



Teacher of Religious Studies
(Philosophy, Beliefs and Ethics)

Application Pack



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THE
COTSWOLD
SCHOOL

Creating Brilliant Futures

Welcome from Will Morgan, Headteacher

Thank you for your interest in this post.

Based in the stunning village of Bourton-on-the-Water, Gloucestershire, The Cotswold School has earned an 'Outstanding' reputation as a popular and successful 11-18 comprehensive academy.

Please watch our video, Welcome to The Cotswold School, to find out more from teachers and students about what makes our school an inclusive, ambitious and happy place to learn. <https://youtu.be/uXwyhdcFjU>

I am proud to lead an incredible team of staff, who go the extra mile to provide our students with an inspiring



education, fully equipping them for their future lives. The values of friendship and knowledge, symbolised on our badge, underpin all our learning and development activities and ensure that the wellbeing of our students and staff is also cared for.

At the heart of our school ethos is a commitment to excellent teaching and aspiration, which drives progress and attainment. Our students thrive academically and also personally, with opportunities to take part in musical performances and a huge range of extra-curricular clubs; writing competitions and debates; community fundraising; student leadership; and careers events.

We have an inspiring and caring school community, which includes families, local businesses, our staff, PTA and, of course, our students. Why not have a look at our website News pages, to see how we have found ways to support ourselves and others and develop our learning and talents?

Successful candidates who are shortlisted for an interview will be contacted by email or phone.

I look forward to hearing from you.

Will Morgan
Headteacher

Job advert

Role: Teacher of Religious Studies (Philosophy, Beliefs and Ethics)

Contract: Permanent, Full Time or 0.8 FTE considered

Pay: MPS/UPS

Closing Date: Monday 13th April, 2026, 9am

We are seeking to appoint a passionate, ambitious and energetic Teacher of Religious Studies (Philosophy, Beliefs and Ethics) to join our successful and inspiring department. Applications are welcomed from teachers at any stage of their career who can bring fresh ideas, enthusiasm and strong subject expertise.

This is an exciting opportunity for a talented Early Career Teacher (ECT) or experienced practitioner who wishes to make a meaningful contribution in a “truly exceptional school” where “behaviour is outstanding” (Ofsted).

The successful candidate will teach Religious Education across Key Stages 3 and 4, and will ideally be able to contribute to our Key Stage 5 provision

WE ARE LOOKING FOR A TEACHER WHO:

- Has a genuine enthusiasm for Religious Studies (Philosophy, Beliefs and Ethics) and can inspire students through a stimulating and challenging curriculum.
- Can plan and deliver engaging, well-structured lessons that encourage discussion, reflection and thoughtful consideration of religious, philosophical and ethical ideas.
- Possesses strong subject knowledge and promotes critical thinking alongside respectful engagement with diverse beliefs and worldviews.
- Uses a range of effective teaching and assessment strategies to support excellent student progress and inform future planning.
- Works collaboratively with colleagues and contributes positively to curriculum development within the department.
- Maintains high standards of professionalism and sets clear expectations for students' effort, participation and conduct.

WE CAN OFFER YOU:

- Full support from a strong and supportive department
- A fantastic ECT mentoring programme
- A first class Behaviour for Learning system
- Excellent teaching resources
- Career development and progression
- Employee benefits, including an Employee Assistance Scheme and Cycle to Work Scheme
- Free on-site parking including electrical charging points
- A commitment to staff wellbeing

The candidate will contribute to the safeguarding and promotion of the welfare and personal care of the children and young people with regard to the Keeping Children safe in Education (KCSIE) guidelines and Area Child Protection Procedures. The Cotswold School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff, Governors, visitors and volunteers, to share the same commitment. This position is subject to an Enhanced DBS check.

Department information - PBE

DEPARTMENT INFORMATION RELIGIOUS STUDIES / PHILOSOPHY, BELIEFS AND ETHICS:

Religious Studies is a thriving and well-resourced department at The Cotswold School and continues to grow in both size and success. Our aim is to enrich students' learning through a thought-provoking curriculum that engages them with a range of worldviews, nurturing inquisitive, curious, tolerant and critically minded young people. The subject provides distinctive opportunities to promote students' spiritual, moral, social and cultural development.

