

## Teacher of Religious Studies

We are seeking a Teacher of Religious Studies to join our Humanities Department from 1 September 2025. This is a great opportunity for a passionate educator to deliver excellence in the classroom and inspire students through innovative lessons. This post would be an ideal opportunity for an early career teacher (ECT) to develop their practice, within a supportive and evolving team.

**Contract type:** Permanent Full Time Teaching

**Start Date:** September 2025

Would you like to work in a school that invests in developing and growing its staff? Are you a teacher who wants to make a difference and help students achieve their potential? If so, an exciting opportunity has arisen at King's Norton School for Boys. We are seeking to appoint an enthusiastic, highly motivated, organised, and confident Teacher of Religious Studies to join our team. We are looking for someone who loves their subject and can communicate and share that passion with their students, colleagues, and the wider community. The successful candidate must have a strong desire to continuously develop and improve their teaching practice and have the highest expectations for our boys. Our academic results are impressive and are consistently above the National Average and well above the National average for boys. We are pleased with progress our boys make.

The ideal candidate will have up-to-date knowledge and understanding of current developments in the teaching and learning of Religious Studies to all students. They will have strong communication skills along with the enthusiasm needed to inspire the students they teach and their colleagues in the department. They will be open, honest and reflective with a thirst to improve and develop their practice and pedagogy.

At King Edward VI King's Norton School for Boys, we are proud of our journey, and, with over 100 years of history, our school has many great traditions that live on in our ethos today. We maintain the best of these traditions and enhance them with the latest educational practice; this provides us with a blend of traditional values with a forward-looking approach to learning.

We are part of the [King Edward VI Multi Academy Trust](#), which is a diverse family of schools serving Birmingham. The trust supports the school in our shared aim and values; to make Birmingham the best place to be educated. To achieve this, it is essential that we add value, academically, personally and culturally to our student's journey. We are proud of our curriculum, teaching, learning and the results they enable our students to achieve. We are proud of our students and the way they develop as individuals through their interactions and experiences. We are proud of the range of opportunities that we offer which take our students out of their comfort zone and help them to build character, self-worth and resilience.

Aspiration is essential to all of this; it is the key to continually striving for improvement. Our motto is: ***"Humani Semper Contendimus"***. – ***'we humans are always striving'***. It drives us in providing the highest quality, well-rounded education for the boys we serve.

Applicants should complete the school's application form and submit with a supporting letter maximum of two sides of A4 and return to [recruitment@knbs.co.uk](mailto:recruitment@knbs.co.uk). Please do not delay in sending in your application as applications will be considered as they arrive. We do not intend to consider

any application that arrives after **4pm** on Monday 10<sup>th</sup> February 2025, final shortlisting of applications will take place at this time and Interviews will be carried out Thursday 27<sup>th</sup> February 2025.

If you'd like a tour of the school or an informal conversation with a member of our team, please contact us on 0121 628 0010 or email [recruitment@knbs.co.uk](mailto:recruitment@knbs.co.uk) and we will happily oblige.

King Edward VI King's Norton school for boys is committed to safeguarding and promoting the welfare of children and expect all staff to share this commitment. The successful candidate will be subject to all necessary pre-employment checks, including enhanced DBS; Childcare Disqualification (where applicable); qualifications (where applicable); medical fitness; identity and right to work. All applicants will be required to provide two suitable references. For short-listed candidates an online search will also be carried out as part of due diligence on all short-listed candidates.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. Which means that when applying for certain jobs and activities certain spent convictions and cautions are 'protected', so they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account.

**Job Description**  
**Teacher of Religious Studies**

<b>Post Holder:</b>	
<b>Purpose:</b>	<p>To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.</p> <p>To monitor and support the overall progress and development of students as a teacher/ Form Tutor</p> <p>To contribute to raising standards of student attainment.</p> <p>To plan and prepare lessons that facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.</p> <p>Support departmental planning, resource development and quality assurance monitoring.</p> <p>To share and support the school’s responsibility to provide and monitor opportunities for personal and academic growth.</p>
<b>Reporting to:</b>	<p>Teacher i/c of curriculum area</p> <p>Head of Humanities</p>
<b>Liaising with:</b>	<p>Headteacher / SLT, other Heads of Faculty, Heads of Subject, Heads of House, Student Support Team, relevant staff with cross school responsibilities, relevant non-teaching support staff, and parents. External support staff (e.g. BEP or Local Authority)</p>
<b>Working Time:</b>	Term Time - 195 days per year – Teacher Full time.
<b>Salary/Grade:</b>	MPS / UPS
<b>Disclosure level:</b>	Enhanced

<b>Main (Core) Duties</b>	
<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>• To manage pupil learning through effective teaching in accordance with the Department’s programme of learning.</li> <li>• To ensure continuity, progression and cohesiveness in all teaching.</li> <li>• To use a variety of methods and adapting learning to match curricular objectives and the range of pupil needs.</li> <li>• Ensure equal opportunities for all pupils.</li> <li>• To set homework regularly (in accordance with the school’s homework policy.)</li> <li>• To work with support staff (including prior discussion and joint planning) in order to benefit from their specialist knowledge and to maximise their effectiveness within lessons.</li> <li>• To work effectively as a member of the department to improve the quality of teaching and learning.</li> <li>• To set high expectations for all pupils to deepen their knowledge and understanding and to maximise their achievement.</li> <li>• To use positive management of behaviour in an environment of mutual respect which allows pupils to feel safe and secure, to promote their self-esteem.</li> </ul>

