



**BEACON
ACADEMY**

AMBITIOUS FOR EXCELLENCE

Teacher of Religious Studies

(Maternity Cover)



MARK
Education
Trust

Information for applicants
March 2024

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Welcome to MARK Education Trust

After operating as a Single Academy Trust for several years, we were delighted to become a fully functioning Multi Academy Trust when Uplands Academy joined our first school, Beacon Academy, on September 1st 2022.

Our trust's motto is 'ambitious for excellence' and this applies to all aspects of its work, including governance. From September 1st 2022, our trust moved from being a multi academy trust operating as a single academy trust, to a fully functioning multi academy trust containing our two East Sussex based secondary schools, Beacon Academy in Crowborough and Uplands Academy in Wadhurst.

Our trust's mission statement is:

MARK Education Trust provides the best possible education for our students, preparing them for life, so they can stand equally alongside their peers, locally, nationally and globally.

The guiding values of MARK Education Trust are:

M – Motivated: to create exceptional, caring and safe educational establishments

A – Ambitious: high expectations of staff and students

R – Resourceful: ensuring efficiency and value for money

K – Knowledgeable: valuing learning for life

Our vision

MARK Education Trust will create:

- Schools with their own strong identity underpinned by shared values
- Schools with expertly taught broad and balanced curriculums which give students the knowledge they need to further their education and thrive in adult life
- Schools which through collaboration constantly improve so that they are recognised for their outcomes at a local, regional and national level
- Schools which are the school of choice for their community and the employer of choice for the best professionals
- Safe and happy environments which enable students and staff to thrive and succeed
- Governance, leadership and management which is robust at all levels, ensuring that the trust is fully accountable to its stakeholders
- A strategy of 'growth with care', ensuring that the trust is able to meet the needs of and invest in its own academies as well as the capacity to support further academies

Letter from our Executive Headteacher



Post of Teacher of Religious Studies (Maternity Cover)

We are seeking applications from dedicated and hardworking professionals with a desire to work in a successful, thriving and supportive 11-18 Academy. The role will be to teach the subject from Key Stage 3 through to Key Stage 5, which includes our successful Religious Studies at A level. . This role has been created to expand and develop this area of the curriculum and so will be a significant opportunity to build and shape the future of the Religious Studies department.

Context

We are a split site, semi-rural, mixed 11-18 non-selective converter academy with approximately 1630 students, including over 250 students in our Sixth Form. We are situated centrally in Crowborough on the outskirts of the Ashdown Forest, an area of outstanding natural beauty. We are close to Tunbridge Wells and the South Coast. The vast majority of our staff travel to Beacon from a variety of destinations within the South East, including Brighton, Eastbourne, Lewes and Tunbridge Wells.

Our catchment area generates our truly non-selective intake, both in terms of ability and socio-economic background. We are an oversubscribed school. We draw students from more than 10 primary schools in Crowborough and the surrounding areas. We also attract applications from an increasing number of students outside of our catchment area, however, due to our oversubscription we are generally only able to offer places to those within our pre-defined community area.

Our sixth form provision is accommodated entirely at our Green Lane site, an 800m five minute walk from our main Beeches site which accommodates years 7-11. We are immensely proud that we retain a high proportion of our Sixth Form students from Beacon Academy as well as recruiting students from other local and international schools.

Vision, culture, expectations and outcomes

Our vision is to provide the best possible education for all of our students and to be ambitious for excellence in all we do. Whether a member of staff, trustee (governor) or student, we all work relentlessly to inspire and believe in one another to achieve our ambitions and succeed in life.

At Beacon Academy there is an expectation that as staff and students, we will work hard, be ambitious, self-motivated, inquisitive, resilient and determined to succeed. Our students work incredibly hard, are polite, respectful, well behaved, well presented and ready to learn. They are expected to be caring, considerate and tolerant in lessons, social time and whilst travelling to and from school. These areas are reinforced and adopted positively by staff and students alike – there is a tangible sense of pride in being part of Beacon. Our students are meticulously supported by our experienced, loyal, highly skilled and highly effective team of staff. This includes a dedicated, non-teaching Student Support Team consisting of a Head of Year (teaching staff) and an Assistant Head of Year (non-teaching staff) for each year group who support them throughout their time at Beacon Academy.

