



Parkstone Grammar School

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Parkstone Grammar School

Teacher of Religion and Philosophy (0.66 FTE)

Applicant Pack





Headteacher's Welcome

As the Headteacher of Parkstone Grammar School, it is my great pleasure to welcome you to our vibrant and dynamic school community. At Parkstone, we are committed to providing an exceptional educational experience that nurtures the intellectual, social, and emotional growth of every student.

We are immensely proud of our strong reputation for combining excellent pastoral support with high-quality teaching to achieve the very best outcomes for our students. Everyone who works at Parkstone is deeply committed to placing students at the heart of all decision-making.

We offer an impressive, broad and balanced academic curriculum at GCSE and A Level, complemented by an extensive range of extra-curricular and enrichment opportunities. Sporting excellence, musical performance, national competitions, and creative activities all flourish here, nurturing the whole child and supporting the well-rounded development we value so highly.

Parkstone Grammar School is a six-form entry selective girls' school with an intake of 192 students into Year 7 and a thriving Sixth Form of nearly 300 students. As a stand-alone academy, we are proud of our independence, yet we benefit greatly from collaboration with Poole Grammar School for Boys, which enables us to offer an outstanding range of A Level subjects. We are also an active member of a formal partnership of South West grammar schools, the South West Academic Trust (SWAT), sharing best practice and innovation.

Our most recent Ofsted inspection in May 2025 rated the school as Good with Outstanding for student behaviour and attitudes, and we continue to build on those strengths. Our financial position is strong, allowing us to invest significantly in our estate and facilities, creating modern, inspiring, and welcoming teaching and learning environments.

Our core values — Commitment, Courage and Compassion — underpin all that we do. They guide our mission to provide an education that not only inspires and empowers our students, but also equips them with the confidence, adaptability and ambition to thrive in an ever-evolving world.

At Parkstone, we believe that our staff are our greatest strength. We deeply value their expertise, commitment and care. The dedication of our teachers, support staff and leaders ensure that every student is known, supported and challenged. We are proud of the collaborative, caring and ambitious professional community that defines our school.

We are seeking an enthusiastic and inspirational part-time Teacher of Religion and Philosophy (0.66 FTE)— someone who will build on our current successes, champion our values, and join our community with vision and compassion. This is an exceptional opportunity to be part of a thriving and forward-thinking school, helping to shape the lives of our remarkable young people and the dedicated staff who support them.

We look forward to hearing from you.

David Hallsworth, Headteacher



Commitment *Courage* *Compassion*



Our Guiding Principles

- Parkstone will be a seat of exceptional learning where great teachers enjoy autonomy in the classroom to inspire and challenge our able students.
- Very high-quality staff development and peer support to facilitate highly effective learning over time.
- Effective feedback to move students forward in their knowledge and skill development.
- Parkstone will achieve amongst the best schools in the country for the national progress measures at GCSE and A Level.
- A positive ethos underpinned by our values of Commitment, Courage and Compassion.
- Personalised support with highly effective intervention to enable equal access to learning.
- Students will have an understanding of global and national diversity and will be well prepared for life in an ever-evolving world.
- A strong community supported by the staff and student leadership teams.
- Compassionate, high quality advice and guidance to make informed and confident decisions regarding life after Parkstone.
- Opportunities outside the classroom which provide holistic development.
- To engage in initiatives and charity projects to contribute to the local and wider community.
- A broad, balanced and inspiring curriculum appropriate to Parkstone.
- An inspiring learning environment underpinned by a research culture and reflective practice.
- Our community will have high expectations of everyone in line with our Values and Charter.
- To instil a sense of stewardship towards our local, national and global environment.



Commitment *Courage* *Compassion*



Our School Charter

In our community it is important that we should maintain high standards and take responsibility for our own actions.

OUR COMMUNITY RESPONSIBILITIES

- To uphold the values of our school
- To treat all persons and the environment of the school with respect
- To apply ourselves to all areas of school life
- To empower all to do our best and to take care of each other
- To challenge any inequality and prejudiced attitudes

OUR RIGHTS

- To be treated with respect by all members of our community
- To feel safe both emotionally and physically in our school environment
- To participate in all the opportunities that our school offers
- To know where we can access support and guidance
- To be challenged appropriately where we fall short of our responsibilities



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Safeguarding

Parkstone Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All shortlisted candidates will be required to complete a Criminal Records Self-Declaration Form. This will allow the school to identify whether you may be ineligible for a role based on barring or a section 128 direction.

