



# **Uckfield College**

## **Recruitment Information Booklet**

**Teacher of Religious Education and  
Philosophy (MPS/UPS)**

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Dear Candidate

I am delighted you are interested in applying for a role at Uckfield College and thank you for taking the time to discover more about life at our school.

The staff here, both teaching and non-teaching, are excellent. They are professional, deeply caring people who have a strong moral purpose to make a difference to young people. Students in lessons are ready and eager to learn. Both personally and professionally, I am very proud of the work they do. While we are a 'students first' college and students are what we are here for, our greatest asset is our dedicated staff who strive and frequently go beyond the 'call of duty' to develop and maintain the very special learning environment that is Uckfield College. We are a Super Curricular school, which means that every student in years 7-13 (including those who are disadvantaged or have special needs) has to do at least one Super Curricular activity a week. There is an exceptional range of exciting opportunities on offer.

I feel sure that you will identify Uckfield College as an energetic and successful place in which to work. One aspect that stands out is the extensive support for teachers. There are comprehensive shared resources, detailed schemes of learning, weekly Joint Professional Learning Time (JPL), an innovative Professional Learning and Development (PLD) programme and our research informed, nationally recognised framework for teaching and learning, called Uckfield Excellence. Our professional development programme is exceptional and every member of staff in our team has bespoke training for their support role, teaching post or leadership position. Most recently, we have been focusing on 'Total Participation', setting out to embed key pedagogical strategies that ensure students are thinking hard and engaged in their learning.

If, after reading about us, you decide to apply for the post, then we look forward to receiving your application form. Applications will be processed in line with the dates provided and we will write to successful and unsuccessful candidates as soon as possible to inform them of their progress.

There is further information about the College, including the Prospectus and an electronic version of the briefing booklet and application form available on our website: [www.uckfield.college](http://www.uckfield.college). If there are specific parts of the application you would like to clarify, or if there is particular information you require, then please telephone me at the College. I can be contacted via my PA, Toni Fletcher, on 01825 764844, extension 1002.

In conclusion, I make no excuses for sounding so very proud of the enthusiasm, hard work and support of staff, students, parents and governors. Uckfield College is very much a team and I believe, fundamentally, a very happy and successful one.

I look forward to meeting short-listed candidates at interview.

Yours sincerely

Sara Marshallsay  
Principal



## About our College

Uckfield College is a very successful 11-18 school with excellent results, happy staff and students and highly engaged governors. In April 2024, we were proud and delighted that Ofsted graded Uckfield College as unequivocally 'Outstanding' in all areas. The inspection particularly highlighted the extremely positive staff culture and innovative, ambitious professional learning:

*The school's 'ceaseless pursuit of learning' extends to staff. Well-being is a priority for all. Staff are confident that leaders consider their workload when planning new initiatives. Training for teachers is unapologetically ambitious and highly effective. Early career teachers receive exceptional support and guidance. All staff, regardless of experience, participate in coaching that improves both their subject knowledge and teaching skills. As a result, staff feel highly motivated and are very proud to work at the school. Governors are ambitious for the school. They provide expertise and robust challenge. Leaders are diligent and highly skilled. Together, their shared commitment to continuous improvement is at the heart of decision making.*  
OFSTED April 2024



Inspectors also said some wonderful things about our students:

- *Pupils' behaviour and conduct are typically excellent.*
- *The Uckfield qualities of love, integrity and kindness permeate the school.*
- *Different opinions are respected and diversity is celebrated. As a result, this is a highly inclusive school.*
- *Pupils relish challenge and are not afraid of making mistakes.*
- *Sixth form students thrive when taking on positions of responsibility, such as head student or when contributing to the student leadership team. They are excellent role models and perform their responsibilities with care, dedication and diligence.*

Students are at the heart of everything we do. The positive relationships between staff, parents and students have helped us to sustain and drive significant improvements in recent years. We are very proud of our College and want to recruit members of our staff team who will champion and celebrate our success, within the College and in the wider community.



## Our Vision and Ethos

**Our Vision: An inspiring College where every individual is supported and challenged to achieve personal excellence.**

**Our Aim: Is for everyone in our community to lead truly, deeply, happy, fulfilled and purpose-driven lives. Our curriculum is how we achieve those aims.**

In feedback to the Lead Inspector during our last Ofsted Inspection, one parent summed up the ethos of the school as **“Encouraging the young people to love learning, be interested in the world around them, take care of it and take care of one another.”**



## Our Staff

We are exceptionally proud of our staff here at Uckfield College, both teaching and non-teaching. They are an amazing team who work together collegiately to support each other and help each and every one of us to be the very best we can.



