



**St Saviour's
& St Olave's
School**

An 11-18 Church of England Girls' School

HEADTEACHER: CATHERINE MAY BSc (HONS) MBA

New Kent Road, London SE1 4AN Tel: 020 7407 1843

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Dear Applicant,

Re: Head of Religious Studies

Thank you for your interest in the post of Head of Religious Studies. We are looking for someone with energy, vision and enthusiasm to join our vibrant learning community.

St Saviour's and St Olave's is a popular oversubscribed Church of England comprehensive girls' school with Specialist Science Status. The school has interesting roots going back to 1562 under the Charter of Elizabeth I. Every member of the community is valued and there are high expectations of all and from all. The ethos of the school is built on Christian principles; care and support; challenge with academic rigour and excellent relationships throughout the whole school community. Students have said that they feel safe and appreciate having a voice in the school.

The school is an oasis for staff and students in the middle of inner London. We are an inclusive multi-cultural school which admits students of other faiths and no faiths as well as Christians.

The school takes full advantage of a host of world class educational and cultural opportunities. We are recognised as providing outstanding enrichment involving a wide range of activities and including every member of staff and all students. There are field study courses, school journeys at home and abroad, theatre and gallery visits. Music flourishes and there are opportunities for participation in, for example, Mandarin, drama, basketball, rowing, zumba and the work of the chaplaincy as well as homework clubs in every subject area. A contribution to the extra-curricular life of the school is expected from all staff.

There are 769 students including 148 in our sixth form. Student data shows that 48% of year 7 – 11 students qualify for pupil premium. Over 50 different home languages are spoken and 16% are on the SEN register. Most teaching is done in mixed ability groups, although there is some setting in English, Maths, Science and MFL. In years 10 and 11 all students follow a broad common core with additional "option" subjects. A broad range of subjects are offered in the sixth form to enable students to follow their own personalised timetable.

If you decide you would like to join us, I look forward to receiving your application.

Yours faithfully,

Catherine May
Headteacher





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The Aims of St Saviour's & St Olave's School

The school motto encapsulates the aims of the school as our mission statement:

**HEIRS OF THE PAST
CHILDREN OF THE PRESENT
MAKERS OF THE FUTURE**

Within these three elements, our ethos as an Anglican school is evident.

Heirs of the Past

We are a school that is underpinned by faith in God and grounded in our Christian values. We are **reflective** about our history, as a school and as part of the local and Anglican communities. We aim to ensure that every student builds positively upon the strong foundations established by those who founded the school and have led it since. Our school has always been an **inclusive** school, where everyone has the right to equality of opportunity whatever their ethnic, cultural, religious or socio-economic background. The heritage and rich tradition of the school gives a shared cultural and historical identity to all and a context in the community. It has always sought to give roots and stability to the girls who learn here – we work and learn together.

Children of the Present

We are secure in the belief that all are all made in the image of God, so that all are valued and important. Our school is **supportive** to the members of the community, working and learning in a spirit of collaboration and trust. We recognise the importance of support for the whole child: educationally, pastorally, and spiritually, and provide time and resources to prioritise this. The emphasis on **compassion**, love and forgiveness is evident within the school community, as well as the outreach to those locally, nationally and beyond.

Makers of the Future

We aim to engender a continuous desire to know and understand through the enjoyment of learning. We continue to foster an attitude of reflection on educational, spiritual and moral values that students can take forward in their lives. These characteristics help ensure the school is **transformative** for those who study here. As students reflect on the past, process the present and continue into the future, our desire is for them to be equipped with the character and skills needed for them to contribute positively and responsibly to society, realising their God given potential.





