

HIGHWORTH GRAMMAR SCHOOL
Maidstone Road, Ashford, Kent TN24 8UD
Telephone: 01233 624910
E-mail: HR@highworth.kent.sch.uk
Website: www.highworth.kent.sch.uk



Teacher of RE (Maternity cover) **FURTHER INFORMATION**

Highworth Grammar School is a successful 11-18 selective girls' school with approximately 80 boys in the Sixth Form. There are 1534 students on roll – 1088 in Years 7-11 and 446 in Years 12 and 13. Our school is widely recognised as being innovative and highly successful. Highworth has a strong academic reputation and our students are recognised as mature and reliable young people. We aim to deliver the best possible education to all of our students in a safe and secure environment

Our motto of 'Reach for the Stars' embodies the daily working life of the whole school community; students are encouraged to see learning as a lifelong activity. A key feature of our motto is happiness which is achieved through excellent student behaviour in lessons; clear policies and guidance; strong leadership; and enthusiastic community spirit. It is important that both staff and students feel confident, happy and valued.

Students at Highworth are given rewards for creativity, problem solving, achievement resilience and team work. We value the development of a full range of skills to offer students the best preparation for future challenges. Working here allows staff to share this balanced approach to education; embrace new ideas; and sustain a sense of enjoyment in their own learning.

Whilst the school is academic we recognise and fully support the creative aspects of the curriculum and are proud of the many opportunities provided for achievement in music, DT, and the arts. We believe this is crucial in our ethos in encouraging our students to be independent, creative and highly motivated lifelong learners.

During the June 2013 Ofsted Inspection the school was judged as an Outstanding School. In 2019 our A Level results placed us in the top 25% of schools nationally.

FEATURES OF THE SCHOOL

These include:

- Caring, supportive and committed staff
- Commitment to professional development
- High academic standards with a large proportion of outstanding lessons
- Vertical Tutoring
- Cloud storage and software provided by Google.
- Laptop for every teacher
- Wireless multimedia projector for every classroom
- 2 dedicated ICT suites (air conditioned)
- 28 mobile laptop trolleys
- New sports hall
- 10 dedicated Science labs
- 3 Performing Arts studios
- Music Technology suite and recording studio
- DT suite with latest technology

- Research into use of new technologies/pedagogy
- Cover supervisors to minimise staff cover
- 10 day timetable with five one hour lessons per day. Current maximum teaching time for full time teachers is 45 out of 50 teaching periods

Students

The school has a wide catchment area, taking students from over 40 primary schools, many of which are situated in small villages within the Kent countryside. Entry at age 11 is by the Kent Education Committee Selection Procedure, which aims to identify the top 25% of the ability range. Some students transfer to our school at 16+ from other schools.

Staff

We are fully committed to the professional development of all our staff. All new teachers and ECTs follow a well informed and structured induction programme. All staff are encouraged to pursue personal goals and the school fully embraces interest in pastoral and pedagogical innovation. Every member of staff takes part in the annual performance development scheme which also embodies our motto of 'Reach for the Stars'.

Curriculum

Our curriculum at Key Stage 3 includes all the National Curriculum subjects (Art & Design, English with Drama, Geography, History, Mathematics, Modern Languages - French, German and Spanish, Music, Physical Education, Dance, Religious Education, Design Technology, Computing and Science).

We offer all Key Stage 3 subjects through to A Level together with Business Studies, Dance, Economics, Film Studies, Further Mathematics, Government & Politics, Media, Photography, Psychology, Sociology and Theatre Studies.

In the current Year 12, students take three or four A Level subjects, continuing with at least three to full A level. They can also take the Extended Project and qualify for the AQA Bacc. The majority of our students proceed to courses at universities and in the last academic year all students who made applications, successfully found suitable places in higher education.

THE RE DEPARTMENT

The RE Department at Highworth Grammar School is a friendly and dedicated team that aim for the highest level of achievement from all of our students.

The Key Stage 3 curriculum follows the Kent Agreed Syllabus whilst all students in Key Stage 4 study, and are entered for, AQA GCSE Spec A, chosen religions for paper 1: Christianity and Islam. A level Religious Studies follows the AQA Specification. Results at GCSE and A level are consistently amongst the best in the school.

The department is forward thinking and innovative, with a strong emphasis on how a study of religion can relate to a life beyond school. The department contributes to the wider school and has strong links to the wider RE community. It has also been awarded a gold standard in the RE Quality Mark award.

All teaching staff have individual laptop computers and/or iPads which are used for lesson registrations, reporting and tracking purposes (SIMS).

The A Level and GCSE results for June 2022 and the Highworth Grammar School performance measure page can be accessed using this link:

<https://www.find-school-performance-data.service.gov.uk/school/136379/highworth-grammar-school>

Highworth Grammar School is committed to:

- *safeguarding and promoting the welfare of young people. This post will require an enhanced disclosure from the Disclosure & Barring Service (DBS)*
- *creating a diverse workforce. We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.*

Teacher of RE (Maternity cover)

PERSON SPECIFICATION

QUALIFICATIONS:

- Good honours degree
- Qualified Teacher Status (n/a for HLTA or similar)
- Evidence of further relevant professional development (n/a for ECT applications)

SKILLS:

- Ability to lead, inspire, motivate and support students and colleagues
- Ability to work under pressure and meet deadlines
- Good ICT skills
- Ability to think strategically
- Ability to forge links with the wider community

EXPERIENCE

- Evidence of successful, inspiring and innovative teaching in the secondary phase, including A Level RE would be an advantage
- An excellent track record of success with public examination results. (n/a for applications from ECTs)
- Co-ordinating and collaborating with colleagues
- Teaching RE to GCSE (QTS only)
- Teaching RE to A Level would be an advantage (QTS only)

KNOWLEDGE:

- Up to date knowledge of developments in pedagogical techniques relevant to RE.
- Awareness, and practise of, best practice and research in teaching and learning, such as modelling, retrieval practise and scaffolding

PERSONAL QUALITIES:

- High levels of personal and professional integrity
- Personal warmth to gain the confidence of students, staff and parents
- Appropriate levels of personal presentation
- Ability to communicate concisely and sensitively both orally and in writing to a variety of audiences
- A passion for teaching RE

ATTITUDES:

- A willingness to share experiences and learn from colleagues
- A team player
- A commitment to child protection and safeguarding
- A reflective and flexible approach
- Positive, enthusiastic and energetic approach to teaching
- Ability to think creatively and imaginatively
- Supportive of the School's ethos
- High expectations of student attainment, personal development and conduct
- Commitment to professional development