Dear Colleague,

Thank you for your interest in our vacancy for Teacher of Philosophy, Religion and Ethics (PRE), I hope that this brief letter gives you a better understanding of the enormously exciting adventure we have embarked upon at The Grange School (TGS).

TGS is a small school (capacity 650) proudly serving its local community. The community we largely serve is one of the most deprived wards in Dorset, although increasingly, as our reputation grows, we are seeing young people join us from further afield. Notwithstanding this, our demographic is what may be called a challenging one, with close to 50% of our students eligible for the Pupil Premium grant and 35% on the SEND register.

This does not mean we have anything other than the highest of expectations of our students and families: expectations we will support them to meet but never lower. We expect them to work hard, to behave well and to be fully involved in all aspects of school life, and in return we will provide them with a brilliant education, fantastic opportunities for personal development and everything else they need to leave us and go on to have great lives.

We are on an improvement journey that every member of staff plays an important part in and represents a fantastic opportunity to be part of something really special. We are not the ‘finished product’. We get better every day – exemplified by 2021’s ‘good’ Ofsted judgement, improving GCSE outcomes and higher numbers on roll – but we need people who want to contribute towards positive change and continuous improvement and help us reach our lofty ambitions for our school and our students.

We are formally ‘federated’ with Twynham School, which means we are two schools working together for the good of all of our students. Each school has its own leadership team and Associate Headteacher but also an Executive team working across both schools and a number of middle leaders who lead across both sites. Indeed, some teachers and support staff work across the two sites, welcoming the experience this brings of working with two quite different demographics and schools united by a common vision but operating slightly differently based on their unique contexts. This post is based primarily at TGS but it is likely that there will be some teaching at Twynham School, largely to support you as a new colleague with integrating into the department as most PRE teachers are based primarily at Twynham.

PRE is a really important and highly-regarded subject at TGS. Historically, our demographic has lacked diversity, meaning that many of our students did not always have much exposure to diverse religions, customs and beliefs, and this made PRE a really vital element not only of their ‘academic’ education but also of their learning about the world outside of Christchurch and the people who live in it! Now, we are starting to see much more ethnic and religious diversity in our school population and PRE plays a really important part in helping students to understand each other and to ensure all students see themselves reflected in their education. Core RE is taught from years 7 to 11 and can be opted for as a GCSE in key stage 4. It is also a popular A Level course in our thriving Sixth Form, based at Twynham School.

We believe that the best thing we can do for students is to set them up with the gateway qualifications that will allow them to access whatever path they choose to when they leave us. Of equal importance is instilling in them a belief that they can have – and deserve – great lives, and giving them the social and emotional tools, they need in addition to their examination results to achieve this. If this chimes with you then we would welcome your application.

The only way to get a feel for what we believe in and how we do things is to spend some time with us and meet the people that make our schools such a special place. As such then we will do our very best to accommodate informal visits prior to any further application.

Best wishes,



Mrs Deborah Hawkins

Associate Headteacher - TGS