NICHOLAS CHAMBERLAINE SCHOOL

Job Description: Subject Leader of Philosophy and Ethics (RE)

Shaping the Future

- Ensure the vision for RE is clearly articulated, shared, understood and acted upon effectively by all
- Develop an outstanding ethos of learning, commitment, contribution and enjoyment amongst students based on our shared vision of proud traditions, wide horizons and high achievement
- Ensure that strategic planning moves the school forward for the benefit of its students by taking account of the diversity, values and experience of the school and its community at large
- Use national, local and school management data effectively, to monitor standards of progress and achievement across the department and use this to plan for improvement in student outcomes

Leading Teaching and Learning

- Establish a culture of high expectation by negotiating ambitious targets with students and staff, challenging and supporting students to aspire to the highest outcomes
- Ensure a continuous school-wide focus on students' achievement, using data and benchmarks to monitor, evaluate and review progress in every students' learning
- Develop a successful learning culture to enable students to become effective, resilient, motivated and independent learners, committed to life-long learning
- Develop strategies to secure exemplary standards of behaviour and attendance
- Harness opportunities to broaden students' experience with extra-curricular and enrichment activities
- Support and guide colleagues to use the most appropriate teaching and learning methods and resources to meet the needs of the full range of students
- Establish partnership with parents and carers to involve them in their child's learning
- Celebrate student achievement

Developing Self and Working with Others

- Develop effective relationships and clear communication with all stakeholders
- Lead the professional development of colleagues through example and support
- Regularly review your own practice and take responsibility for your own personal development
- Have an "open door" philosophy and "can do" mindset
- Build effective learning communities both through developing an active collaborative learning culture within the school and the Trust and actively engage with other schools
- Celebrate the achievements of individuals and teams

Managing the Organisation

- Produce and implement clear, evidence-based improvement plans and policies for the continual development of RE across the school
- Develop a stimulating learning environment

Securing Accountability

- Develop a culture of collaboration, celebration of success and responsibility for outcomes
- Ensure that staff are aware of their responsibilities, supported to fulfil them and that these are rigorously reviewed and evaluated
- Present a coherent, understandable and accurate account of performance to a range of audiences, including governors, parents and carers

Strengthening Community

- Create a clear identity within the RE department which focuses on the three pillars of Proud Traditions, Wide Horizons and High Achievement
- Develop meaningful student participation within the department and school
- Collaborate with other schools within and outside of the Trust to share expertise and bring positive benefits for all contributors
- Promote positive strategies for challenging prejudice in any form