The rigorous focus on all of our students as unique individuals is paramount. There is an unprecedented determination and commitment from everyone who works at Beacon that they will succeed.

We work diligently on our unapologetically high expectations and standards, allowing us to foster exceptional relationships in an environment that is consistently calm, safe, happy and orderly. I have no doubt that the combination of this with our broad, balanced curriculum and outstanding teaching contributes significantly to our sustained improvements across the board. Our latest A-Level and GCSE results are testament to this and to the teamwork of our phenomenal students and staff.

In 2019 we were immensely proud and delighted to be celebrating the best ever A-Level and GCSE results in our sixty year history, and we found ourselves once again significantly above county and national averages. These results placed Beacon Academy as the top performing school in East Sussex and one of the top performing schools nationally.

Exam Success (last published results 2019 due to COVID)

As confirmed by the Department for Education's national league tables, in 2019 Beacon Academy was the number one school in East Sussex for the third year running under the headline Progress 8 measure, in first place in Sussex overall and in the top 1.8% of all schools nationwide.

Progress 8 is the Government's main performance measure and reflects the value that schools add to the progress of their students in respect of their final GCSE grades, compared to that of their peers of similar prior ability across the country.

In 2019 our Progress 8 score was 0.97. As a non-selective, non-denominational, non-fee-paying school, we are immensely proud and delighted to have received this confirmation, once again, of our high-ranking position. We are in an esteemed group of 6% of schools nationally who are now categorised as 'well above average' for two years in a row. There are approximately 25 schools nationally who have been above us for each of the last three years (0.7% of all schools). As ever, this is a reflection of our vision and our determination to consistently provide the best possible education for all of our students, and to become an exceptional school for our community, both locally and nationally.

We are incredibly proud of our Sixth Form students. Amidst significant national changes to the structure and content of A Levels, they have achieved some excellent results and 94% of those who applied to university were accepted at their first choice institution.

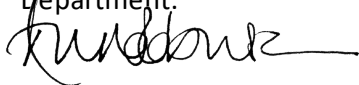
Our results for 2019 show an increase in all A Level and GCSE attainment measures. Please note that due to the pandemic, we are not able to publish our 2020 results, however we would have continued and sustained our upward trajectory for both our GCSE and A Level outcomes.

To apply

Once again, thank you for your interest in the post of Teacher of Religious Studies (Maternity Cover). Further details are provided in this pack on how to apply for this role. Completed application forms should be e-mailed to the HR Department at hr@beacon-academy.org

If you wish to have an opportunity to discuss this post informally, please contact our HR department on 01892 603000, or email hr@beacon-academy.org.

Beacon Academy is committed to safeguarding and promoting the welfare of children and young people. Please come and visit us at any time and see for yourself. To arrange a visit please contact the HR Department.



Anna Robinson
Executive Headteacher



Beacon Academy Examination Results and Student Destinations 2019-2022*

Key Stage 5 - A-Levels only	2019			2022*		
	Beacon	National	E/Sussex	Beacon	National	E/Sussex
Average Grade	B-	C+	C+	B-	B	B-
Average Points	35.3	34.0	32.1	37.6	38.9	36.3
Progress Score	-0.08	-0.02	-0.03	-	-	-
Achieving AAB or higher in at least 2 facilitating subjects	20%	17%	10%	18%	21%	12%
Grade and points for a student's best 3 A Levels	B- 38.1	C+ 34.0	C 30.0	B 40.3	B- 38.25	C+ 34.73
Students completing their main study programme	96%	91%	89%	-	-	-

Key Stage 5 - Applied General	2019			2022*		
	Beacon	National	E/Sussex	Beacon	National	E/Sussex
Average Grade	Merit	Merit+	Merit	Merit+	Dist-	Dist-
Average Points	25.5	28.9	26.6	29.9	32.0	31.0
Progress Score	-0.64	+0.01	-0.34	-	-	-
Students completing their main study programme	83%	87%	93%	-	-	-

Key Stage 5 - Tech Level	2019			2022*		
	Beacon	National	E/Sussex	Beacon	National	E/Sussex
Average Grade	Dist	Merit+	Merit+	Dist+	Dist-	Dist-
Average Points	34.6	28.6	29.1	41.6	30.6	30.3
Completion & attainment	-0.50	0.00	0.17	-	-	-
Students completing their main study programme	100%	88%	89%	-	-	-