Any successful applicant will be required to undertake an Enhanced DBS Check with Children's Barred List information. They will also be required to provide the relevant criminal record checks for time spent living or working outside of the UK within the last 10 years. Applicants can find further information via gov.uk. Please note that any cost for these checks will not be covered by the school.

Further information on safer recruitment processes can be found on our website and we encourage you to read these before submitting your application. Alternatively, please contact our HR Manager if you have any questions by calling the school on 01202 605605.

Our Child Protection Safeguarding Policy can be found on our school website.



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Equality and Diversity

We are committed to maintaining a community that recognises and celebrates difference within a culture of respect and cooperation. We appreciate that a culture which promotes equality will create a positive environment and a shared sense of belonging for all who work, learn and use the services of our school. We recognise that equality will only be achieved by the whole school community working together – our pupils, staff, trustees and parents/cares.

We recognise that we have duties under the Equality Act 2010 in relation to the school community to eliminate discrimination. Advance equality of opportunity and foster good relations in relation to age (applicable only to staff), disability race, gender (including issues of transgender), maternity and pregnancy, religion and belief, sexual orientation and marital status (applicable only to staff).

We also recognise that we have a duty under the Education and Inspections Act 2006 to promote community cohesion, i.e. developing good relations across different cultures and groups, which is also covered within our spiritual, moral, social and cultural activities.

We also appreciate that these duties reflect the international human rights standards as expressed in the UN Convention on Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

- All pupils, families and staff are of equal value
- We recognise and respect difference
- We foster positive attitudes and relationships, and a share sense of cohesion and belonging
- We observe good equalities practice in relation to staff
- We aim to reduce and remove inequalities and barriers that already exist
- We consult and involve ensuring views are heard
- We aim to foster greater community cohesion
- We base our practices on sound evidence
- We set ourselves specific and measurable equality objectives



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Benefits

Parkstone is pleased to be able to offer all staff members:

Core Benefits

- A contributory pension scheme relevant to your role (including access to Teacher and Local Government Schemes).
- Occupational sick pay.
- Tailored Continuous Professional Development (CPD) through the South Central Teaching Hub.
- Free access to the Employee Assistance Programme (EAP) - confidential support network that offers expert advice and compassionate guidance 24/7 covering a wide range of issues, such as: Legal Information, Bereavement Support and Online CBT among much more.
- All staff are entitled to a 'Golden Day' once a year – a paid day off or part time equivalent.
- Specsavers voucher for eye test and amount towards glasses if needed for DSE use.
- Four additional non-teaching days throughout the year, allowing for department planning time.
- Two disaggregated INSET days, allowing for an earlier finish at the end of the Summer term.
- Free Yoga and Pilates sessions throughout the term.
- Termly Staff Wellbeing and Workload groups to raise and solve issues.

Flexible Benefits

- Cycle to work scheme
- Eligibility to join The Blue Light Card discount scheme



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Leadership Structure

Headteacher
David Hallsworth

- Vision
- Staffing
- Finance
- Governors
- Staff Wellbeing
- Community
- BCP Links
- SWAT – Directors
- Middle Leadership
- SDP/SEF
- Network and Website
- Marketing and Publicity
- Line Management of LG

Deputy Headteacher

- Teaching and Learning
- Curriculum
- Key Stage Manager Year 11
- Pedagogy
- Homework
- Literacy
- Numeracy
- Admissions
- Activities Week
- PFSA
- SWAT
- Line Management



Assistant Headteacher

- Key Stage Manager Year 7
- Personal Development
- Student Wellbeing
- Senior Mental Health Lead
- SEND
- Examinations
- EVC
- Role of Tutor
- SMSC and British Values
- Assemblies
- DFTW
- Extra-curricular monitoring and intervention
- Anti-Bullying
- Line Management

Assistant Headteacher

- Staff Development
- Key Stage Manager Years 8 + 9
- Appraisal
- CPD
- Timetable
- Cover
- House System
- Student Voice
- Whole School Calendar
- Equality
- Line Management

Assistant Headteacher

- Assessment
- Key Stage Manager Sixth Form
- Student Tracking and Reporting to Parents
- Poole Grammar Link
- UCAS
- Pupil Premium
- Alumni
- Senior Awards
- Line Management

Assistant Headteacher

- DSL
- Key Stage Manager Year 10
- Behaviour and Rewards
- Safeguarding
- Prevent
- E-Safety
- CLA
- Junior Awards
- Attendance and Punctuality
- Line Management



Commitment Courage Compassion



Job Description

DETAILS OF THE POST

Required from 1 September 2026. We are looking to appoint an outstanding teacher to teach KS3, GCSE and A Level Religion and Philosophy. Our students are academically able and well-motivated and achieve excellent results.

