



### **Full Time Subject Leader of Philosophy & Religion (Humanities)**

We are seeking an inspirational and energetic Subject Leader for Philosophy and Religion to join our school from 1 September 2018. The successful candidate will be able to teach Philosophy and Religion at all key stages as well as lead and manage the department and its staff.

Our Philosophy and Religion department are a friendly and approachable team of 5 within the Humanities Curriculum Area. Philosophy and Religion is offered at both GCSE and A Level, where take up is strong. Teachers of Philosophy and Religion should be comfortable teaching PSHE content including Sex and Relationships (SRE) and are also expected to teach Social, Moral, Spiritual and Cultural education (SMSC) to Ks4 students and play a role in its organisation.

The successful candidate will be responsible for the P&R department including managing its staff, resources and budget and leading teaching and learning and behaviour management strategies within the area. The Subject Leader will work closely with other subject leaders within the Humanities area, and across the school, as well as supporting and working with the Curriculum Leader for Humanities where appropriate.

Backwell School offers its staff a vibrant and stimulating teaching environment and there is a broad range of professional support available for new members of staff both within the department and in the wider school. At Backwell School we prioritise staff wellbeing; planning time is generous with full time teachers teaching a maximum of 51 lessons out of 60. Our induction programme is highly regarded and new teacher can expect to be assigned a mentor in addition to professional development support.

The school has thriving extracurricular activities including sport, music and drama, and staff are encouraged to play a full part in the life of the school. Teachers are invited to run clubs for students around either personal interests or subject areas and the school has a wide range of these taking place. We also run an Enrichment Week once a year, including residential trips in the UK and abroad, which all staff are encouraged to assist and experience.

Backwell School is a large comprehensive school with over 1700 students of which 350 are in the Sixth Form.

Judged by Ofsted as Outstanding in both 2008 and again 2013 the school has an excellent reputation in the local area and is oversubscribed in regards to student applications. Our latest Ofsted report can be read [here](#).

We are committed to providing a comprehensive education for all our young people and this ethos is summarised in the [Backwell School Charter](#).

All members of staff are expected to act as tutors within the pastoral unit system. Newly qualified teachers may be asked to assist rather than take sole responsibility for a group.

Before making an application candidates are asked to match their qualifications, experience, skills and abilities against the criteria listed on the job and person specification below. To make an application please visit the: [Backwell School Eteach page](#)

The closing date for applications is **9.00 am on Friday 16 March 2018**.



## Job Description: Subject Leader of Philosophy and Religion

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**Teaching & Learning Responsibility:** TLR2b

**Responsible To:** Curriculum Leader; Humanities and Deputy Headteacher

**Responsible for:** Teachers of Philosophy and Religion

**Job Purpose:** To lead and manage the delivery of Philosophy and Religion as well as assist with delivery and development of SMSC and PSHE topics.

### DUTIES

#### Teaching and Learning

All teachers are required to carry out the duties of a school teacher as set out in the School Teachers Pay and Conditions Document. Teachers should also meet the Teacher Standards (2012). Teachers' performance will be assessed against the Teacher Standards as part of the appraisal process as relevant to their role in the school.

- To monitor, lead and develop teaching and learning in Philosophy and Religion and related subjects, at Key Stages 3, 4 and 5.
- To plan and implement the curriculum and manage change, whether brought about following discussions in school, or following external direction.
- To liaise with other agencies, organisations and schools regarding subject specific matters.
- Within school policies, to be responsible for the management of student behaviour in the Department.
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate
- Be accountable for the attainment, progress and outcomes of pupils' you teach
- Be aware of pupils' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these demonstrating knowledge and understanding of how pupils learn
- Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them
- Demonstrate an understanding of, and take responsibility for, promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject)
- If teaching early reading, demonstrate a clear understanding of appropriate teaching strategies e.g. systematic synthetic phonics
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment
- Make accurate and productive use of assessment to secure pupils' progress
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study
- Use relevant data to monitor progress, set targets, and plan subsequent lessons

- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate
- Participate in arrangements for examinations and assessments within the remit of the School Teachers' Pay and Conditions Document

### **Team Leadership and Management**

- To implement the school's performance management policies in respect of Philosophy and Religion (P&R) staff.
- To support, challenge and guide teachers of P&R.
- To assist with the development and teaching of SMSC and PSHE areas of the curriculum.
- To have oversight of the deployment of teaching and to organise the induction of new staff for the successful delivery of the subject.
- To manage and deploy the Department budget, accommodation, resources and equipment.
- To be responsible for assessment (internal and external) and reporting within the Department.
- To take part in the recruitment and appointment of new staff.
- To take responsibility for own continuing professional development.