Key Stage 4 - GCSE & Equivalents	2019			2022		
	Beacon	National	E/Sussex	Beacon	National	E/Sussex
Attainment of the year group on entry to secondary school (KS2 APS)^	28.3	28.6	28.3	103.4	103.5	102.6
9-7	29%	21%	-	31%	26%	-
English & Maths 4+ Standard Pass	79%	65%	64%	82%	69%	66%
English & Maths 5+ Strong Pass	65%	43%	42%	63%	50%	46%
English 4+ Standard pass	87%	70%+	75%	90%	70%+	76%
Maths 4+ Standard pass	83%	71%	70%	84%	65%	70%
English 5+ Strong pass	80%	52%+	60%	77%	54%+	62%
Maths 5+ Strong pass	67%	50%	48%	69%	47%	51%
Entering EBacc	41%	40%	37%	40%	39%	33%
Ebac APS	4.86	4.07	3.95	4.98	4.27	4.06
Attainment 8	54.00	46.69	45.33	55.01	48.8	46.5
Progress 8	+0.97	-0.03	-0.05	+0.63	-0.03	-0.11

Student Destinations	2019 (2017 Leavers)			2022 (2020 Leavers)		
	Beacon	National	E/Sussex	Beacon	National	E/Sussex
Students progressing to education or employment	85%	81%	76%	89%	79%	75%
Staying in education or entering employment	94%	94%	93%	96%	94%	94%

Please note 2019 results are not current. Schools are not permitted to publish their exam and assessment results from the 2019-2020 or 2020-2021 academic years as these have not been published as performance measures by the secretary of state. KS5 progress scores for 2022 have not been calculated or published as performance measures by the Secretary of State. Notes:

*Provisional results correct at time of publishing - Figures unavailable + English Language only

^ Calculation of KS2 APS changed nationally in 2016 (for students who completed Y11 in 2021 onwards)

Religion and Worldviews Department

At Beacon Academy we are dedicated to creating a rigorous and academically challenging curriculum for Religion and Worldviews for all of our students. Over the three years of KS3 our students will be introduced to the major religions, as well as the key philosophical ideas and thinkers who have shaped our world today.

We aim to give our students a broad chronology of thought so that they can orientate themselves in the world they live in. Our curriculum places knowledge at the centre, believing that students can only form excellent and informed opinions after they have grappled with the key knowledge each topic requires.

We are a supportive, inspiring and hardworking department and, as a result of the strong uptake by students at GCSE and A Level. We are well equipped with excellent resources to ensure that all students have the ability to access the curriculum. We are part of the Humanities Faculty, which, although made up of discrete departments and subject specialists, often works collaboratively, learning from one another and sharing our successes. Together, we have made great strides in embedding our knowledge rich curriculum.

All students study KS3 Religion & Worldviews in years 7-9 and then can choose to take RS at GCSE. The timetable currently provides two hour long lessons of PRE per fortnight in years 7-9. At KS3 the curriculum is based on the Syllabus for Religious Education for East Sussex, with additional units of work on more recent philosophical developments. Students will study the broad history of thought and beliefs, beginning with the development of Hinduism in India right the way through to the postmodernists of continental Europe.

We currently study the AQA specification focusing on Christianity and Islam. Our students also take modules on religion and life, war and conflict, crime and punishment and arguments for the existence of God. At A-level we study OCR Religious Studies, looking at the developments in religious and philosophical thought from Plato to Peter Singer.

As a department we have a clear vision for Religion & Worldviews at Beacon and are currently embedding this vital subject into the school's curriculum. We are excited to welcome a new member to the team who can help us build this new department and help us achieve our long-term vision for Philosophy, Religion and Ethics at Beacon.

