



St James School

Teacher of Religious Studies and PSHE

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12th March 2018

Dear Applicant

Post of Teacher of Religious Studies and PSHE

Thank you for expressing an interest in this post. I hope that the enclosed information will encourage you to apply for it.

The closing date for applications is midday on Wednesday 21st March and we plan to hold interviews shortly afterwards. Please ensure that we are able to contact your referees by phone.

Yours sincerely

A handwritten signature in black ink, appearing to read "Amy Grashoff", with a stylized flourish at the end.

Amy Grashoff
Headteacher

Teacher of Religious Studies and PSHE

St James is looking to appoint an excellent teacher to join our Religious Studies department from September 2018. The successful candidate will be passionate about their subject and an excellent classroom practitioner who delivers engaging and challenging lessons that ensure all students achieve their best.

We are an 11-16 mixed comprehensive school of 875 students situated in the East of Exeter on a relatively new, purpose-built site which offers excellent facilities for all our departments.

We are an innovative and aspirational school that is driven by the highest of expectations in all that we do. We offer a rich and personalised learning environment for all of our students and work hard together to ensure everyone succeeds on a pastoral, extracurricular and academic basis.

Our staff are incredibly committed and passionate about all that they do and are rewarded with bespoke CPD provision, in-house career progression opportunities and regular staff-wellbeing events. Ofsted judged us to be good in our last inspection in March 2015, but clearly acknowledged that our outcomes in Maths and English were Outstanding and that we were on a clear trajectory to achieve Outstanding in the near future. In our recent Challenge Partners review (March 2017) we were graded outstanding.

We would welcome applications from NQTs and RQTs. We provide a personalised and comprehensive programme of support to our NQTs which progresses into year two to ensure RQTs continue to receive guidance and coaching.

We want to be the best; we want to offer the best, we want our students to achieve their best. If you share our passion, vision and drive and are prepared to go that extra mile to support our students, then we would welcome your application.

Application forms and further information are available from our website:
www.stjamesexeter.co.uk or by email to recruitment@stjamesexeter.co.uk.

Closing date for applications: Midday on Wednesday 21st March
Interview date: TBC

The Ted Wragg Multi Academy Trust is a values driven, rapidly growing 2 – 16 Trust with a relentless focus on transforming lives through learning by delivery outstanding outcomes for every pupil, regardless of background. With a reputation for highly successful school improvement in very challenging circumstances, we are passionate about driving up standards and raising the aspirations of all our pupils.

The Ted Wragg Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and operate in accordance with the Safeguarding and Child Protection Policy. All applicants will be subject to a full Disclosure and Barring Service check before an appointment is confirmed.



Contextual Information about St James

St James is a thriving, diverse and proud community. As an inclusive and committed team we are positively and diligently raising standards. Our aim is for students to achieve excellent outcomes, move onto exciting post-16 activities and most importantly to gain a range of skills and experiences which enable them to be happy and successful in the future.

We are an 11-16 mixed comprehensive school of 875 students situated in the East of Exeter on a relatively new, purpose-built site which offers excellent facilities for all our departments.

We are a school with very high expectations of, and for, our students; only their best is good enough. We provide students with opportunities to shine through excellent teaching and innovative practice, a vibrant extra-curricular provision and a curriculum that challenges and inspires from the start of year 7 and is increasingly personalised as students move up through the school.

Our staff are incredibly committed and passionate about all that they do and are rewarded with bespoke CPD provision, in-house career progression opportunities and regular staff-wellbeing events. Ofsted judged us to be good in our last inspection in March 2015, but clearly acknowledged that our outcomes in Maths and English were Outstanding and that we were on a clear trajectory to achieve Outstanding in the near future.

Our 2016 results are the best in our history, with nearly 8 out of 10 students achieving at least a C in both English and Maths (77% – the 'Basics'), 71% achieving at least five A*-C GCSEs including English & Maths; and 43% achieving the E Baccalaureate. 50% of students achieved at least one A/A* and 20% of all grades were A/A*. These results saw us placed in the top ten schools in Devon as published in The Times on Friday 20 January 2017.