### **Professional development**

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and wellbeing, refining your approaches where necessary responding to advice and feedback from colleagues
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal
- Proactively participate with the school's appraisal process

### **Fulfil wider professional responsibilities**

- Work collaboratively with others to develop effective professional relationships
- Deploy support staff effectively as appropriate
- Communicate effectively with parents/carers with regard to pupils' achievements and well-being using school systems/processes as appropriate
- Communicate and co-operate with relevant external bodies
- Make a positive contribution to the wider life and ethos of the school

### **Whole School**

- To take a collaborative role in the development and delivery of whole-school initiatives and developments.
- To be aware of and work within all school policies, particularly those on Race Equality and Cultural Diversity and on Health and Safety.
- To contribute to the ethos of positive achievement of learning, high expectations of behaviour and respect for the environment.
- To carry out such other duties as are required and as are commensurate with the grade of the post.

## Person Specification: Subject Leader of Philosophy and Religion (P&R)

Attributes	Essential	Desirable	Evidence
<b>Qualifications</b>	Qualified teacher status. Honours degree or equivalent.		Application
<b>Experience</b>	Current successful secondary school experience.  Record of very good classroom practice including at public examination level.	Experience of team leadership.  Involvement in whole school initiatives.	Application  References  Interview
<b>Training and Professional Development</b>	Good knowledge of current educational thinking and developments.  A balanced programme of relevant CPD.  Experience/knowledge of Ofsted and School Self Evaluation processes	Experience of leading successful professional development activity.	Application  Interview
<b>Personal Qualities</b>	Enthusiastic, perceptive and fair with a sense of humour. Knowledge and expertise in how people learn. Ability to both support and challenge staff and students. The ability to teach PSHE/SRE topics in an open and understanding manner A personal commitment to high quality and excellence that will match and extend the school's proven record.  Punctual with the ability to meet deadlines  Smart appearance at all times.	Ambition for further leadership or responsibility within the school	Interview  Application  References
<b>Leadership and Management Skills</b>	Ability to help us build on the breadth of the educational experiences we offer both in and out of the classroom.  Evidence of involvement in/commitment to extra-curricular activities.  Evidence of involvement in managing change.	Evidence of innovative and effective curriculum or pastoral development.	

	<p>Involvement in school-based developments and initiatives.</p> <p>Ability to foster and maintain good relationships with the school stakeholders and community.</p> <p>Ability to work independently and as a team leader and team member</p> <p>Respect for the professional expertise of others.</p> <p>Consultation and analytical skills.</p> <p>The ability to prioritise, plan and react.</p> <p>The ability to use data effectively to inform actions.</p>		
<b>Communication Skills</b>	<p>Good communicator to a range of audiences</p> <p>Ability to hold successful, potentially challenging, conversations</p> <p>Motivational and positive attitude and communication.</p>		

Reasons to work at

# BACKWELL SCHOOL

## We respect your professionalism

Subject areas are 'free' to make their own decisions around curriculum, teaching & learning and assessment. Teachers teach in their specialist areas, are not required to submit lesson plans and lesson observations do not carry a formal judgement. There are no proscribed teaching and learning styles – we encourage an evidenced approach rather than following educational fads.

## Staff wellbeing is a priority

There is a maximum of 85% contact time with form-filling and data collection kept to a minimum. We have a sympathetic approach to staff absence and we follow a 'rarely cover' policy. Staff get involved in all aspects of school life including musical groups and there is a healthy staff social life too.

Staff Production of the Wizard of Neverland

## Our students are great to work with

Visitors to Backwell invariably comment on the positive attitudes of the students: that they enjoy their time at school, have very good relationships with their teachers and are motivated to learn. This is reflected in high participation in a huge range of extra-curricular activities as well as in consistently excellent examination results.

## Fantastic developmental opportunities

As a teaching school leading the NSTA (North Somerset Teaching Alliance) we offer a huge range of training programmes. As a member of the LSP (Lighthouse Schools Partnership) we have close links with a number of local secondary and primary schools. As a large school with a large Sixth Form, there are many opportunities to develop your experience and for internal promotion.

NSTA INSET Day

## Backwell is in a superb location

We are in the countryside, with beautiful views from our large playing fields but very close to Bristol with excellent transport links: for example it is a ten minute walk to the Backwell and Nailsea train station.

Sixth Form Block and School Playing Fields