Departmental Staffing Structure	<p>Head of Religion & Worldviews– Pollyanna Brackenbury Teachers of Religion & Worldviews: Callum Sanders, Carly Reigler, Charles Howarth (6th Form) There are also a number of non-specialist teachers who teach Religion & Worldviews as part of their timetable.</p>
Curriculum	<p>KS3: A curriculum based on the East Sussex Agree Syllabus, with additional philosophy and ethics content. (2 hours a fortnight) KS4: GCSE AQA Specification A Religious Studies (5 hours a fortnight) KS5: A Level OCR Religious Studies (9 hours a fortnight)</p>
Facilities	<p>Key Stage 3 and Key Stage 4 lessons take place on the Beeches site, where there are a range of rooms. Our large and vibrant Sixth Form is housed in a purpose built site less than a quarter of a mile from the main campus. All of the Key Stage 5 Humanities courses are currently taught at the Sixth Form Centre where we have dedicated Geography / Geology, History, Politics, Philosophy & Ethics and Sociology classrooms.</p>
Resources	<p>The Humanities faculty classrooms have desktop PC's and data projectors. Resources are shared within the department with lessons all on the shared drive, which is updated regularly.</p>
Key areas for development	<p><u>OBJECTIVE</u>– to develop our exam results across the faculty.</p> <p>Strategy 1. Outcomes and Tracking Progress To develop the % of A*-A at A' Level. Introduce the new GCSE course.</p> <p>Strategy 2. Quality of Teaching and Learning To develop consistent teaching and learning practice that allows students to achieve outstanding outcomes and develop a love of Philosophy, Religion and Ethics.</p> <p>Strategy 3. Assessment and Marking To create a consistent approach to marking that maximises the opportunity for students to reflect on and develop their performance. To develop shared department mark books to track student intervention. To continue to develop efficient and impactful feedback strategies that are mindful of teacher workload.</p> <p>Strategy 4. Knowledge-Rich Curriculum To develop current KS3 units. To continue to develop impactful, evidence-based pedagogy across the department. To increase the uptake of RS at GCSE and A Level.</p> <p>Strategy 5. GCSE Uptake To continue to increase the number of students choosing RS GCSE as an option at GCSE.</p>

Job Description

JOB TITLE	Teacher of Religious Studies (Maternity Cover)
JOB PURPOSE	To ensure that the negotiated aims and objectives of the department (which reflect those of the Academy and MARK Education Trust) are achieved through classroom teaching and contribution to department policy via department meetings.
ACCOUNTABLE TO	Head of Subject/Department

Key Accountabilities:

The Leadership and Management of Progress

- To develop teaching and learning so that it provides a personalised and sustainable curriculum and has a positive impact on student progress
- To be accountable for the progress of all students within the subject area, ensuring that good progress is made and targets are met
- To ensure that the experience of all students in the subject area is enriching and relevant to their learning
- To provide regular feedback for staff, through lesson observations, drop ins, book sampling, and mark book checks, in a way which recognises good practice and provides appropriate development opportunities
- To ensure that all academy policies are implemented and embedded within the department

The Leadership of People

- To provide effective and relevant professional development opportunities for all staff within the department, especially those that are newly qualified and at an early stage of their careers, that has a positive impact on their teaching
- Understand and make full use of performance management, and lesson observations to encourage, challenge and support improvements in teaching
- To regularly review the standards of teaching and learning within the department to ensure all staff are meeting minimum standards
- To hold all staff to account for the progress of the students they teach, ensuring it meets academy targets
- To lead the department to meet the academy's objectives

The Leadership of Policy

- To ensure that all academy policies are implemented and embedded within the department
- To ensure that the academy's behaviour and inclusion policies are implemented and embedded

The Management of Resources

- To oversee and evaluate the subject budget allocation to ensure it is spent in line with subject learning priorities and best value principles
- To ensure that all resources are purchased in line with academy financial policies

Communications

- To ensure that SLT are regularly updated about the subject area, including successes, issues and concerns in relation to both student achievement and professional developments needs of the staff

Beacon's teachers are also accountable for promoting a positive image of the value of education within the student body of the Academy and in the wider community. Other whole Academy responsibilities include tutoring, or a commitment to the Academy pastoral system, attendance at INSET and other reasonable duties as directed by the Headteacher.

This job description sets out the duties of the post at the time it was drawn up. The post holder may be required from time to time to undertake other duties within the school as may be reasonably expected, without changing the general character of the duties or the level of responsibility entailed. This is a common occurrence and would not justify a reconsideration of the grading of the post.

