

APPOINTMENT OF

TEACHER OF RE

Required for September 2021

Closing date: 9am, Monday, 24th May 2020

Interviews: to follow thereafter

**Christ’s School, Queen’s Road, Richmond upon Thames, TW10 6HW**

**Tel: 020 8940 6982 e-mail: hr@christs.school**

**www.christs.richmond.sch.uk**



May 2021

Dear Candidate

Thank you for your interest in the position of Teacher of Religious Education at Christ’s School.

Christ’s School is a Church of England comprehensive school for 940 young people aged between 11 and 18. Our vision is to deliver Excellence as Standard to every member of our Christ’s family: excellent leadership; excellent staff; excellent outcomes and excellent partnerships.

Our school is situated on an enviable site adjacent to Richmond Park in Richmond upon Thames in South West London. We have excellent links with our feeder primary schools and the local community. We are proud to be a faith school and welcome students from Christian and other religious backgrounds.

At Christ’s School we combine our expectations for students’ excellent academic achievement with an emphasis on their personal growth as well-rounded individuals. Our aim is for students to become confident, successful, responsible young people, who love learning, have a desire to lead and serve and are ambitious for their own futures.

Our learning environment is inspirational, supportive and happy, and based on the Christian values of Love, Justice and Peace. We provide outstanding educational opportunities and experiences for each of our students to enable all to explore intellectually, to grow emotionally and spiritually and to achieve their full potential.

Our Behaviour for learning approach focuses on restorative practice and recognises the importance of building positive relationships with individual students. It is based on the work of Paul Dix at Pivotal Education. We are proud to be a Regional Hub School for Pivotal and have achieved their Gold Award in recognition of our work in this area.

Our results continue to go from strength to strength. We were particularly pleased with our 2016 Ofsted inspection in which we performed strongly in each of the criteria and achieved a judgement of ‘Good’ overall. As a Christian school we were particularly pleased that our work to ‘promote pupils’ personal development’ was judged as ‘outstanding’ and ‘the level of care and support for all pupils is of the highest standard’. Our SIAMS inspection report also found the school to be outstanding at meeting the needs of all learners.

Applications should be sent in the form of a completed online application form including a supporting statement. This should outline how your skills and experience fit the job and person specifications, the impact you have made in your current/most recent role and should be no longer than 3 sides of A4, font size12.

Please email completed applications to Mrs Julia Ralph - hr@christs.school. We are looking for completed application forms (email only) to be returned by 9am on **Monday, 24th May 2021**. Interviews to follow thereafter.

Early applications are welcome and we reserve the right to appoint before the closing date if we find a suitable candidate.

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

Christ’s School is an Equal Opportunities employer as detailed in our Equal Opportunities Policy.

Any appointment made will be subject to checks that details given on the application form are as stated. It will also be subject to receipt of a satisfactory medical disclosure form. Before an appointment can be confirmed a DBS enhanced disclosure will be required.

Please visit our website where you will be able to find out more about our school, ethos, and vision. If you have any queries about the application process or would like to arrange an informal visit, please contact Julia Ralph on 0208 439 9652.

At Christ’s we deliver Excellence as Standard. If you believe you can help us realise our vision, we look forward to hearing from you.

Yours sincerely,

Helen Dixon (Mrs)

Headteacher

Job description: Teacher of Religious Education

**Job:** Teacher of Religious Education

**Salary / Grade:** MPS/UPS

**Hours:** Full time (FTE1.0)

**Contract type:** Fixed term (1 year for NQTs)

**Accountable to:** Headteacher

**Responsible to:** Head of Religious Education

**Mission**

At Christ’s School we combine our expectations for students' outstanding academic achievement with an emphasis on their personal growth as well-rounded individuals. Our aim is for students to become confident, successful, responsible young people, who love learning, have a desire to lead and to serve, and are ambitious for their own futures.

Our learning environment is inspirational, supportive and happy, and based on the Christian values of Love, Justice and Peace. We provide outstanding educational opportunities and experiences for each of our students, to enable all to explore intellectually, to grow emotionally and spiritually and to achieve their full potential.

Our ambition is that Christ’s is a community where students:

* achieve their full academic, sporting, musical and artistic potential
* have a life-long curiosity and passion for learning
* are creative thinkers, capable of taking risks in their learning and of studying independently
* are spiritual individuals, compassionate and sensitive to the needs of others and of self
* embrace diversity and have a commitment to equality and inclusivity
* are considerate, polite and always act respectfully towards others
* develop personal qualities of leadership, courage, integrity, resilience and determination
* make a positive contribution to their community and to society as a whole
* are team players, who work collaboratively to achieve shared goals
* feel comfortable socially and express themselves confidently in a range of situations.