# Teacher of Religious Education and Philosophy (MPS/UPS)

<b>Hours</b>	Full Time
<b>Commencement</b>	September 2025
<b>Contract</b>	Permanent

## The Application Process

We hope that after reading the information in this booklet you will be keen to apply to join our dedicated team of staff. If you would like to be considered for this role, please complete and return an East Sussex County Council Application Form, which is available electronically from our website. We will also be pleased to forward a hard copy of the application form to you if you prefer.

Please ensure that you submit your application before the closing date for this post of Monday 20th January 2025 at 9.00 a.m. Unfortunately applications received after this time cannot be considered. If you are short-listed for the post we will contact you as soon as possible to invite you to interview on Tuesday 4th February 2025.

We reserve the right to invite candidates for interview prior to the closing date and to close vacancies early if we have sufficient suitable applications. Therefore, we encourage interested applicants to apply as soon as possible.

If you would like to discuss the post further, or arrange to visit the College prior to making your application, please do not hesitate to contact our HR Department on 01825 764844 extension 1008 or email [hr@uckfield.college](mailto:hr@uckfield.college).

## The Interview Process

We look forward to welcoming short-listed candidates on the interview day, when they will have the opportunity to find out much more about the College throughout the interview process. On the day you can expect the format to include:

- Welcome from the team
- Meetings with key members of the team
- Lesson Observation
- Tour of the College
- Safeguarding Interview
- Panel Interview

We are committed to the safeguarding of children. References and Enhanced Disclosure and Barring Service checks will be conducted on the successful applicant. Please note this role is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

We are equally committed to eliminating discrimination and encouraging diversity. We aim for our workforce to be representative of society and that each employee feels respected and able to give their best. We are committed to providing equality and fairness in our recruitment and employment practices and not to discriminate on any grounds.



# Job Description

**Job Title:** Teacher of Religious Education and Philosophy

**Responsible To:** Curriculum Leader of Religious Education and Philosophy

## Main Purpose of the Job

- To carry out the professional duties of a teacher as circumstances may require and in accordance with the College's policies under the direction of the Principal.
- To be an effective professional who demonstrates thorough curriculum knowledge, can teach and assess effectively, take responsibility for professional development and develop standards of students' learning, achievement and attainment through the use of evidence-informed practice.
- To play a full part in the life of the College and its community, to support its mission and ethos of realising potential and to be a role model for staff and students.

## Job Dimensions

- Students: accountable for the oversight of learning of those students allocated to the post holder, engaging and motivating in the classroom and building team commitment with colleagues.

## Key Accountabilities

**Strategic Direction and Development:** Lead, develop and implement teaching and learning policies, plans, targets and practices to ensure contribution to whole College improvement.

Where appropriate to:

- promote the general progress and well-being of individual students and of any class or group of students assigned to the post holder;
- use evidence-informed practice to improve outcomes in each area of the role;
- identify clear teaching objectives through planning and specify how they will be taught and assessed;
- set tasks which challenge students and ensure high levels of interest and expectations for each and every student;
- set clear targets and intervene, when appropriate, based on prior attainment;
- provide clear structures and routines for lessons which regularly review prior learning using effective strategies, e.g. retrieval practice;
- use regular, specific feedback, both verbal and written, to provide clear and meaningful improvement strategies to students;
- effectively scaffold the curriculum and use adaptive teaching to ensure all students can access and excel at tasks within each lesson;
- have routines which maintain high levels of pace, motivation and challenge;
- ensure students' working memory is kept on task through cognitive offloading strategies;
- maintain discipline in accordance with the college's procedures and encourage good practice with regard to punctuality, behaviour, standards of work and homework;
- use college strategies to improve literacy in all lessons, e.g. the explicit teaching of Tier 2 vocabulary;
- ensure students acquire and consolidate knowledge, skills and understanding appropriate to the subject taught;
- evaluate own teaching critically to improve effectiveness;
- ensure the effective and efficient deployment of classroom support through explicit guidance;
- prepare students for public examinations where relevant;
- register the attendance of students in lessons in line with the college policy.



**Leading and Managing Staff:** provide the necessary support, challenge, intervention and information to sustain motivation and secure improvement in teaching and learning.

Where appropriate to:

- use performance data to evaluate students' progress and set appropriate targets for improvement;
- use strategies to promote self efficacy for every adult in the college;
- assess how well learning objectives have been achieved and use them to improve specific aspects of teaching;
- promote the use of educational research to improve both student and staff outcomes;
- mark and monitor students' work and set targets for progress;
- assess and record students' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognize the level at which the students achieving;
- undertake assessment of students as requested by examination bodies, departmental and College procedures;
- prepare and present informative reports for parents and other external agencies as appropriate;
- make records of reports on the social needs of students;
- provide or contribute to oral and written assessments, reports and references relating to individual and groups of students.

