

### ABOUT FRENSHAM HEIGHTS

Frensham Heights is a highly distinctive independent day & boarding school, offering a progressive education. We welcome all students from the age of 3 to 18 and we give them the tools to succeed in their education, helping them to extend their abilities and exceed their own expectations. Set in 125 acres of beautiful Surrey countryside, our campus combines impressive historic buildings with a modern, diverse learning environment.

We endeavour to be faithful to the ideals which make Frensham a refreshing alternative to other independent schools.

### WORKING WITH US

We believe passionately that our community thrives through our people. In joining Frensham, you will be a vital part of our community. We have high standards for students and staff alike – and we support you in reaching and exceeding these. Since our foundation, we have believed in encouraging the fullest development of each individual's personality and talents. Each individual must accept responsibility for their own actions and must relate to others with sensitivity. Success will be achieved against a background of mutual respect and strong human relationships.

### SAFEGUARDING:

Frensham is committed to safeguarding and protecting the children and young people that we work with. As such, all posts are subject to a safer recruitment process, including the disclosure of criminal records and vetting checks. We ensure that we have a range of policies and procedures in place which promote safeguarding and safer working practice across the school. This is in line with statutory guidance Keeping Children Safe in Education 2020 and The Education Act, we expect all staff and volunteers to share this commitment.

### EQUALITY AND DIVERSITY

Frensham Heights is an organisation with founding principles of child-centred learning and mutual respect. We are proud members of the Progressive Education Network.

We value and treat all people with dignity and respect. We aim to encourage, value and manage Equality, Diversity and Inclusion. We oppose all forms of unlawful and unfair discrimination, harassment or victimisation.

We are striving to attain a workforce that is representative of society to ensure we secure the widest pool of talent available. Applicants whose backgrounds are underrepresented in the sector are encouraged. It is our aim to ensure that no job applicant or employee receives less favourable treatment (either directly or indirectly) in recruitment or employment on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation (the protected characteristics).



### JOB TITLE:

HEAD OF PSHE AND TEACHER OF PHILOSOPHY, RELIGION AND ETHICS (PRE)

### GROUP:

HUMAN PERSPECTIVES

### REPORTS TO:

HEAD OF FACULTY, HUMAN PERSPECTIVES

### RESPONSIBLE FOR:

PSHE DEPARTMENT

### JOB PURPOSE

This is a unique role for an outstanding PRE and PSHE teacher. The successful candidate will be an advocate for excellence in teaching, critical thinking, student reflection and personal growth.

### HEAD OF PSHE

The Head of PSHE will lead the PSHE department with drive and imagination during the next phase of its development. The Head of PSHE is part of the Academic Team and reports to the Head of Faculty of Human Perspectives.

The Personal, Social, Health & Economic Education Department (PSHE) is a well-established and integral part of the school curriculum. The aims of the department are to allow students the opportunity to express their personal opinions and feelings, whilst encouraging them to listen to and respect the opinions and feelings of others. The study of PSHE promotes the general progress and wellbeing of individual students and the community of students and reflects the value and ethos of the School.

PSHE is currently taught throughout the school through dedicated timetabled lessons, drop down days and tutor time activities, as well as through learning in other relevant subjects which complement the programme, from the EYFS Curriculum to our Expanding Horizons programme in Sixth Form.

### JOB OBJECTIVES:

- To develop and lead a creative and inspirational PSHE programme, which meets all statutory requirements, for Year 7 to Year 13 and organise its delivery,



### JOB OBJECTIVES CONT.:

- To work with the Head of Junior School and Junior School PSHE Curriculum Leader to support with the Junior School PSHE programme,
- To liaise regularly with students and staff to continually review and evaluate the PSHE programme to ensure that it remains current, up-to-date and relevant to our students,
- To oversee the allocation of staff for all PSHE lessons and provide support, guidance and advice,
- To be responsible for monitoring the performance and functioning of the department,
- To attend Faculty meetings, academic and pastoral meetings as required,
- To organise a programme of appropriate outside speakers including evening talks for parents,
- To hold regular department meetings,
- To present budget plans to the Head of Faculty and to work with them in controlling the budget,
- To report to the Governors on departmental developments, when required,
- To keep abreast of current issues in PSHE and make programme changes as necessary,
- To be a member of the PSHE Association and attend its Annual Conference.

### TEACHER OF PHILOSOPHY, RELIGION AND ETHICS (PRE)

The Philosophy, Religion and Ethics department at Frensham is a vibrant and growing department. The teaching within the department is of a high standard, students are motivated by the teaching and subject matter, and high standards of learning are being achieved. The teacher of PRE reports to the Head of PRE.

### JOB OBJECTIVES:

- The ability to teach PRE from Year 7 to Year 13 including GCSE Religious Studies (AQA) Christianity and Islam and A Level Religious Studies (OCR),
- Contribute to the wider aspects of teaching and learning within the school, including being a Tutor,
- Working as part of the PRE department team to maintain the quality of teaching and learning and ensuring that high standards of teaching are met and that all students make excellent progress,
- Liaise with parents about their child's progress, including attending Parents' Evenings, writing reports and responding to parental queries, being pro-active in providing information,



### JOB OBJECTIVES CONT.:

- Generating enthusiasm for the subject to promote the subject within school and beyond,
- Demonstrating excellent subject knowledge and academic rigour,
- Working with the department to maintain up-to-date curriculum content in all PRE schemes of work,
- Keeping up-to-date with curriculum development,
- Using baseline data as part of professional assessment and planning to ensure all students are stretched to reach their full potential,
- Working collaboratively within the Human Perspectives Faculty to plan a cross discipline curriculum,
- Attending regular weekly departmental meetings,
- Attending Human Perspectives faculty meetings as appropriate,
- Work as part of the staff team and be a positive member of the school community,
- Build, foster and maintain positive relationships with students and parents,
- Support the aims and ethos of the school, and contribute to and support the spiritual side of school life,
- Participate in the general day to day activities of the school as a whole and undertake a share of the staff duties and clubs.

These duties and responsibilities are in addition to those set out in the Staff Handbook and Contract of Employment.

The post holder will be required to complete an enhanced Disclosure Barring Service (DBS) Check with appropriate barred list checks, or the equivalent, and must be eligible to work in the UK.



### PERSON SPECIFICATION:

ESSENTIAL = E  
DESIRABLE = D

#### KNOWLEDGE

A good degree in Theology, Religious Studies, Philosophy or equivalent relevant degree,

E

An understanding of the statutory PSHE Guidance, including relationships education and RSE,

E

Creative engaging teaching ideas & a passion for progressive education,

E

Evidence of ongoing professional development,

D

Understanding of the role of SMSC within the curriculum.

D

#### EXPERIENCE

Ability to work collaboratively within the Human Perspectives Faculty and across faculties,

E

Recent experience of teaching A Level (OCR) Developments in Christian Thought,

D

Recent experiences of teaching GCSE (AQA) Religious Studies Christianity and Islam.

D

#### SKILLS

Proven ability to plan and deliver excellent lessons,

E

Strong communication, presentation and interpersonal skills,

E

Punctual, organised and friendly,

E

Ability to effectively use IT in teaching and administration.

E

#### QUALIFICATIONS

Teaching qualification (we would consider an NQT for this role if the candidate met the necessary criteria).

E

### FRENSHAM HEIGHTS SCHOOL

Rowledge, Farnham, Surrey GU10 4EA

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[www.frensham.org](http://www.frensham.org)

