



**ST. CATHERINE'S**  
**COLLEGE**

A CHURCH OF ENGLAND ACADEMY



Teacher of Religious Studies TMS / UPS

Required September 2024





## Thank you for your interest in joining our team at St Catherine's College.

We are delighted to have the opportunity to share the information for this role with you. We invite you to take a moment to explore our website at [www.stcatherines.college](http://www.stcatherines.college), to find out more about us. We hope you find these resources helpful, as you consider this exciting opportunity.

St Catherine's College is situated on the sunshine coast, beautifully set between miles of unspoilt coastline, part of the South Downs National Park, Beachy Head and 1066 country. Eastbourne is a wonderful place to live and work.

As a Church of England Academy and part of the Diocese of Chichester Academy Trust, we are unique in East Sussex. We are committed to putting our students at the heart of everything we do. We believe that by emphasising high standards and firm boundaries, all underpinned by our Christian vision and values, we create a safe and nurturing environment where students can thrive.

St Catherine's College prides itself on forging strong relationships with families, students and staff alike. We are always hugely oversubscribed as a result of the high standards and values we promote.





At St Catherine's College, we take great pride in our talented and highly motivated staff and students. Our team works tirelessly to provide the best possible learning experience, and we value the unique contributions of every member of our community.

We provide a welcoming and supportive environment for staff where we actively promote opportunities for personalised CPD. All our staff are precious to us; their health and wellbeing is of paramount importance and therefore we offer a highly subsidised membership to Benenden Private Medical Healthcare.

Our vision is to prepare our students to excel locally, nationally, and globally, to become independent learners and responsible citizens, and to embrace the challenges of an ever-changing world. We believe that education is not only about academic excellence, but also about nurturing the values, attitudes, and behaviours that enable individuals to learn to live together in a supportive, accepting, and compassionate manner.

We strive to empower every student, regardless of their background, to become an active participant in shaping their community and society. By focusing on life skills such as communication, collaboration, and self-motivation, we equip our students with the tools they need to become confident, aspirational, and resilient individuals.

We are delighted that you are considering applying for this post. We look forward to working together to enable our students to excel and flourish in their secondary education and beyond. As Jesus said, **‘I have come that you may have life, and have it to the full’ (John 10 v10b)**. We believe that by working together, we can help our students achieve their fullest potential.



Staff “set very high standards for students’ behaviour. Students respect these expectations. As a result, behaviour is good in this school and classrooms are calm and purposeful.” *Ofsted*

“There is powerful team camaraderie present in this school. Staff work very well together to help students fulfil their potential.” *Ofsted*

Preparing students to stand shoulder to shoulder with their peers: locally, nationally and globally.

# The Post

We are looking to recruit to our existing strong team of specialist staff a Teacher of Religious Studies who is enthusiastic and passionate about teaching engaging RS lessons; planning and delivering outstanding lessons; and inspiring students.

This is a permanent full time post.

Religious studies is an academic subject that has a high profile in our school curriculum. Senior leaders ensure that the teaching, learning and resourcing of religious studies is a priority for the School. Full details of the RS Department and curriculum can be found at <https://www.stcatherines.college/page/?title=Religious+Studies&pid=148>

The Religious Studies Department is a well supported and nurturing environment for students and teachers. The curriculum is designed to be coherent and spiraled, allowing students to progressively build upon their knowledge until Year 11. All resources are centralised and developed collaboratively by a team of specialists.

Regardless of their academic trajectory, all students engage with the subject, whether they choose the GCSE route or opt for a core curriculum, tailored to their individual needs. The subject's popularity among students is clear through work in lessons, student voice and option numbers. This positive sentiment is mirrored in the Department's culture of good behaviour, where respect and engagement are evident. The Department upholds high standards and expectations, motivating students to strive for excellence in their studies and personal development.

Additionally, students benefit from enriching experiences such as year trips to Canterbury, a Sikh Gurdwara, and Hindu Temple, as well as bi-annual journeys to Rome and Florence, which provide invaluable insights into different cultures and religions.

The RS Department staff comprises a Head of Department and three other specialists including an Assistant Headteacher.