### **Curriculum Development**

- Contribute to the development of Schemes of Learning and lesson planning within the curriculum area which are inline with the subject's curriculum intent.

**Teaching and Learning:** secure and sustain effective teaching, evaluate the quality of teaching and standards of students' achievements and set targets for improvement to ensure high standards across all key stages and external assessments.

- Have a working knowledge of teachers' professional duties and legal liabilities;
- operate at all times within the stated policies and practices of the College;
- establish effective working relationships, with students and staff, and set a good example through own presentation and personal and professional conduct;
- endeavour to give every student the opportunity to reach their potential and meet high expectations;
- to use strategies to promote self efficacy for all students;
- monitor student progress and implement intervention strategies;
- be committed to safeguarding and promoting the welfare of students in all lessons and related activities, and develop and implement policies and practices which reflect the College's commitment to every child;
- provide guidance and advice to students on educational and social matters and on further education and future careers;
- maintain good order and discipline among students and safeguard their health and safety when they are engaged in authorised College activities elsewhere;
- participate in arrangements for students presentation for examinations;
- supervise and so far as practicable teach any students whose teacher is not available to teach them following the current Pay and Conditions;
- participate in meetings at the college which relate to the curriculum, administration or organisation of the college.

### **Communication**

- Communicate and consult with the parents of students and Governors where appropriate;
- communicate and cooperate with persons and external agencies and participate in meetings arranged for any of the purposes described above;
- take part in marketing and liaison activities such as Open Evenings, Parents Evenings, Review Days and events with partner schools;
- contribute to the corporate life of the College through effective participation in meetings and management systems necessary to coordinate the management of the College;
- cooperate with other staff to ensure sharing and effective usage of resources to the benefit of the College, department and students.

### **Deployment of Resources**





- Review from time to time own methods of teaching and Schemes of Learning;
- participate in arrangements for own further training and professional development as a teacher;
- participate in arrangements for own supervision and training whilst serving in an induction period;
- participate in arrangements for the appraisal of own performance and that of other teachers;
- take responsibility for own professional development and duties in relation to College policies and practices;
- contribute to the professional development of other teachers e.g. the induction of new teachers.

### **Quality Assurance**

- Embed the College's High Reliability practices in order to sustain and develop high quality teaching and learning.

*Refer to the current 'Conditions of Employment for Teachers other than Head Teachers' from School Teachers' Pay and Conditions Document from the DfE.*

*This post is subject to the current conditions of employment for Class Teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and Class Teachers and other current legislation. This job description should be read in conjunction with 'Clarification notes on the exercise of professional duties for all teachers, other than head teachers' contained at Appendix A.*

*This job description may be amended at any time following discussion between the Principal and member of staff, to be reviewed annually.*



# Person Specification: Teacher of Religious Education and Philosophy

## Essential education and qualifications

- Qualified Teacher Status

## Essential key skills, abilities, knowledge, experience, values and behaviours

- Excellent classroom teacher
- High quality interpersonal skills
- Displays commitment to the protection and Safeguarding of children and young people
- Team player
- Flexible
- Proactive and able to make decisions
- Ambitious, personally and for the College
- An educational vision focused on students
- Excellent range of communication skills; listening as well as speaking, presenting, writing
- Resilience
- Positive 'can do' attitude

## Desirable key skills, abilities, knowledge, experience, values and behaviours

- Able to teach subject to A Level
- Aware of strategies to raise student achievement



# Role of Form Mentor

**Line Manager:** Director of Year

## Professional Duties

- To act as the first point of contact between home and college and to advise and guide parents and students on a day to day basis.
- To get to know the students in the mentor group and strive to be aware of backgrounds as these will affect the student's performance in college.
- To establish a positive relationship between mentor and the student so that the mentor is aware of both danger signs and indications that the group and individuals are functioning well.
- To encourage each student to take a full part in college activities.
- To be a source of information about the college and to interpret college policy to the students as it affects them.
- To maintain high standards of college uniform with all students in the group.
- To liaise with senior pastoral staff about students in difficulty or trouble.
- To complete the form register and to do so in a well-controlled manner so that the information recorded is accurate and in accordance with the notes in the staff guide.
- To check (using Google Classroom) and encourage students to:
  - complete homework that is set; and
  - hand homework in on time.
- To ensure that all absences are covered by letters or telephone calls from parents. Directors of Year should be notified when a Form Mentor is unable to obtain a satisfactory reason for absence either from the students or from contact with the parents directly.
- To monitor students' academic progress through profiles/reports and data/progress analyses. To make a meaningful and appropriate comment on social and academic progress made as required by the style of the report.
- To coordinate appropriate intervention strategies to support students' academic and social progress.
- To deliver the set mentor programme during Personal Development Time and Life Learning (PSHCE).



