

October 2025

Dear Colleague,

**Teacher of RE – Fixed term maternity Contract 16th Feb 2026 – 19th Feb 2027.
0.8 Contract with a day off a week, week 1 Wednesday and Week 2 Thursday.**

Thank you for your interest in this important post. We are looking to appoint a new colleague to join the RE department from February 2026.

Balcarras is a great place to teach, with friendly, committed colleagues, keen pupils, supportive parents and a consistent focus upon professional development. Facilities are first rate with three purpose built classrooms, one with a computer suite that all of the department make regular use of. You will be assured of a warm welcome and excellent support both in the department and across the school.

We are both a teaching school and a maths hub, so professional development is one of our major strengths. The post is open to both experienced and newly-qualified teachers and you will be assured of an excellent induction programme if appointed.

Having perused the details and our website and applicant pack, I hope you will be keen to apply. Please submit an application form as soon as possible or by **Wednesday 5th November 2025, 9am.** Interviews will be held shortly afterwards.

I look forward to hearing from you.

Yours sincerely,



Dominic Burke
Headteacher

RELIGIOUS EDUCATION DEPARTMENT

The work of the religious education department is wide-ranging and varied. It includes general religious education, GCSE Religion, Philosophy and Ethics, and A-level Theology, Philosophy and Ethics. The Religious Education Department at Balcarras aims to produce religiously educated and aware pupils who also value truth, seek justice and honour, respect themselves and others and who care about British values and the world they live in. Our aim is to educate pupils so that they are interested in and can understand the religious beliefs, worldviews, values and traditions of others whilst also being willing to assess their own beliefs against conflicting opinion. To this end, we are committed to delivering effective, informative and challenging religious education lessons throughout all year groups.

The department is made up of three experienced, specialist religious education teachers with three purpose built classrooms, one with a computer suite that all of the department make regular use of. We are proud of our facilities and place a great emphasis on creating a stimulating working environment. Some of our classrooms have been the winners of the school display competition. However, we also look for opportunities to expand learning outside of the classroom, and this involves annual visits to places of worship, whole school curriculum days, a whole school 'Philosophy Fortnight', Sixth Form philosophy conferences and residential trips. We also have representatives from religions in to discuss their faith with the pupils.

At key stage 3, we broadly follow the Gloucestershire agreed syllabus by endeavor to go further, by teaching all of the six major world religions as well as non religious views and philosophy and ethics. Our approach to KS3 is to make it enjoyable and challenging to enable students to engage with religious education and build up their skills in preparation for GCSE and A-Level study.

Recruitment for GCSE religious education is very strong with 35-40% of the year group opting to take the subject as a full GCSE. We study the AQA specification with Christianity, Buddhism and the Philosophy and Ethics papers A, B, C and E. As a department we fully resourced the course with high quality PowerPoints, activities and exam style material and pupils, and staff enjoy the course. Our GCSE results are very strong and proud of the reputation we have built within the school and local area.

We are also a popular options subject with A-Level pupils and have 70 A-Level pupils currently studying the course. We study the EDUQAS Philosophy, Ethics and Theology course. We have recently changed exam boards but our lessons are resourced to a high standard with work booklets and PowerPoints to enable progress of pupils of all abilities. We again, have good results at A-Level and our pupils are passionate about the subject meaning we have had a number of pupils have go on to study the subject, or linked subjects, at university over the years, including Oxbridge and Russell Group universities.

This is an exciting opportunity to join an experienced, dedicated and successful religious education and philosophy department. We are seeking a passionate, dynamic and engaging teacher to join our well established and respected department. We welcome applications from ECT level candidates who are committed to the teaching of high-quality teaching of religious, social, moral, ethical and philosophical education of pupils, promoting outstanding progress and attainment for all. Candidates may be required to teach Religious Education to Key Stages 3, 4 and 5.

Harriet Ebanja
Head of Department
Oct 2025