Through Religious Studies, students gain a deeper understanding of the world around them while developing respect for the beliefs of others and for the diversity within society, building essential cultural capital. We place a clear emphasis on developing the key knowledge and skills required for success in the subject and for life beyond school. Students are taught to use evidence to explain beliefs and practices, and we systematically develop analytical and evaluative skills across all key stages, recognising their importance both for academic progress and for life in the modern world.

All teachers in the department benefit from dedicated teaching rooms. At Key Stage 3, students study Religious Studies three times per fortnight, increasing to five lessons per fortnight at Key Stage 4 and nine to ten lessons per fortnight in Years 12 and 13.

At Key Stage 4, we follow the Eduqas Route A GCSE specification, with Islam as the second religion studied. We currently have four GCSE classes in Year 11 and three in Year 10. The department is proud of its strong student outcomes: in 2025, 44% of students achieved grades 8–9, 69% achieved grades 9–7, and 92% achieved grades 9–4.

In addition, all students in Year 10 take part in fortnightly core RS lessons, ensuring that their time at The Cotswold School prepares them for the diversity of religions, beliefs and perspectives present in contemporary society.

At Key Stage 5, we follow the Eduqas A Level specification, studying Buddhism. The course also offers the AS Level, for which students are currently entered at the end of Year 12. Results at A Level are excellent: in 2025, 60% of students achieved A*–A.

Sixth Form Subject Ambassadors support the department in a range of activities, including Open Evening events. The department offers lunchtime enrichment clubs including KS3/4 Philosophy Club and KS5 Debate club.

Students benefit from a wide range of other enrichment opportunities. We have attended A Level conferences in Oxford to stretch and challenge our students, and GCSE pupils have visited Gloucester Mosque and Gloucester Cathedral. Visits from our local imam, theatre companies, The Philosophy Foundation, and work with the Holocaust Memorial Trust ensure that students experience a rich and well-rounded curriculum.

Many of our students go on to continue their studies in philosophy, ethics, theology or religion at university, securing places on highly respected undergraduate courses across the UK, including Oxbridge and other leading Russell Group universities.

Job description

Job title: Teacher

Responsible to: Governors, Headteacher, Head of Department

This appointment is subject to the current conditions of employment contained in the School Teachers' Pay and Conditions Document, other current educational and employment legislation and Teachers' Standards.

Job purpose:

Under direction of the Headteacher, carry out professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions document (STPCD) and school policies.

To be an effective professional who demonstrates through curriculum knowledge, can teach and assess effectively, takes responsibility for professional development and ensures progress and positive outcomes for all students.

To promote the ethos of the school, Friendship and Knowledge, and engage with annual School Priorities.

Duties and Responsibilities:

To plan and deliver well-structured lessons in line with the school's curriculum and teaching schedule, setting goals that stretch and challenge students of all backgrounds and abilities within a safe and stimulating environment.

To support students to make the best possible progress through the use of a variety of teaching, learning and other support strategies, taking responsibility for their outcomes and planning teaching to build on prior knowledge and understanding.

To ensure that teaching is adapted to respond to the strengths and needs of all students, using differentiation to address their learning needs and overcome barriers, including those students that have SEND, are Pupil Premium etc.

To assess and record students' achievements, to prepare reports and take part in parental/carers consultations. To use assessments to support students to reflect on what they have achieved, address misunderstanding and inform future planning. To give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback.

To set homework and other out of class activities to consolidate and extend the knowledge and understanding students have acquired, checking completion and providing feedback as required.

To set work on-line or deliver on-line lessons as required within the framework of directed time and also within any school enforced closure period, giving feedback to students as requested.