<b>Curriculum Provision</b>	<ul style="list-style-type: none"> <li>• To assist the Head of Department/ Faculty and the SLT leads for Curriculum, to ensure that the curriculum area provides a range of teaching which complements the school's strategic objectives.</li> <li>• To ensure the delivery of an appropriate, comprehensive, high quality and cost- effective lessons fulfils statutory and examination board / awarding body requirements.</li> </ul>
<b>Curriculum Development</b>	<ul style="list-style-type: none"> <li>• To support curriculum development for the subject area.</li> <li>• To keep up to date with developments with teaching practice and methodology in the subject area.</li> </ul>
<b>Staffing</b>	<ul style="list-style-type: none"> <li>• To take part in the school's staff development programme by participating in arrangements for further training and professional development.</li> <li>• To continue personal development in the relevant areas including subject knowledge and teaching methods.</li> <li>• To engage actively in the appraisal process.</li> <li>• To ensure the effective/efficient deployment of classroom support</li> <li>• To work as a member of a designated team and to contribute positively to effective working relations within the school.</li> </ul>
<b>Quality Assurance</b>	<ul style="list-style-type: none"> <li>• To help to implement school quality procedures and to adhere to those.</li> <li>• To contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed school procedures, including evaluation against quality standards and performance criteria. To seek/implement modification and improvement where required.</li> <li>• To review from time-to-time methods of teaching and programmes of work.</li> <li>• To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.</li> <li>• To implement required improvements arising from quality assurance practices and monitor their implementation and impact.</li> <li>• To implement school policies &amp; procedures.</li> </ul>
<b>Communications:</b>	<ul style="list-style-type: none"> <li>• To communicate effectively with the parents of students as appropriate.</li> <li>• Where appropriate, to communicate and co-operate with persons or bodies outside the school.</li> <li>• To follow agreed policies for communications in the school.</li> <li>• To liaise with partner schools, higher education, Industry, examination boards / awarding bodies and other relevant organisations.</li> </ul>
<b>Additional Duties:</b>	<ul style="list-style-type: none"> <li>• To play a full part in the life of the school community.</li> <li>• To support its distinctive ethos and to encourage and ensure staff and students follow this example.</li> </ul>
<b>Pastoral System:</b>	<ul style="list-style-type: none"> <li>• To be a Form Tutor to an assigned group of students.</li> <li>• To promote the general progress and well-being of individual students and of the Form Tutor Group as a whole.</li> </ul>

	<ul style="list-style-type: none"> <li>• To liaise with the Head of House to ensure the implementation of the school's Pastoral System.</li> <li>• To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.</li> </ul>
<p><b>Other Specific Duties:</b></p>	<ul style="list-style-type: none"> <li>• To be fully committed to safeguarding the welfare of children and young people.</li> <li>• To continue personal development as agreed</li> <li>• To promote the safe use of school facilities in line with the health and safety requirements.</li> <li>• To undertake any other duty as specified by STPCB not mentioned in the above.</li> </ul> <p>Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request to undertake work of a similar level that is not specified in this job description.</p> <p>Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.</p> <p>The school will endeavour to make any necessary adjustments to the job and the working environment for any employee who develops a disabling condition.</p> <p>This job description is current at the date shown, but following consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job which are commensurate with the salary and job title.</p>

**Person Specification**  
**Teacher of Religious Studies**

	Desirable	Essential	Method of Assessment
<b>Knowledge/ Qualifications</b>			
Qualified Teacher Status		X	Application / Certificate
A willingness to undertake further relevant training and to pass those skills on to other members of staff as appropriate.		X	Interview
Good knowledge of the developments in the current curriculum for the subject		X	Application / Interview
Good ICT and Computer skills		X	Application / Interview
<b>Experience</b>			
Enthusiasm and passion for teaching		X	Application / Interview
Experience in teaching Mathematics at GCSE		X	Application / Interview
Excellence as a classroom practitioner		X	Application / Interview
Imagination and creativity in the classroom		X	Application / Interview
Experience in writing schemes of learning		X	Application / Interview
A commitment to the extra-curricular life of the school		X	Application / Interview
A commitment to safeguarding and promoting the welfare of children and young people		X	Application / Interview
A commitment to obtaining the highest standards of pupil achievement and a belief that enjoyable learning is the most effective learning		X	Application / Interview
A commitment to the school's Strategic Purpose, Commitment and Intent		X	Application / Interview
<b>Personal Skills</b>			
An effective team member		X	
Ability to work under pressure		X	Application / Interview
Excellent communication skills		X	Application / Interview

Able to motivate and inspire students		<b>X</b>	Application / Interview
An excellent teacher with enthusiasm and a commitment to education and developing young people		<b>X</b>	Application / Interview
Able to develop good personal relationships with students		<b>X</b>	Application / Interview
Ability to initiate ideas		<b>X</b>	Application / Interview
Ability to set own targets and meet own and other people's deadlines		<b>X</b>	Application / Interview
<b>Equal Opportunities</b>			
Must have an understanding of and commitment to the school's equal opportunities policies and procedures		<b>X</b>	Application / Interview
To be able to demonstrate a commitment to celebrating diversity and promoting community cohesion in a multi-cultural setting		<b>X</b>	Application / Interview