**Job purpose**

The post holder would be expected to promote and deliver outstanding teaching, learning and attainment in RE across all Key Stages (3-5) as well as supporting the extensive extra-curricular sports programme on offer at Christ’s. The post holder will be responsible for promoting the safeguarding of all students and be always mindful of ensuring equality of opportunity for all students and staff. The post holder will adhere to the teachers’ professional standards and will also promote the school’s Christian ethos and vision.

**Generic teacher job description**

All teachers are expected to:

* Carry out duties of a school teacher as set out in the Pay and Conditions Document and subject to any amendments due to government legislation. Uphold the school’s principles and policies which underpin good practice and the raising of standards.
* Demonstrate a thorough and up to date knowledge of the teaching of your subject and take account of wider curriculum developments which are relevant to your work.
* Consistently and effectively plan lessons and sequences of lessons to meet students’ individual needs.
* Consistently and effectively use a range of appropriate strategies for teaching and classroom management.
* Consistently and effectively use information about prior attainment to set well-grounded expectations for pupils and monitor progress to give clear and constructive feedback.
* Demonstrate that, as a result of your teaching, your students achieve well, relative to the students’ prior attainment.
* Take responsibility for your professional development and use the outcomes to improve your teaching and students’ learning.
* Make an active contribution to the policies and aspirations of the academy.
* Undertake any other task reasonably requested by the Principal.

**Further particulars specific to the Teacher of RE post:**

We are a Church of England school and RE is taught across all Key Stages and at GCSE. Philosophy is taught at A level.

NQTs are welcome to apply and part-time may also be considered.

This is not a comprehensive list of all tasks which may be required of the post holder. It is illustrative of the general nature and level of responsibility of the work to be undertaken, commensurate with the grade.

**Christ’s School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants will undergo appropriate child protection screening including checks with past employers through the Disclosure and Barring Service.**

**Person Specification**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **CRITERIA** | **Essential / Desirable** | |  | **Assessed by application / interview process** | |
|  | **E** | **D** |  | **A** | **I** |
| **QUALIFICATIONS AND REQUIREMENTS** |  |  |  |  |  |
| Honours degree or equivalent | √ |  |  | √ |  |
| Qualified Teacher Status | √ |  |  | √ |  |
| In sympathy with the Christian values of the school | √ |  |  | √ | √ |
| Displays a commitment to the protection and safeguarding of children and young people | √ |  |  | √ |  |
| **KNOWLEDGE AND UNDERSTANDING** |  |  |  |  |  |
| Good awareness of current educational developments | √ |  |  | √ | √ |
| Clear understanding of current issues related to the subject | √ |  |  | √ | √ |
| Ability to plan lessons effectively | √ |  |  | √ | √ |
| An understanding and commitment to the ethos of the school | √ |  |  | √ | √ |
| Evidence of high level classroom skills | √ |  |  | √ | √ |
| **SKILLS AND EXPERIENCE** |  |  |  |  |  |
| Courses of further study relevant to the post |  | √ |  | √ | √ |
| Evidence of active involvement in professional development |  | √ |  |  |  |
| Excellent organisational skills | √ |  |  |  |  |
| Excellent ICT skills | √ |  |  |  |  |
| Clear evidence of leadership |  | √ |  |  |  |
| **PERSONAL ATTRIBUTES** |  |  |  |  |  |
| Excellent punctuality and professional conduct | √ |  |  | √ | √ |
| A sense of humour |  | √ |  |  |  |
| Good interpersonal skills | √ |  |  | √ | √ |
| A commitment to a team ethos | √ |  |  | √ | √ |
| Professional integrity and honesty | √ |  |  | √ | √ |
| Ability to meet deadlines | √ |  |  | √ | √ |
| Self-motivated with an ability to use own initiative | √ |  |  | √ | √ |
| Able and willing to scrutinise own practice and to make their practice accessible to others | √ |  |  | √ | √ |
| The capacity to form positive learning-centred relationships with other professionals | √ |  |  | √ | √ |
| Believe they can improve on their previous best | √ |  |  | √ | √ |
| Commitment to safeguarding children and young people | √ |  |  | √ | √ |
| Potential for promotion |  | √ |  | √ | √ |
| Ability to engage, motivate, enthuse and support colleagues |  | √ |  | √ | √ |