**Teacher of Religious Education**



**Reporting to:** Head of Religious Education

**Contract:** Full time, Permanent

**Suitable for:**  ECT’s or Experienced teachers

**Start date:** September 2025

**Salary:** MPS/UPS + Outer London Pay £34,515-£51,177 FTE

**Allowance:** TLR may be available for suitable candidate

**Disclosure level:** Enhanced

## The Role

We wish to appoint a full teacher of Religious Education to work across KS3, KS4 and KS5. The role is available from September 2025.

* Students follow the Edexcel Religious Education syllabus at GCSE and OCR at A Level.
* All classes are taught in mixed ability groups from Year 7 upwards.
* The Religious Education Department achieves outstanding results at all key stages.
* There is an opportunity to teach KS5 if the successful applicant has experience.

## About Our School

Trinity Catholic High School is large Catholic comprehensive school situated in the London Borough of Redbridge and within the Diocese of Brentwood. Highly regarded in the area, we have a reputation for excellence in all aspects of our service to the children in our school and the wider community. Many of our staff are long-serving; 10 years plus which highlights their happiness and commitment to the school. Many ex-students choose to send their own children to Trinity.

The highest standards relating to Teaching and Learning are a feature of daily life at Trinity and these significantly and positively impact student progress and attainment which are demonstrated by our excellent exam results.

Trinity’s Section 48 report (January 2020) states that “Trinity Catholic High School is an outstanding school and a beacon of high-quality Catholic education. It has an excellent reputation in the local community and beyond and it is rightly seen as a flagship school for the Diocese of Brentwood”. The report also emphasises that “Catholic life at Trinity Catholic High School is outstanding and is of the highest quality” and “Every aspect of Collective Worship at the school is outstanding".

## We are seeking a professional who is:

* An enthusiastic RE specialist with the ability to teach across all of the Key Stages.
* Passionate about RE Education and has excellent subject knowledge.
* Ambitious and committed to the very highest standards of student learning.
* Keen to challenge and enthuse our diverse student population.
* An excellent classroom practitioner with a drive for self-improvement and development.

## We can offer the successful candidate:

* An opportunity to work with an experienced Headteacher and forward-thinking and supportive Senior Leadership Team



* A pleasant environment conducive to high quality teaching and learning with friendly and motivated staff across the school
* A caring and affirming culture and ethos with a staff social committee who regularly organise events to enhance this
* Opportunities for professional development and progression including support for NPQs
* Well-resourced and well-managed departments with a collaborative attitude to classroom management and commitment to raising standards and securing achievement for all students
* Well behaved students that are keen to achieve and are respectful of their teachers.
* Support for staff wellbeing through access to SAS wellbeing services, including
* 24 hour GP helpline
* Health screening service
* Medical support services
* Physiotherapy
* Counselling
* Fair allowances for staff requiring leave of absence beyond that relating to illness
* Non-contact time which is above the national minimum requirement of 10% of timetable

**Your Application**

#### We can only accept applications made on our school application form. Download our application form from our website: [www.tchs.org.uk/about-us/employment/](http://www.tchs.org.uk/about-us/employment/)

* Tel: 020 8504 3419
* Email: [recruitment@tchs.org.uk](mailto:recruitment@tchs.org.uk)
* Closing date for applications: 7th February 2025
* Interviews take place: Information will follow shortly

**Early applications are welcome**

Trinity Catholic High School is committed to safeguarding children. Further details of this can be found on our website <https://www.tchs.org.uk/about-us/safeguarding/> Successful candidates must be willing to undergo child protection screening appropriate to the post, including checks with past employers and a satisfactory enhanced check with the Disclosure and Barring service (DBS).

Please note, due to high volumes of applications only shortlisted candidates will be contacted. We reserve the right to call applicants to interview prior to the closing date.

**Job Description**

## Key responsibilities

1. To carry out general teaching commitments at KS3 and KS4
2. To attend all Religious Education department meetings.
3. To keep a half termly record of data on SIMs for all classes taught.
4. To ensure classroom intervention is in place for all underachievers.
5. To contribute to the academic development of the department, for example by developing and evaluating schemes of work.
6. To mark all exercise books, assessed pieces of work and exams in accordance with the department’s home study policy.
7. To keep a detailed and accurate teacher planner in accordance with the department policy.
8. To be familiar with the policies within the Religious Education department and school handbooks, and to follow all procedures therein.
9. To ensure that examination specifications are followed at all times.
10. To be responsible for the maintenance of Religious Education displays in a designated classroom or area.
11. To undertake any reasonable task relating to Religious Education, for example in assisting in the writing of internal examination papers and mock schemes, as requested by the Head of Department.
12. To be accountable for all classes taught, both in progress and attainment.
13. To liaise fully with staff, parents and the Head of Department as necessary, with respect to all aspects of their students’ progress.
14. To be responsible for safeguarding and promoting the welfare of children and young adults in accordance with the document ‘Every Child Matters’