## **The Benefits of Working at St Catherine's College Include:**

**Teachers' Pension Scheme**

**Subsidised membership to Benenden Private Medical Healthcare**

**Excellent career development opportunities**

**A fabulous, sociable staff room**

**Very well-behaved students who are ambitious, hardworking, resilient, and responsible**

**Highly visible supportive senior leaders**

**A friendly, supportive and caring staff team**

**Parking**

The Religious Studies Department was inspected as part of St Catherine's College SIAMS inspection and the report (November 2023) identified that the Department was a strength of the School. It stated *"Highly effective leadership of religious education provides an engaging curriculum that ensures students value RE lessons and make good progress."* The full report can be read at <https://www.stcatherines.college/attachments/download.asp?file+2976&type=pdf>

**Job details**

**Salary:** TMS / UPS

£30,000—£46,525

**Hours:** Full time

**Contract type:** Permanent

**Reporting to:** Head of RS

**Main purpose**

The teacher will:

Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document.

Meet the expectations set out in the Teachers' Standards.

**Duties and responsibilities****Teaching**

Plan and teach well-structured lessons to assigned classes, following the School's plans, curriculum and schemes of work

Assess, monitor, record and report on the learning needs, progress, and achievements of assigned students, making accurate and productive use of assessment

Adapt teaching to respond to the strengths and needs of students

Set high expectations which inspire, motivate and challenge students

Promote excellent progress and outcomes by students

Demonstrate excellent subject and curriculum knowledge

Demonstrate their quality of teaching is 'good' to 'outstanding'

Participate in arrangements for preparing students for external tests

**Whole school**

Make a positive contribution to the wider life and ethos of the School

Work with others on curriculum and student development to secure co-ordinated outcomes

Provide cover, in the unforeseen circumstances that another teacher is unable to teach

**Health, safety and discipline**

Promote the safety and wellbeing of students

Maintain good order and discipline among students, managing behaviour effectively to ensure a good and safe learning environment

**Professional development**

Take part in the School's appraisal procedures

Take part in further training and development in order to improve own teaching

Take part in the appraisal and professional development of others, where appropriate

**Personal and professional conduct**

Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school.

Have proper and professional regard for the ethos, policies and practices of the School, and maintain high Standards of attendance and punctuality

# Person specification

## **Qualifications and training**

Qualified teacher status recognised by the DfES

Graduate

## **Experience**

The post would suit an experienced or newly qualified teacher

## **Skills and abilities**

Be a talented classroom practitioner, with potential to develop further

Able to teach RS to GCSE

Possess good ICT skills and be able to use them in their own teaching

Able to communicate well, both in writing and orally

Able to manage time effectively and work to deadlines

## **Knowledge and understanding**

Understanding of the principles, processes and strategies underpinning outstanding teaching and learning

Outstanding knowledge of current educational developments/issues in RS teaching

## **Values**

Be broadly in sympathy with the aims and ethos of the School

A commitment to comprehensive education, equal opportunities and inclusion

A passionate commitment to achieving the highest standards for all learners

A commitment to teaching approaches which make learning interesting, challenging, relevant and effective

An enthusiasm for, and involvement in, extra-curricular activities

A passion for religious studies

## **Personal qualities**

Shows warmth, care and a sensitivity to the needs of others

Is self-motivated and hard working

Possesses a sense of humour and the humility to admit mistakes

Shows imagination, vision and proactivity

Possesses an infectious enthusiasm, stamina and considerable energy

Can work effectively and professionally even when under pressure

Has a good health and attendance record

# Your Application

Completed application forms and letters of application should be sent directly to the college addressed to [swindsor@stcatherines.college](mailto:swindsor@stcatherines.college)

The closing date for this post is 12 noon on **Wednesday 15 May 2024**

Please note that we reserve the right to consider applications as they arrive.

Please use the standard application form accompanied by a letter of application. We are unable to consider CVs in place of application forms unless you are a person with a disability and a CV is the most convenient method of applying. In your letter of application, you should clearly address the relevant sections of the Person Specification for this post and may find it helpful to use headings.

St Catherine's College is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work. The aims of our Safer Recruitment procedures are to help deter, reject, or identify people who might abuse children or are otherwise unsuited to working with them. An enhanced DBS check is required for all successful applicants. Prohibition and overseas checks will also be completed if necessary.

For more information about this position, to organise a tour of the College or to have a confidential discussion about the role, please contact Sandie Windsor, Head of Personnel, on 01323 465469.

