade	C+	C+	C	B-	C+	C+
Average Points	32.4	32.1	31.3	35.3	32.9	32.1
Progress Score	0.01 Average	-0.01	-	-0.08 Average	-0.02	-0.03
Achieving AAB or higher in at least 2 facilitating subjects	10%	16%	9%	20%	17%	10%
Grade and points for a student's best 3 A Levels	B- 35.7	C+ 33.6	C 28.4	B- 38.1	C+ 34.0	C 30.0
Students completing their main study programme	94%	93%	87%	96%	91%	89%

## Key Stage 5 - Applied General

	2018			2019		
	Beacon	National	E/Sussex	Beacon	National	E/Sussex
Average Grade	Merit	Merit+	Merit	Merit	Merit+	Merit
Average Points	25.9	28.5	25.7	25.5	28.9	26.6
Progress Score	-0.08	+0.01	-	-0.64	+0.01	-0.34
Students completing their main study programme	100%	90%	79%	83%	87%	93%

## Key Stage 5 - Tech Level

	2018			2019		
	Beacon	National	E/Sussex	Beacon	National	E/Sussex
Average Grade	Dist	Merit+	Merit+	Dist	Merit+	Merit+
Average Points	35.2	28.1	27.7	34.6	28.6	29.1
Completion & attainment	0.40	0.00	0.07	-0.50	0.00	0.17
Students completing their main study programme	100%	91%	94%	100%	88%	89%

## Key Stage 4 - GCSE & Equivalents

	2018			2019		
	Beacon	National	E/Sussex	Beacon	National	E/Sussex
Attainment of the year group on entry to secondary school (KS2 APS)	27.6	28.3	28.0	28.3	28.6	28.3
9-7	25%	22%	-	29%	21%	-
English & Maths 4+ Standard Pass	75%	64%	62%	79%	65%	64%
English & Maths 5+ Strong Pass	55%	43%	41%	65%	43%	42%
English 4+ Standard pass	84%	75%	74%	87%	70% <sup>+</sup>	75%
Maths 4+ Standard pass	79%	69%	68%	83%	71%	70%
English 5+ Strong pass	72%	60%	59%	80%	52% <sup>+</sup>	60%
Maths 5+ Strong pass	61%	49%	47%	67%	50%	48%
Entering EBacc	38%	38%	29%	41%	40%	37%
Ebac APS	4.47	4.04	3.85	4.86	4.07	3.95
Attainment 8	50.7	46.5	45.2	54.00	46.69	45.33
Progress 8	+0.70	-0.02	-0.03	+0.97	-0.03	-0.06



## STAFF TESTIMONIALS

I initially joined Beacon Academy as a PE and Spanish teacher in September 2004. I was given the opportunity to develop my skills and understanding on how to become an outstanding teacher from my first year. Before commencing my teaching career I worked as a Personal Trainer in London and have not looked back since.

Over the years Beacon have given me many opportunities to develop my professional development having led on many areas such as Head of Year; Head of Key Stage; Head of Department (in two different subjects), Associate Assistant Head of Academy, Senior Assistant Headteacher focusing on Progress and Achievement and in my current role as Senior Deputy Headteacher. Beacon Academy is an amazing place to work because of the friendly and helpful staff, there is a strong culture of collaboration and support that allows everyone to develop their practice. The strong focus upon CPD provides everyone the opportunity to learn the latest cutting edge developments in education and this is a major benefit for anyone wishing to further develop their practice. Our facilities and new technology allow us to provide engaging lessons to provide our learners with the perfect learning environment.

I would recommend Beacon Academy to anyone wanting to teach in a school that favours aspirational ethics and outstanding practice, because there are so many opportunities for ambitious staff who are keen to collaborate, develop and share best practice in order to progress in their career.

**Senior Deputy Headteacher**



I have thoroughly enjoyed coming to work at Beacon Academy. The commitment and dedication from the staff to ensure students are achieving, and going above in and out of lessons is amazing to see. As an NQT I received so much support from other members of staff and feel like I can ask anyone for help. The commitment and extra time given to the students is what makes Beacon such a good school to work in.

**Teacher of Mathematics**

**At Beacon Academy, whether a student, a member of staff, a parent, carer or a trustee, we will all:**

**Inspire one another  
Believe in one another  
Achieve our ambitions  
Succeed in life**



## The Philosophy, Religion and Ethics department

At Beacon Academy we are dedicated to creating a rigorous and academically challenging curriculum for Philosophy, Religion and Ethics for all of our students. Over the three years of KS3 our students will be introduced to the major religions, as well as the key philosophical ideas and thinkers who have shaped our world today.

We aim to give our students a broad chronology of thought so that they can orientate themselves in the world they live in. Our curriculum places knowledge at the centre, believing that students can only form excellent and informed opinions after they have grappled with the key knowledge each topic requires.