# Departmental Structure and Organisation 2024/2025

## Religious Education and Philosophy Department

Amanda Roberts	Assistant Headteacher & Teacher of RE
Jack Roberts	Director of Aspirations and Expectations: HPA & Curriculum Leader of Philosophy and RE
Neil O'Halloran	Teacher of RE
Charlotte Wakeman	Teacher of Life Learning, English & RE
Will Roney	Curriculum Leader for Life Learning & Teacher of RE

### Accommodation

The majority of the school has new buildings. The Religious Education and Philosophy department is located on the first floor of one of our fully refurbished buildings and benefits from three assigned classrooms. All teaching rooms have a networked desktop computer and a visualiser connected to an LED screen.

Uckfield College uses Google chromebooks extensively in lessons and to support learning at home - all students have their own chromebook device. The RE and Philosophy department is very well resourced and has a well designed and rich curriculum for all students.

### Resources

- There is easy access to a central resource area, which is always well stocked and is carefully organised;
- The College is networked

### Curriculum intent

The principal aim of Religious Education and Philosophy at Uckfield College is to explore what people believe and what difference this makes to how they live, so that pupils can gain the knowledge, understanding and skills needed to handle questions raised by religion and belief, reflecting on their own ideas and ways of living.

At Uckfield College, RE teaching and learning enables pupils to...	<b>A. Make sense of a range of religious and non-religious beliefs</b>	<b>B. Understand the impact and significance of religious and non-religious beliefs</b>	<b>C. Make connections between religious and non-religious beliefs, concepts, practices and ideas studied</b>
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RE teaching and learning at Uckfield College is based upon 3 types of knowledge:

1. **Substantive knowledge** - this refers to facts and academic study. There are correct and incorrect answers in RE. The idea that 'You can't get it wrong in RE because it's all about your opinion', is not accurate.
2. **Disciplinary knowledge** - this refers to how students learn about religious beliefs. RE is multi-disciplinary. This means it includes aspects of Theology, Philosophy and Social Sciences.



3. **Reflective knowledge** - this refers to the students' view. What do students believe and how does that impact their life? What influences students to believe in what they do? What does it mean to be a citizen in a 21st century society?

### **Key Stage 3**

All students in Key Stage 3 are taught in form groups for one hour per week of Religious Education.

### **Key Stage 4**

Religious Education is taught as a GCSE option subject in Key Stage 4. We teach the AQA course on Christianity and Buddhism.

All students in KS4 have access to RE through core RE lessons and Deep Learning Days.

### **Key Stage 5**

We teach Philosophy A Level as an option and currently have one class in Year 12 and one in Year 13

Year 12 All groups are mixed ability

Year 13 All groups are mixed ability

### **Public Examinations**

Year 11 GCSE Option students sit two 1:45 hour exams:

- AQA Specification - Christianity and Buddhism
- AQA Specification - Themes Paper

Year 12 & 13 AQA Philosophy

### **Additional Information**

The Department meets formally on a regular basis, in accordance with the College's meetings system. Agendas and minutes are supplied to each member and also stored centrally. Information is communicated by e-mail, in person or in writing.

As a training department for B Ed, PGCE and GRTP trainees from various East Sussex establishments, including University of Sussex and Brighton University, we have continuing, productive relationships with local training providers and their personnel and are able to contribute through meetings and other contacts to their programmes.



# The Application and Appointment Arrangements

We look forward to receiving your application which should be returned to our HR Department at Uckfield College, [hr@uckfield.college](mailto:hr@uckfield.college). Your application should comprise:

- A letter of application (2 sides A4 max), which includes reference to those aspects of your experience, personal qualities, knowledge and skills which will equip you for these roles;
- A fully completed application form.

The closing date for receipt of completed applications is Monday 20th January 2025 at 9.00 a.m. Short-listing will take place shortly afterwards and interviews will be held on Tuesday 4th February 2025. The selection process will include meetings with key members of the team, a lesson observation, a tour of the College and formal interviews.

We reserve the right to invite candidates for interview prior to the closing date and to close vacancies early if we have sufficient suitable applications. Therefore, we encourage interested applicants to apply as soon as possible.

If you require any further information please contact our HR Department at Uckfield College on 01825 764844, extension 1008 or email [hr@uckfield.college](mailto:hr@uckfield.college). Alternatively you may contact Toni Fletcher, PA to the Principal, on 01825 764844, extension 1002, or email [t.fletcher@uckfield.college](mailto:t.fletcher@uckfield.college).



# Uckfield College

## *Love Learning for Life*



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