**[http://www.westnorfolkacademiestrust.co.uk/images/WNAT%20logo2.jpg](http://www.google.co.uk/url?sa=i&rct=j&q=&esrc=s&source=images&cd=&cad=rja&uact=8&ved=0CAcQjRxqFQoTCIvzgNHJ-8gCFQFTGgod_fMEPg&url=http://www.westnorfolkacademiestrust.co.uk/schoolpolicies.html&psig=AFQjCNGv0XeLZlIaf3ZMRvHfV5vI2kZasQ&ust=1446891639482155)**

**JOB DESCRIPTION**

|  |  |
| --- | --- |
| **School/College:** | **Springwood High School** |
| **Job Title:** | **RE Teacher – Temporary (Maternity Cover) Start date September 2018. This is a Part Time, 60% post.** |
| **Grade:** | **MPS/UPS as appropriate** |
| **Responsible to:** | **Head of RE** |
| **Working With:** | **Religious Studies Department**  **Humanities Faculty**  **Pastoral Team**  **Mentor (if NQT)** |

**Introduction to the School and Department**

Springwood High School is one of three 11 – 18 High Schools in King’s Lynn catering for a truly comprehensive catchment area which is partly urban and partly rural. Among our main assets is a dedicated and highly trained staff that support each other, a strongly caring ethos, willing learners and a rich variety of extracurricular activities. In our most recent Ofsted inspection (February 2017) it was commented that “Pupils learn within a calm, orderly environment and enjoy positive relationships with their teachers and with each other”. The School has become increasingly popular as the exercise of parental choice moved rapidly in our favour and we are oversubscribed at all levels including the Sixth Form. In recent years the school has focussed strongly on raising standards of achievement. We intend to appoint a colleague who will continue to make a significant impact on this endeavour.

The Religious Studies Department contains three full time RE teachers, and one part time member of staff. There are three RE rooms, all equipped with TV / Video / DVD and interactive white boards.

In KS3 we currently have four lessons a fortnight. In Year 7 we teach mixed ability groups, in Year 8 students are put into Humanities sets, with a top set then mixed middle / lower groups. We cover a range of different religions across KS3, with discrete courses on Islam and Buddhism, as well as units of work covering Christianity and other religious traditions.

At KS4 all students in the school study a GCSE full course in the subject, starting this in Year 9. We are now teaching AQA GCSE Religious Studies A, covering Hinduism and Christianity along with Ethical / Philosophical issues. We have 4 lessons in a fortnight during Year 9, and 2 in a fortnight during Years 10 + 11. Exams are sat in Year 11.

At KS5 we study Philosophy, Ethics and Buddhism, following the OCR course.

**Purpose of the Job**

To teach combined Religious Studies at KS3 and KS4 with the possibility of KS5 for suitably qualified applicants.

**Responsibilities**

* To deliver high quality and effective teaching through well planned lessons following detailed schemes of work and programmes of study.
* To maximise achievement through quality teaching that incorporates continuous assessment, data analysis and regular monitoring of progress.
* To provide appropriate intervention and support to challenge student under-performance as required.
* To maintain good student behaviour and discipline implementing the rewards and sanctions policy.
* To set homework/independent learning tasks and monitor their effectiveness in line with minimum expectations.
* To make a positive contribution to the subject, faculty and house teams through active participation in team formal and informal activities.
* To contribute to developing and sharing schemes of work and teaching resources, strategic planning and curriculum development to improve student outcomes and reduce teacher work load.
* To carry out the tutor role by monitoring achievement, attendance and behaviour and providing appropriate intervention and mentoring as necessary.
* To ensure all assessment and report deadlines are met.
* To be committed to continuous personal and professional development in pursuit of excellence.
* Be a positive role model and uphold the standards expected within the profession.
* Any other reasonable request of the Headteacher.

**Job context and flexibility**

The duties and responsibilities listed in this job description provide a summary of the main aspects of the role. This is not an exhaustive list and the post holder may be required to carry out other tasks, as deemed appropriate to the grade and nature of the post.

This job description is current at the date indicated below but, in consultation with the post holder, it may be changed by the Headteacher to reflect or anticipate changes in the post commensurate with the grade or job title.

Due to the routine of the school, the workload may not be evenly spread throughout the year. Flexibility of hours, and a flexible attitude and willingness to assist others in the team, when required is necessary.

The post holder will have a shared responsibility for the safeguarding of all children and young people. The post holder has an implicit duty to promote the welfare of all children and young people.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. All staff will be subject to an enhanced DBS (Disclosure and Barring Service) check.

**PERSON SPECIFICATION**

|  |  |  |  |
| --- | --- | --- | --- |
| **Qualifications** | **Essential** | **Desirable** | **How assessed** |
| Subject related degree |  | ✓ | Appl/Ref |
| QTS | ✓ |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Experience** | **Essential** | **Desirable** | **How assessed** |
| Extensive experience of working with young people |  | ✓ | Appl/Int/Ref |
| Experience of working in a team |  |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Skills, Attributes and Knowledge** | **Essential** | **Desirable** | **How assessed** |
| Skills and knowledge to deal with student safety and behaviour |  |  | Appl/Int/Ref |
| Setting high standards to staff and students by personal example |  |  |
| Ability to work effectively under pressure |  |  |
| Ability to prioritise and meet deadlines |  |  |
| Commitment to continued personal development |  |  |
| Assimilate information quickly and prepare succinct summaries |  |  |
| Ability to focus on standards and the belief that all students can succeed given the right opportunity and support |  |  |
| Demonstrate a commitment to equal opportunities |  |  |
| Good presentational skills and the ability to communicate effectively to a range of audiences both verbally and in writing |  |  |
| Good ICT skills |  |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Personal qualities** | **Essential** | **Desirable** | **How assessed** |
| Ambition for self and others |  |  | Appl/Int/Ref |
| Genuine concern for others |  |  |
| Decisive, determined and self-confident |  |  |
| Integrity, trustworthy, honest and open |  |  |
| Accessible and approachable |  |  |
| Excellent attendance and punctuality |  |  |
| Excellent interpersonal skills |  |  |

Appl = Application form Int = Interview Ref = Reference