We are one of the highest performing schools in the area because we believe that students achieve excellent outcomes as a result of five years at a school where they are happy and engaged at all times; where they are challenged from day one and are consistently supported to be the best they can be.

The Governing Body:

The Local Governing Body operates with full delegated authority from the Ted Wragg Multi Academy Trust and is directly accountable to the Trust. The governors understand well their statutory duties to hold leaders to account as well as setting the strategic direction of the academy and ensuring the academy has a sound financial footing. Their commitment is absolute, believing in social justice they bring a rich background of experience beyond education. They are led by a chair determined for the academy to be a first choice for parents and where every child is given the opportunity to fulfil their potential.



Ted Wragg Multi Academy Trust

Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about education in general, and in Exeter in particular, and about how education can transform young people's futures.

The Trust share Ted Wragg's passion for education and the difference it can make to social mobility, progression, self-esteem and ultimately success, in an increasingly competitive education and jobs market.

The Ted Wragg Multi-Academy Trust's ambition is to raise the aspirations of young people and enable them to become fulfilled, confident and motivated citizens, able to contribute actively to a democratic society. All students within the Ted Wragg Multi-Academy Trust, regardless of social or cultural background, are motivated to succeed and make outstanding progress because their needs are met through creative, relevant and innovative provision.

The Aims of the Trust are to:

- Work in genuine partnership to strengthen schools and their communities
- Foster a culture of positive challenge and continual school improvement.
- Provide a common sense of purpose with a focus on outstanding teaching and learning.
- Offer an excellent educational experience so that every student fulfils their potential.
- Encourage a rich, dynamic and purposeful range of learning opportunities for all students.
- Develop life-enhancing values so that students leave school with a sense of self-worth and determination to succeed.

The Ted Wragg Multi Academy Trust currently has four school members, Isca Academy, St James School, the Cranbrook Education Campus and Exwick Heights. West Exe School is currently in the process of joining. It has trustees from the University of Exeter and Exeter College as well as from local businesses.

The key aspect that makes this Trust exceptional is that with the 'Members' we have an inspirational progression route from an Outstanding Primary, through an Outstanding FE College, to a world-class University.

Website: <http://www.tedwraggtrust.co.uk>



The Religious Studies Department

Religious Studies is highly regarded by both staff and students at St James School. We are a small yet committed team who put Teaching and Learning at the heart of everything. We strongly believe in giving all of our students a well rounded RS curriculum that enables them to leave St James as well informed, thoughtful and tolerant individuals. Outcomes within the RS department are good due to the development of a challenging and robust curriculum, excellent relationships between staff and students and a high quality of teaching of learning. Our schemes of learning focus on world religions and philosophy as well as skills that enable our students to be successful at GCSE but also to use critical thinking skills beyond St James.

A GCSE in Religious Studies is compulsory for the vast majority of our pupils at KS4, a change that was made long before the introduction of the Ebacc or Progress 8 measure because of the value the school places on RS. At KS4 we use the AQA A GCSE specification where we study Christianity and Islam. We have completely redeveloped our planning to support students move towards the new GCSE and are looking forward to a move away from the old GCSE and to a more rigorous course. Our students would tell you that they enjoy RS and that their lessons are highly engaging. We communicate regularly with parents and our students receive very high-quality feedback. Teaching is very strong in the department and there is a strong ethos of collaboration and professionalism.

There are currently 2 RS specialists within the department as well as 2 non-specialists teaching at KS3. All KS3 students receive 1 hour a week of RS and this increases to 3 hours across the fortnight at KS4. The RS department currently has two designated classrooms. Each classroom has a projector with speakers and there are a range of textbooks and religious artefacts for use within RS lessons.

February 2018



Job Description



Job Title:	Teacher of Religious Studies and PSHE
Location:	St James School
Responsible To:	Head of RS
Salary Grade:	MPS and UPS

Key Purpose of Job

1. To teach RS and PSHE across the age and ability range in accordance with the requirements of a professionally qualified teacher.

Anticipated Outcomes of Post

1. Students, regardless of their social or cultural background, are motivated to succeed and make outstanding progress through creative, relevant and innovative teaching and learning.