Our department was introduced in 2019. We have two specialist teachers and, as a result of the strong uptake by students at GCSE and A Level, we are looking to expand. We are well equipped with excellent resources to ensure that all students have the ability to access the curriculum. We are part of the Humanities Faculty, which, although made up of discrete departments and subject specialists, often works collaboratively, learning from one another and sharing our successes. Together, we have made great strides in embedding our knowledge rich curriculum.

All students study KS3 PRE in years 7-9 and then can choose to take RS at GCSE. In KS3 we are developing a knowledge rich curriculum that focuses on giving young people the core knowledge they need to be able to form their own answers to complex philosophical and theological questions. The timetable currently provides two hour long lessons of PRE per fortnight in years 7-9. At KS3 the curriculum follows the agreed Syllabus for Religious Education for East Sussex, with additional units of work on more recent philosophical developments. Students will study the broad history of thought and beliefs, beginning with the development of Hinduism in India right the way through to the postmodernists of continental Europe.

In September 2020, we introduce RS GCSE at Beacon. We currently study the AQA specification focusing on Christianity and Islam. Our students also take modules on religion and life, war and conflict, crime and punishment and human rights and social justice. At A-level we study OCR Religious Studies, looking at the developments in religious and philosophical thought from Plato to Peter Singer.

As a department with have a clear vision for PRE at Beacon and are currently embedding this vital subject into the school's curriculum. We are excited to welcome a new member of staff who can help us build this new department and help us achieve our long-term vision for Philosophy, Religion and Ethics at Beacon.

## Department Information

Departmental Staffing Structure	Head of Religious Studies – Mr Tim Telford Teachers of Philosophy, Religion and Ethics: Charles Howarth (KS5) There are also currently a number of non-specialist teachers who teach PRE as part of their timetable.
Curriculum	KS3: East Sussex Agree Syllabus, with additional philosophy and ethics content. (2 hours a fortnight) KS4: GCSE AQA Specification A Religious Studies (6 hours a fortnight) KS5: A Level OCR Religious Studies (10 hours a fortnight)
2019 Results KS4 & KS5	No GCSE results from 2019 A Level Religious Studies: 80% A-C; 53% A-B
Facilities	Key Stage 3 and Key Stage 4 lessons take place on the Beeches site, where there are a range of rooms. Our large and vibrant Sixth Form is housed in a purpose built site less than a quarter of a mile from the main campus. All of the Key Stage 5 Humanities courses are currently taught at the Sixth Form Centre where we have dedicated Geography/ Geology, History, Politics, Philosophy & Ethics and Sociology classrooms.
Resources	The Humanities faculty classrooms have desktop PC's and data projectors. Resources are shared within the department with lessons all on the shared drive, which is updated regularly.
Key areas for development	<p><b><u>OBJECTIVE</u></b> – to develop our exam results across the faculty.</p> <p><b>Strategy 1. <u>Outcomes and Tracking Progress</u></b> To develop the % of A*-A at A' Level. Introduce the new GCSE course.</p> <p><b>Strategy 2. <u>Quality of Teaching and Learning</u></b> To develop consistent teaching and learning practice that allows students to achieve outstanding outcomes and develop a love of Philosophy, Religion and Ethics.</p> <p><b>Strategy 3. <u>Assessment and Marking</u></b> To create a consistent approach to marking that maximises the opportunity for students to reflect on and develop their performance. To develop shared department mark books to track student intervention. To continue to develop efficient and impactful feedback strategies that are mindful of teacher workload.</p> <p><b>Strategy 4. <u>Knowledge-Rich Curriculum</u></b> To develop current KS3 units. To continue to develop impactful, evidence-based pedagogy across the department. To increase the uptake of RS at GCSE and A Level.</p> <p><b>Strategy 5. <u>GCSE Uptake</u></b> To continue to increase the number of students choosing RS GCSE as an option at GCSE.</p>



## Job Description

<b>JOB TITLE:</b>	<b>TEACHER</b>
<b>JOB PURPOSE:</b>	To ensure that the negotiated aims and objectives of the department (which reflect those of the academy) are achieved through classroom teaching and contribution to department policy via department meetings.
<b>ACCOUNTABLE TO:</b>	Head of Subject / Department.
<b>ACCOUNTABLE FOR:</b>	The effective implementation of individual lessons / schemes of work and student standards and achievement.

