

St. Crispin's
Excellence for all



St. Crispin's School

Recruitment Pack



Head of Religious Studies



Head of Religious Studies

St Crispin's School

Headteacher:

Andy Hinchliff

NOR 1463, 11-18

Mixed Comprehensive, London Road, Wokingham, Berkshire RG40 1SS

Tel: 0118 978 1144

www.crispins.co.uk

Full-time

September 2024 start

Permanent

The Circle Trust Pay Range: Main Scale 5: £33,814 to Upper Scale 5: £46,525 + TLR 2.3 £7,847 per annum

We are seeking to appoint an experienced and enthusiastic Religious Studies Teacher keen to expand their career to support, develop and lead our talented Religious Studies team as Head of Department.

Are you a passionate and dynamic individual able to provide first class teaching and learning across the Religious Studies curriculum while seeking to contribute significantly to the development of the department? If so, we would love to hear from you.

At St. Crispin's you will be part of a happy, friendly team. Staff wellbeing is a key focus; we want you to enjoy coming to work and to feel valued in all that you contribute. At St Crispin's our ethos of "Excellence for All" encapsulates our commitment to do the very best for both students *and* staff and you will be welcomed by a happy, friendly and supportive team.

Visits to the school are warmly welcomed!

To apply: TES QUICK APPLY or via our school [website](#) or contact Sarah Hales, PA to Headteacher, on 0118 978 1144 or email: haless@crispins.co.uk

Closing date: Applications will be considered upon receipt but no later than 9am, Wednesday 15th May

Please note, we will be reviewing applications on a daily basis and reserve the right to close the advert early, should we receive sufficient applications.

Interviews: Week commencing Monday 20th May

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointments are subject to enhanced CRB clearance and satisfactory employment references.

St. Crispin's School is an academy and part of The Circle Trust, a charitable company limited by guarantee registered in England and Wales, company number 11031096, registered at The Circle Trust, London Road, Wokingham, Berkshire, RG40 1SS. Tel: 0118 338 1961 www.thecircletrust.co.uk



Job Description

Salary: The Circle Trust Pay Range: Main Scale 5: £33,814 to Upper Scale 5: £46,525 + TLR 2.3 £7,847 p.a.

Aim and main purpose of the job:

To support, hold accountable, develop and lead a team focusing on the discrete curricular area of Religious Studies to ensure high standards of teaching and learning and the wellbeing of staff and students.

Main Accountabilities:

- To agree, monitor and evaluate the subject pupil progress targets in KS3, KS4 and post 16 public examinations to make a measurable contribution to whole school targets.
- To lead curriculum development to ensure the delivery of an appropriate, comprehensive, high quality and cost effective curriculum programme.
- To create a subject development plan which contributes positively to the achievement of the school development plan and which actively involves all subject teachers in its design and execution.
- To engage all subject staff in the creation, consistent implementation and improvement of schemes of work which encapsulate key school learning strategies.
- To lead all raising achievement strategies.
- To review teaching and learning, monitoring the progress of pupils identified as requiring additional support (vulnerable groups e.g. SEND, EAL) or challenge (G+T) to ensure all pupils are engaged in their learning and achieve success.
- To provide regular feedback for subject colleagues in a way which recognises good practice and supports their progress against performance management objectives resulting in a tangible impact on student learning.
- To assist the designated SLT line manager in the annual review of the standards of leadership, teaching and learning in the subject area, consistent with the procedures in the school self-evaluation policy.
- To ensure all subject staff understand, and are actively implementing, the key aspects of the school's behaviour and inclusion policies.
- To oversee and evaluate the subject budget allocation to ensure the budget is spent in line with subject learning priorities and best value principles.
- To act as a role model in leading subject staff in own high quality teaching, continuous professional development and professional presence in the department.
- To train new staff as appropriate.
- To safeguard and promote the welfare of children and young people, and follow school policies and the staff code of conduct.
- To ensure compliance with the requirements of General Data Protection Regulation (GDPR).
- To adhere to and contribute to the development of whole school strategic planning and policies.
- To carry out tasks as reasonably required by the Headteacher.

Job Description

Specific Accountabilities:

- To ensure the efficient deployment, organisation and upkeep of departmental resources. Including the responsibility that rooms and areas used by the department provide a safe, high quality environment for learning.
- To present and promote curriculum areas for evening events such as Options Evening and Open Evenings.
- To prepare for and attend regular line management meetings with a member of SLT.

Details of Line Management:

- Heads of Departments are line managed by a member of the Senior Leadership Team.
- This role line manages the teachers of Religious Studies and directs the day to day work of support staff who support in the subject area.

Notes:

Whilst every effort has been made to explain the accountabilities of this post, each individual task undertaken may not be identified.

This job description is current, 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.