We are seeking a colleague who enjoys working in a team, can provide a stimulating atmosphere in the classroom and inspire our students to give of their best. All teachers are expected to act as form tutors. Enthusiasm, patience and calmness under pressure are vital qualities. Please see the attached Person Specification for further details of our requirements.

THE DEPARTMENT

This post offers excellent prospects for a committed and enthusiastic candidate to work in an exceptional and innovative Religion and Philosophy Department.

Religion and Philosophy is taught by a flourishing department in a school which places high value on the development of thinking and of the individual. As Religion and Philosophy is an exploration of the diverse value systems, both religious and non-religious, in our society, the subject is taught from an objective, non-confessional, standpoint. Students may be of any religious persuasion or of none.

CURRICULUM

Religion and Philosophy is a popular academic subject at GCSE and A Level. Years 7 and 8 are taught in form groups with both year groups currently having three 60-minute lessons a fortnight.

In Year 9, 10 and 11 Religion and Philosophy is an option subject, with students receiving three 60-minute lessons per fortnight in Year 9 and four 60-minute lessons a fortnight in Years 10 and 11. Students follow the WJEC Eduqas Route A: 1: Religious, Philosophical and Ethical Studies in the Modern World, focusing on Christianity and Islam. In the last three years, an average of 77% of our year 11 students secured 9-7 grades, 58% achieved grades 9-8.

In addition to GCSE classes, students receive one hour per fortnight of Religious Education in Years 9 and 10. This is a non-examined course which explores perennial and contemporary religious and philosophical questions with regards to what it means to be fully human.



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Job Description

At A level, students follow the OCR syllabus in Religious Studies (H573) with a focus on Developments in Buddhist Thought as the third component. All A Level students receive nine 60-minute lessons a fortnight. In the last three years, on average 80% of our year 13 students secured A*-B grades, with 47% of them achieving A*-A.

In 2024, 77% of year 11 students secured 9-7 grades, 51% achieved grades 9-8. At A Level, 43% of our students achieved A*-A and 100% achieved A*-C. The department has a long-standing tradition of sending students to read Philosophy and Theology at leading universities including Oxford and Cambridge.

We are looking to appoint an outstanding teacher who can inspire and bring out the best in all our students. Enthusiasm, vision and a passion for the subject, particularly Philosophy of Religion, are all desirable attributes. Please see the Person Specification for further details of our requirements.



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Person Specification

We are seeking a highly skilled colleague who will be dynamic and committed to the school. The qualities, skills and experience we are looking for include:

- excellent academic/professional qualifications
- excellent subject knowledge and an awareness of current developments in the subject
- an ability to teach Buddhism at A Level would be desirable though not essential
- the highest possible expectations of standards of behaviour and attainment
- a proven record of success in teaching Religion and Philosophy - ECT applications are welcomed
- the ability to demonstrate enthusiasm and passion for the subject
- the ability to use data on student achievement as effectively as possible
- ICT skills that enable you to make the best use of new technology to support teaching and learning
- excellent inter-personal skills
- the ability to work well within a team and contribute to planning of schemes of work
- a willingness to carry out coursework supervision and marking
- an excellent rapport with both students and colleagues
- decision-making skills
- excellent communication and presentation skills
- the ability to work effectively under pressure
- a commitment to safeguarding and promoting the welfare of students
- a commitment to the wider life of the school
- a commitment to equality of opportunity
- a commitment to continuous improvement and professional development
- boundless energy and a sense of humour!



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Applying for the part-time Teacher of Religion and Philosophy (0.66 FTE) post

Candidates should apply by school application form only. Application forms are available on the school website, or upon request from the HR Manager by emailing recruitment@parkstone.poole.sch.uk

Closing Date: 9.00 am Monday 15 June 2026

Interviews: TBC



Commitment Courage Compassion



Contact us

If you would like more information about Parkstone Grammar School please email recruitment@parkstone.poole.sch.uk

Alternatively, if you wish to discuss the vacancy please call 01202 605605 8.00 – 4.30 Monday to Thursday and 8.00 – 4.00 on a Friday.

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