KEY ACCOUNTABILITIES	KEY TASKS
<p><b>1. THE LEADERSHIP OF LEARNING</b> To contribute to the development of the department schemes of work and implement through classroom teaching</p>	<p>a) To prepare and deliver exciting and challenging lessons to students of all ages and abilities in accordance with schemes of work.</p> <p>b) To adopt a variety of strategies to engage all students (including ICT and use of the Creative Learning Centre) and be responsive to advice.</p> <p>c) To promote good student behaviour</p> <p>d) To mark, evaluate and give regular appropriate feedback on students work</p> <p>e) To assess students' progress and report to parents periodically in accordance with the Academy guidelines</p>
<p><b>2. THE LEADERSHIP OF PEOPLE</b> To communicate effectively with members of staff in the department, to develop a collegiate working environment</p>	<p>a) To contribute to department meetings with creativity and energy</p> <p>b) To keep close contact with parents, tutors and Head of Department to ensure progress of students is best supported</p> <p>c) To contribute to House meetings and Year team meetings</p>
<p><b>3. THE LEADERSHIP OF RESOURCES AND POLICY</b> To help develop the department resources and provide an effective, safe learning environment. To contribute to the review, development and presentation of department policies and objectives</p>	<p>a) To contribute to the development of curriculum materials</p> <p>b) To work effectively to carry out tasks as directed by the Head of Department with support and guidance from other team members.</p>

Beacon's teachers are also accountable for promoting a positive image of the value of education within the student body of the Academy and in the wider community. Other whole Academy responsibilities include tutoring, or a commitment to the Academy pastoral system, attendance at INSET and other reasonable duties as directed by the Headteacher.



## Person Specification

ESSENTIAL	DESIRABLE
<p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>• Graduate &amp; Qualified teacher</li> <li>• Strong academic background</li> </ul>	<p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>• Evidence of commitment to professional development</li> <li>• A degree in Philosophy or Religion , or similar subject area</li> </ul>
<p><b>Experience</b></p> <ul style="list-style-type: none"> <li>• Secondary teaching experience or practice across both Key Stage 3 and 4</li> <li>• An excellent practitioner with the drive and ambition to develop further</li> <li>• Excellent knowledge of assessment strategies and their effective implementation</li> </ul>	<p><b>Experience</b></p> <ul style="list-style-type: none"> <li>• Teaching students across prior attainment bands in a large comprehensive school</li> <li>• Experience of working in an impact led data driven culture</li> <li>• Sees this as a post to further promotion</li> <li>• Experience of teaching the most able at Key Stage 4 and 5</li> <li>• Experience of utilising both Apple and Microsoft programmes to develop engaging lessons</li> </ul>
<p><b>Philosophy</b> <i>Commitment to:</i></p> <ul style="list-style-type: none"> <li>• The principle that 'The Children come first'</li> <li>• Working collaboratively with other team members to develop pedagogy</li> <li>• Equality of opportunity</li> <li>• The responsibility of contributing to whole team effort</li> </ul>	<p><b>Philosophy</b></p> <ul style="list-style-type: none"> <li>• An understanding of Academy status</li> <li>• Consistently good teaching with examples of developing outstanding practise.</li> <li>• An understanding of Philosophy, Religion and Ethics as part of the whole curriculum</li> </ul>
<p><b>Skills</b> <i>You will need to</i></p> <ul style="list-style-type: none"> <li>• Be an effective Teacher</li> <li>• Be an effective Communicator</li> <li>• Have strong ICT skills (with a commitment to develop further through the utilisation of the 'Creative Learning Centre')</li> </ul>	
<p><b>Personal Qualities</b></p> <p>We will look for evidence of personal qualities such as vision, a team player, initiative, solution focussed, energy, self-motivation, resilience and a sense of humour!</p>	



## APPLICATIONS

Please note that applications will be considered as they are received and you are therefore advised to submit your application as early as possible, as some interviews may take place, and an appointment may be made, before the closing date is reached for this position.

If, like us, you are passionate about providing the best possible education for all students in a school with sustained improvement and a culture of high expectations and ambition, please ensure you:

1. Complete the statutory application form
2. Provide a letter of application that is no longer than 2 sides of A4. It is recommended that your letter is structured according to the main headings of the person specification. Please include any achievement data that are applicable to the role you are applying for. If possible, this should be across 3 years; otherwise please provide your latest set of results.
3. Provide two references, one of whom must be the Headteacher from your current school or most recent significant employer.

Completed applications should be sent to:

Human Resources  
Beacon Academy  
North Beeches Road  
Crowborough  
East Sussex TN6 2AS  
Telephone: 01892 603078  
Email: [vacancies@beacon-academy.org](mailto:vacancies@beacon-academy.org)

Beacon Academy is committed to providing the best possible care and education to its students and to safeguarding and promoting the welfare of children and young people. The Academy is also committed to providing a supportive and flexible working environment to all its members of staff. The Academy recognises that, in order to achieve these aims, it is of fundamental importance to attract, recruit and retain staff of the highest calibre who share this commitment. Please refer to our Recruitment, Selection and Disclosure Policy and Procedures which supports our statutory obligation to comply with Keeping Children Safe in Education 2020. Further information can be found on our website.