St. Saviour's & St. Olave's Employee Benefits

At St Saviour's and St Olave's we recognise that whilst working in a school is hugely rewarding, it can also be quite challenging. We therefore prioritise staff wellbeing, ensure all staff are given the opportunity to develop and value our staff by providing them with appropriate recognition and reward for their contribution to the life of the school. We believe this has advantages for our students because it also promotes their welfare and enables them to benefit from a high quality of education delivered by staff that feel valued and supported. There are a number of benefits made in addition to salary payments to support staff wellbeing and staff development. These include:

A strong commitment to providing high quality continued professional development. We take a positive view towards staff who want to develop professionally. The support we provide includes contributions towards fees for approved qualifications such as Masters Degrees – up to £1,000 or 50% of the cost of the course (whichever is the lower) per year for a maximum of 2 years, provided the course undertaken is relevant to the staff member's work at the School or will enable the staff member to make further valuable contributions towards his/her work at the School. We also offer excellent internal training delivered by our leading practitioners, we offer a one year SLT secondment programme aimed at middle leaders and our SSAT accreditation enables us to deliver the SSAT National Award for Middle Leaders (NAML) programme in house. Wherever possible we will support applications for external courses relevant to the role.

Employee Assistance Programme gives access to the EAP which provides specialist support on a wide range of work-life issues, legal and financial guidance and debt counselling. The programme also provides access to a specialist team of counsellors and advisors offering emotional support and counselling.

Travel loans – an interest-free loan of up to £5,000 to purchase an Annual Season Ticket.

Childcare Vouchers and Bike-to-work Salary Sacrifice schemes.

Introduction Fee – permanent staff who introduce an individual to the School may be eligible for an introduction fee of £500 if the individual secures a permanent employment contract, remains employed by the School for a minimum of 4 terms and has a successful Performance Management cycle.

Provision of laptops to enable staff to work from home efficiently.

Provision of annual flu vaccination free for all staff.

Catering and refreshments

This includes:

- Catering before evening events e.g. Parents' evenings.
- Free refreshments and lunches on inset days and End of Term buffets.
- Subsidised lunches during the term time.
- Free tea, coffee and milk provided in the staff room.

We constantly seek to enhance our provision of benefits and welcome any additional suggestions from staff.



About the Religious Studies Department

The Religious Studies Department is very successful at St. Saviour's and St Olave's School. It is a core subject for all girls and is currently taught twice a week throughout Key Stage 3 and 4 (with three lessons in year 10). Religious Studies is also a popular course at A Level, with two groups in both year 12 and 13.

At our school we ensure that Religious Studies plays a central role in the spiritual, moral, cultural, social and intellectual development of each student. It provides a structured and rigorous framework for students to explore the philosophical and ethical questions faced by all humanity. Students engage in a critical dialogue with a range of religious responses to these questions, through which they develop and enhance their own views whilst developing a respect and awareness of the different beliefs of others.

The KS3 curriculum uses the Southwark Agreed Syllabus, within which each of the six major world religions are studied, as well as specific courses on a range of philosophical and ethical questions such as 'Does suffering disprove God's existence?' and 'Are we free?' These provide an excellent foundation of understanding and skills in order to enjoy and achieve in this subject throughout each Key Stage. There is also a series of trips to different places of worship and a range of visitors have joined classes to give talks and answer questions.

At KS4 all students currently complete a full GCSE in AQA Religious Studies. The religions studied are Christianity and Islam; the themes we focus on include Relationships and Families, and Religion and Life. For several years results have been very strong, with last year's cohort gaining 90% A*-C, with 49% achieving A/A*. Importantly, these grades show clear added value with every ability group.

The A level intake of students has also increased with Religious Studies now among the most popular subjects at Key Stage 5. Students study the A Level AQA RS: Christianity, Philosophy and Ethics course which is academically rigorous and enjoyable. Last year's results included 92% achieving A to C grades.

The department has specialist accommodation and is provided with a good and varied range of resources. Each full time teacher has their own classroom and is fully supported in their development.

The department is a thriving one that not only achieves excellent results but also makes a major contribution to spiritual and moral development generally in the school. This involves supporting worship, in particular through regular celebrations of the Eucharist, as well as the annual Commemoration Service to mark the founding of the school and the Carol Service, both held each year in Southwark Cathedral.