## Teaching, Learning and Assessment

1. Work in line with the schools’ curriculum, schemes of work, to plan and prepare effective teaching schemes and lessons
2. To teach engaging and effective lessons that motivate, inspire, and improve pupil attainment
3. To make students aware of opportunities for extending their educational experience outside timetabled time, both in and out of school, and to foster and support student participation in such activities
4. To use regular assessments to set targets for pupils, monitor pupil progress towards individual targets and respond accordingly to the results of such monitoring
5. To produce/contribute to oral and written assessments, reports and references relating to individual and groups of pupils in line with the school monitoring and evaluation framework.
6. To develop plans and processes for the classroom with measurable results and evaluate those results to make improvements in pupil achievement
7. To ensure that all pupils achieve at least expected progress and the majority of pupils make more than expected progress
8. To identify underperforming pupils and groups of pupils. Implement effective and timely learning interventions in respect of underperforming pupils.
9. To maintain regular and productive communication with pupils, parents and carers, to report on progress, sanctions and rewards and all other communications
10. To provide or contribute to oral and written assessments, reports and references relating to individual pupils and groups of pupils
11. To direct and supervise support staff assigned to lessons and when required participate in related recruitment and selection activities
12. To implement and adhere to the academies behaviour management policy, ensuring the health and well-being of pupils is always maintained
13. To participate in preparing pupils for external examinations.
14. Promote the spiritual, moral, social, and cultural development of all pupils

## Pastoral Care



## To help promote and safeguard the welfare of all children.

## To promote self-discipline, high standards of behaviour and positive attitudes on the part of all students and to implement policies and procedures to foster them.

## To ensure that a high standard of care and behaviour is maintained through the development and implementation of behaviour systems.

## To establish and maintain an effective environment for good learning.

The above duties are not exhaustive, and the post-holder may be required to undertake reasonable tasks as assigned by Headteacher.

# Person Specification – Teacher of Religious Education

All areas will be assessed by application and at interview.

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| **Qualifications** | **Essential** | **Desirable** |
| Educated to degree level in the identified subject |  |  |
| Qualified Teacher Status |  |  |
| Good Honours Graduate |  |  |
| Able to teach Key Stage 3 & 4, and an interest in developing teaching to A Level |  |  |
| Range of High Level qualifications |  |  |
| **Background and Experience** | **Essential** | **Desirable** |
| Practising Catholic |  |  |
| Substantial recent and successful teaching experience in secondary schools |  |  |
| Excellent classroom management skills with the ability to ensure that positive behaviour is a constant feature of the classroom environment |  |  |
| Excellent understanding of current, relevant issues and national developments in education |  |  |
| Able to work on one’s own, using one’s own initiative |  |  |
| Experience and understanding of the role of the form tutor |  |  |
| Experience of assessment, recording and reporting processes |  |  |
| Experience of supporting colleagues to improve practices |  |  |
| **Professional Knowledge and Understanding** | **Essential** | **Desirable** |
| Understands the characteristics of high-quality teaching, learning and  achievement for all students |  |  |
| Excellent understanding of effective pedagogy |  |  |
| Actively promote the Catholic Ethos of the School |  |  |



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| **Skills** | **Essential** | **Desirable** |
| Able to manage challenging behaviour of students and support colleagues to manage behaviour |  |  |
| Excellent communication skills (oral and written) |  |  |
| Excellent organisational skills to meet deadlines and manage work load of self  and others |  |  |
| Able to anticipate problems and find solutions |  |  |
| Able to develop positive and meaningful relationships with students |  |  |
| Able to give good quality feedback to students |  |  |
| **Personal Qualities and Attributes** | **Essential** | **Desirable** |
| Capacity to plan and deliver vision for Religious Education and Philosophy |  |  |
| A commitment to equal opportunities and to valuing the achievements of all |  |  |
| The ability to reflect on own teaching practice, adapting teaching strategies and techniques based on departmental/senior leadership team feedback |  |  |
| To have self-confidence, energy, reliability and commitment. |  |  |
| Commitment to participation in the extra-curricular program of the school |  |  |