List Key Duties and accountabilities of the post

1. Teach RS and PSHE across the age and ability range in such a way as to challenge and inspire all students, with clear objectives, delivered in line with department schemes of work and school policies.
2. Plan and deliver lessons to students according to their educational needs and with reference to prior attainment, SEN and EAL as required, striving to ensure equal opportunities for all and no gaps in achievement between particular groups.
3. Assess, record and report on the development, progress and attainment of students in line with school policies, ensuring that marking and assessment are of consistently high quality.
4. Set high expectations for students and develop their behaviour for learning through focused teaching and through the development of positive and productive relationships.
5. Promote enrichment and extension of RS and PSHE across the department, participating and developing reading events, trips and visits as well as producing high quality displays.
6. Take a full role in the pastoral system of the school, by being a tutor and a member of staff well known to the community of students.
7. Embrace the continued professional development programme within the school, striving to be a lifelong learner, maximising opportunities to make impact within the role.
8. Be familiar with, fully support and reinforce the aims, ethos, policies and procedures of the school with students, staff, parents and other stakeholders where and when appropriate.
9. Safeguarding Children. St James School is wholly committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS.

Budgetary / Financial Responsibilities of the post

1. None

Supervision / Line Management Responsibilities of the post

1. None

Working Environment & Conditions of the post

1. In support of the Trust's vision and ethos of shared teaching and learning to improve educational outcomes for young people, the post may be required to travel and teach within any school in the Ted Wragg Multi Academy Trust.

Other Duties

1. All staff must commit to Equal Opportunities and Anti-Discriminatory Practice.
2. The Trust operates a Smoke-Free Policy and the post-holder is prohibited from smoking in any of the Trust buildings, enclosed spaces within the curtilage of buildings, and Trust vehicles.
3. The post-holder will be expected to have an agreed working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, members of other agencies and community members.
4. The post-holder is expected to familiarise themselves with and adhere to all relevant Trust and School Policies and Procedures.
5. The post-holder must comply with the Trust's Health and Safety requirements specifically for the school they are working at
6. This post is based at St James School but the post holder may be required to move their base to any other location within the Trust upon request
7. The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.
8. To undertake additional duties as required, commensurate with the level of the job.
9. To attend Awards Evenings and Celebration Events.

As this post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service Check (DBS) before the appointment is confirmed. This will include details of ALL cautions, reprimands or final warnings as well as convictions, whether "spent" or "unspent". Criminal convictions will only be taken into account when they are relevant to the post.

Person Specification

	Essential / Desirable	Evidence
Qualifications and Experience:		
An appropriate, good honours degree (2:2 or higher)	E	A,C
QTS or equivalent	E	A,C
Evidence of further professional study	D	A, C, R
Recent and relevant teaching of good to outstanding lessons at Key Stages 3 and 4	E	A, C, R
A track record of excellent student progress demonstrated by examination outcomes	D	A, R
Curriculum and Knowledge:		
Wide knowledge and understanding of RS and PSHE within the curriculum context and wider world	E	A, I, R
Knowledge of current educational issues, an awareness of recent developments in the National Curriculum and changes in the Key Stage 4 curriculum	E	A, I, R
Ability to use data effectively to support student progress	E	A, I, R
Know and use a range of teaching and learning styles	E	A, I, R
Show an awareness of what constitutes outstanding pedagogy and practice	E	A, I, R
Understand changes to exams and whole school accountability measures	D	A, I, R
Skills and Attributes:		
Enthusiasm, drive and a love for the job	E	A, I, R
A passion for ensuring that all aspects of school life demonstrate integrity and respect	E	A, I, R
Commitment to a high profile presence in and around the school	E	A, I, R
A good sense of humour	E	A, I, R
Excellent communication skills, both verbal and written	E	A, I, R
An ability to organise, plan and prioritise time effectively	E	A, I, R
A willingness to challenge others to produce positive outcomes	E	A, R
Flexibility and adaptability	E	A, I, R
Be a role model and contribute to sharing high quality practice within the team	E	A, I, R
Ambitions to lead an aspect of the department or in another school context	D	A, I, R

Key to Evidence:

A – Application Form & Letter

C - Certificates

I - Interview

R - Reference