To manage behaviour effectively to ensure a good and safe learning environment, implementing school policy and supporting this through clear and fair rules and routines for behaviour in classrooms with an emphasis on rewards and praise alongside any necessary sanctions

To contribute to the design and provision of an engaging curriculum within the relevant subject area as part of the department and at a level proportionate to the responsibilities that you hold

To observe and implement current school policies and good practice, taking heed of guidance and requirements as laid down in your department as well as in the staff handbook. In particular, to be aware of the need to avoid unsanctioned social media interactions with students.

To perform duties and attend meetings as reasonably required, including Open Days/Evenings, Parents evenings etc.

To act within the statutory frameworks which set out your professional duties and responsibilities.

To carry out such particular duties as the Principal may reasonably direct from time to time, in accordance with the current School Teachers' Pay and Conditions Document.

Continuing Professional Development:

To participate in the school Performance Management scheme, actively seeking to support your own development by undertaking internal and external training to keep abreast of developments in national and school initiatives.

Form Tutor:

To be a Form Tutor to an assigned group of students.

To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.

To contribute to PSHE and citizenship and enterprise according to school policy.

To contribute to the school's pastoral system (through the role of tutor and/or mentor) by promoting equal opportunities, British values and tolerance as part of your support for students' well-being.

Other Professional Requirements:

To have a working knowledge of Teachers' professional duties and legal liabilities.

To operate at all times within school policies and practices of the school.

To liaise effectively with staff, parents, visitors and Governors.

To play a full part in the life of the school community.

The Cotswold School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff, Governors, visitors and volunteers, to share the same commitment.

This position is subject to an enhanced DBS check, satisfactory references and checks regarding suitability to work with children. This post is in regulated activity and is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions Order 1975, amended 2013 & 2020).

The successful applicant will be subject to all necessary checks and be required to provide evidence of identity, right to work in the UK and professional qualifications (where relevant). In line with KCSIE, we will conduct an online search for all shortlisted candidates. Any relevant information will be discussed further with the applicant during the recruitment process.

Whilst every effort has been made to explain the duties and responsibilities of the post each individual task undertaken may not be identified.

We are an equal opportunities employer and value and respect diversity across our whole school community. This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties.

Elements of this job description and changes to it may be negotiated at the request of either the Headteacher or the incumbent of the post.

Person specification

Qualifications

Essential

Degree Level Qualification related to relevant subjects
Teaching qualification together with Qualified Teacher Status (QTS)

Knowledge

Essential

Awareness of the strategies available for improving the learning and achievement of all students

Desirable

Evidence of continuous professional development
A good understanding of curriculum developments in the specific subject area

Experience

Essential

Recent and relevant teaching experience in employment or training
Experience of assessment at Key Stage 3, 4 and 5

Skills

Essential

Ability to use a range of teaching and learning strategies
An understanding for how Assessment for Learning can improve student performance
Ability to work independently and collaboratively as a member of a team
Creative in problem solving together with willingness to take on and try new approaches and ideas
Ability to communicate high expectations to all students
Ability to write reports, keep accurate records and communicate effectively
Professional understanding of safeguarding within a school setting
Ability to use a positive approach to promote learning and excellent behaviour
Confidence and competence in ICT
Understanding of the curriculum and assessment of pupil progress
Sharing good practice across the department
Excellent communication and organisational skills (written and oral)

Desirable

Willingness to be involved in the wider life of the academy

Evidence

Application form
Letter of Application
References
Interview
Certificate/s (to be available at interview)

Notes to applicants

- Please complete the application form in full to ensure that full consideration can be given to all candidates and to comply with legal requirements relating to recruitment in schools
- Please do not include a CV or write 'see CV' in any sections on the form
- Please ensure that you include the title of the post that you are applying for
- Please provide an explanation for any gaps in chronological dates relating to education and employment history
- Please write a covering letter or complete the Supporting Statement section.
- Please provide full details of two referees
- The closing date and time must be strictly adhered to
- All information given will be treated as confidential

The Cotswold School is committed to equality, diversity and inclusion and welcome applications from all sections of the community. If you require additional help with our recruitment process, please contact Mrs C Chapple, HR Officer (contact details above).







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