Person Specification

Key Criteria	Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none"> Qualified Teacher Status Degree 	Higher level professional qualification
Competence Summary (knowledge, abilities, skills, experience)	<ul style="list-style-type: none"> Deep understanding and proven successful experience of curriculum management Ability to relate well to children, young people and adults and demonstrate outstanding communication skills both verbally and in writing Ability to absorb complex situations, identify solutions and provide concise summary for the Headteacher Ability to manage a variety of competing priorities and meet deadlines Ability to positively represent and promote the school 	<p>Proven experience of securing outstanding outcomes</p> <p>Experience of working in more than one discrete curriculum area</p>
Work related personal requirements	<ul style="list-style-type: none"> Ability to inspire and motivate others Ability to delegate and still hold to account Ability to achieve change through the oversight of others Capacity to be outward looking Keen understanding of leadership theory Committed to equality of opportunity Able to respond flexibly and adapt to changing and challenging circumstances Able to persuade, negotiate and influence others Ability to maintain strict confidentiality of information received and processed as part of the job role Able to achieve sensible work life balance to ensure health and well-being 	

Person Specification



Key Criteria	Essential	Desirable
Other work requirements	<ul style="list-style-type: none"> Attend to meetings as required Ability to evaluate own development needs and those of others and seek learning opportunities to address these, share knowledge with others and encourage their development 	

Religious Studies Department

Introduction and welcome by Head of Department

The Religious Studies department is a successful and innovative department. It is our aim that Religious Studies at St. Crispin's will allow students to gain important knowledge and understanding of key religious beliefs and practices whilst also allowing them the opportunity to explore, and engage with some of life's ultimate questions. We also aim to develop important skills to support students in becoming reflective and critical thinkers who can express their ideas and arguments both verbally and through their written work. As a department, we place a strong emphasis on collaborative working - sharing ideas and resources and supporting each other.

Curriculum Overview

All students in KS3 (Yr 7-Yr 9) have one lesson of RS a week. In Years 7 and 8 students study key religious beliefs and practices in: Christianity, Buddhism and Islam. Students also study several themed topics such as pilgrimages and religion and equality. The department runs a trip to Guildford Cathedral and a local mosque in the Autumn Term of Year 7.

In Year 9 students study topics such as: Crime and Punishment, War and Peace and Good and Evil. Students apply the knowledge they have gained in Years 7 and 8 to consider religious responses to these topics as well as considering non religious responses.

GCSE Religious Studies is an options subject that students can opt to study in Years 10 and Year 11. The department follows the OCR GCSE Religious Studies specification and studies the following papers: Christian beliefs and teachings and practices, Islam beliefs and teachings and practices, and Religion, philosophy and ethics in the modern world from a Christian perspective. Students have five lessons a fortnight. In addition the department runs Religious Studies sessions for all students as part of the KS4 Character Education programme.

A Level Religious Studies (Philosophy and Ethics) is a popular course at KS5. We follow the OCR A Level Specification and study the following three papers: Philosophy of Religion, Religious Ethics and Development in Christian Thought. Students have eight lessons a fortnight.

Exam Performance

We are very proud of our strong exam results in both GCSE Religious Studies and A Level Religious Studies (Philosophy and Ethics).

Resources and Rooming

The Religious Studies department is comprised of two specialist teachers of Religious Studies who teach KS3, KS4 and KS5 RS. We also have a small team of experienced teachers of other specialisms who teach some KS3 RS. The Department has three dedicated teaching rooms – all with wall-mounted projectors and sound systems. The Department has a full and varied collection of textbooks and resources for all Key Stages. The Department shares a working office space with the History and Geography departments.

Other Information

The Religious Studies department has recently merged with the Psychology and Sociology departments to form one larger department (RS and Social Sciences) allowing for more opportunities for collaborative working and sharing of excellent practice across 3 very popular A level courses. The department also has valuable links with other RS and Social Sciences departments in the local areas and we also attend local network meetings. The department regularly works with, and provides placements for, trainee teachers from The University of Reading.

About Us

St Crispin's is a mixed comprehensive secondary school. We offer students of all abilities and interests the opportunity to be the best they can be. Ofsted describe us as a good school with outstanding leadership and exemplary student behaviour.

We believe in promoting excellence, while providing an atmosphere in which our students can learn, enjoy, grow and show support to others. We have a strong focus on the basics: excellent learning and teaching, a safe disciplined environment and an ethos, which promotes the highest aspirations. Good qualifications are the key to a young person's future success and for this reason, they are our main priority. Nevertheless, developing young people to become well rounded, articulate, confident and happy is of equal importance.

We have a team of committed staff that provides support, challenge and expertise, enabling every student to achieve.

On 1st February 2018, St Crispin's converted to an academy and became part of www.thecircletrust.co.uk.

Our trust was created to serve the local area and be geographically committed to surrounding counties. It was borne out of a desire that all children and young people have an excellent well-rounded education and flourish in first-rate schools where the best teaching, the best facilities and the most up-to-date resources are made available to them.



Policy Statement

To view our Recruitment Privacy Policy please see link [here](#).

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