Person Specification

ESSENTIAL	DESIRABLE
<p>Qualifications</p> <ul style="list-style-type: none"> • Graduate & Qualified teacher • Degree and Teaching Qualification 	<p>Qualifications</p> <ul style="list-style-type: none"> • Evidence of commitment to professional development
<p>Experience</p> <ul style="list-style-type: none"> • Secondary teaching experience across both Key Stage 3 and 4 and preferably KS5. • An excellent practitioner with the drive and ambition to develop further • Excellent knowledge of your subject, teaching, learning, assessment and exam boards with a proven track record, assessment strategies and their effective implementation • Leadership experience within a high performing department that can be evidenced via outcome data over time and references 	<p>Experience</p> <ul style="list-style-type: none"> • Teaching students across prior attainment bands in a large comprehensive school • Experience of working in an outcome led data driven culture • A proven track record of impactful teaching within your specialism at Key Stage 5
<p>Philosophy <i>Commitment to:</i></p> <ul style="list-style-type: none"> • Working in an environment that is ambitious, has high standards and expectations of the staff and students to enable teachers to teach and students to learn • Working collaboratively with other team members to lead and develop pedagogy • Equality of opportunity • The responsibility of contributing to whole team effort to ensure Beacon becomes an exceptional school 	<p>Philosophy</p> <ul style="list-style-type: none"> • An understanding of Academy status and its benefits flexibilities this status brings for the school • Consistently good teaching with examples of developing outstanding practise • An understanding of Religious Studies as part of the whole curriculum and the bigger picture within Beacon, locally, nationally and globally • Committed, ambitious for excellence in all you do, aspirational for our students to achieve the best they can and succeed
<p>Skills <i>You will need to be an effective:</i></p> <ul style="list-style-type: none"> • Teacher • Communicator • Strong ICT skills • Ability to lead a team • Ability to motivate, support and inspire trust in others • Ability to innovate and manage change • Ability to confront and resolve problems 	



Staff Testimonials

Beacon Academy is an amazing place to work because of the friendly and helpful staff, there is a strong culture of collaboration and support that allows everyone to develop their practice. The strong focus upon CPD provides everyone the opportunity to learn the latest cutting-edge developments in education and this is a major benefit for anyone wishing to further develop their practice. Our facilities and new technology allow us to provide engaging lessons to provide our learners with the perfect learning environment.

I would recommend Beacon Academy to anyone wanting to teach in a school that favours aspirational ethics and outstanding practice, because there are so many opportunities for ambitious staff who are keen to collaborate, develop and share best practice in order to progress in their career.

Senior Deputy Headteacher

I have thoroughly enjoyed coming to work at Beacon Academy. The commitment and dedication from the staff to ensure students are achieving, and going above in and out of lessons is amazing to see. As an NQT I received so much support from other members of staff and feel like I can ask anyone for help. The commitment and extra time given to the students is what makes Beacon such a good school to work in.

Teacher of Mathematics

Applications

Please note that applications will be considered as they are received and you are therefore advised to submit your application as early as possible, as some interviews may take place, and an appointment may be made, before the closing date is reached for this position.

If, like us, you are passionate about providing the best possible education for all students in a school with sustained improvement and a culture of high expectations and ambition, please ensure you:

1. Complete the statutory application form.
2. Provide a letter of application that is no longer than 2 sides of A4. It is recommended that your letter is structured according to the main headings of the person specification. Please include any achievement data that are applicable to the role you are applying for. If possible, this should be across 3 years; otherwise please provide your latest set of results.
3. Provide two references, one of whom must be the Headteacher from your current school or most recent significant employer.

Beacon Academy is committed to providing the best possible care and education to its students and to safeguarding and promoting the welfare of children and young people. The Academy is also committed to providing a supportive and flexible working environment to all its members of staff.

The Academy recognises that, in order to achieve these aims, it is of fundamental importance to attract, recruit and retain staff of the highest calibre who share this commitment. Please refer to our Recruitment, Selection and Disclosure Policy and Procedures which supports our statutory obligation to comply with Keeping Children Safe in Education 2022.

Further information can be found on our website.

Completed applications should be sent to:

Human Resources
Beacon Academy
North Beeches Road
Crowborough
East Sussex TN6 2AS
Telephone: 01892 603000
Email: hr@beacon-academy.org

