



VACANCY INFORMATION PACK

TEACHER OF
PHILOSOPHY, RELIGION
& ETHICS

PART TIME
OR FULL TIME



READING BLUE COAT

INTRODUCTION

Reading Blue Coat School is a leading independent day school for students from ages 11 to 18. As at September 2023, the School has circa 800 students and has welcomed our first co-educational intake into Year 7 with the intention of being a fully co-educational independent day school from September 2027 onwards. The School has been co-educational at Sixth Form for over 30 years and this continues.

The School was founded in 1646 by Richard Aldworth, a Master of The Skinners' Company, and a Governor of Christ's Hospital. The School was established near St Mary's Minster Church in Reading and was originally known by its historic name of Aldworth's Hospital. In 1947, Reading Blue Coat School moved to the magnificent estate of Holme Park in the Berkshire village of Sonning, where it remains today.

The ethos of the School derives from its Christian foundation and traditions, fostering care and concern within the community and enabling all students to develop their full potential. The School aims to provide a stimulating and friendly atmosphere in which each student can realise his or her full intellectual, physical, and creative potential. Students are encouraged to be self-reliant and adaptable, and the School intends that they will learn the basis of good citizenship, founded on honesty, fairness and understanding of the needs of others. The curriculum provides a balanced blend of academic and co-curricular activities that combine to meet these objectives.

The School employs more than 200 salaried staff, of whom about 50% are academic. Reflecting the character of our co-educational sixth form, nearly half of our academic staff are female.

FACILITIES

Reading Blue Coat is located four miles from the centre of Reading, in the Thames-side village of Sonning. It is also three miles from Twyford, which is located on Crossrail, with fast train service across London. Set in 46 acres of land for students to enjoy, the facilities are very well maintained, and the School continues to invest in the site to add to an impressive infrastructure of buildings.

Planning permission has been obtained for a new Performing Arts Centre.



ACADEMIC LIFE

The academic curriculum at Reading Blue Coat is based on the principle that all students should experience a broad and balanced range of basic subjects and skills. From Year 9 onwards, this range is gradually modified, by elements of choice, enabling both the interests and aptitudes of individual students to be reflected. Most lessons are taught initially in classes of mixed ability, although setting occurs in Mathematics in Year 7, in Languages in Year 8, and Science in Year 9. Geology is also a thriving subject. In Year 11, all students take qualifications in English, Maths and Science (all IGCSE) and a Modern Foreign Language. They also take three GCSEs from a broad range of eleven subjects. All students take a GCSE in Religious Studies (full course) in Year 10.

In the Sixth Form, students can choose from a range of 24 subjects, including subjects most will not have studied before, such as Economics, Politics and Psychology. Enrichment opportunities in the Sixth Form include the Extended Project Qualification (EPQ), and a weekly schedule of visiting speakers. Reading Blue Coat always seeks to stretch and challenge students and the School's Learning Support Department ensures that students with specific learning needs are supported effectively. The School's Learning Research Group ensures a sustained focus on developing teachers and pedagogical enrichment.

2023 academic results were impressive; the results were amongst Blue Coat's best with 74.4% achieving A*- B at A Level, and at GCSE 78.1% gaining Grades 9 to 7.

The majority of Year 13 leavers proceed to degree courses at universities of which approximately 78% go to the Russell Group Plus universities. Each year over 75% of our students attain places at their first choice university, whilst others are successful in securing future learning opportunities in their chosen career.

PASTORAL

Pastoral care, focused on the individual, is at the heart of the School. Reading Blue Coat's pastoral structure is based around the tutorial system, within the framework of the House system. In September 2021, we increased our houses from four to six: Aldworth, Hall, Malthus, Rich, Norwood and West.

All students are part of a tutor group that is overseen by a member of staff who is responsible for their well-being and for personally overseeing the development of their character and intellectual curiosity. At the heart of the School are the values of aspiration, courage, compassion, integrity and service and all activities seek to re-enforce these. The House system enables students to take part in activities that foster the development of these ideals through a variety of opportunities that include dance, drama, music, public speaking and sport.

DRAMA, MUSIC & THE ARTS

Reading Blue Coat has a reputation for drama and musical performances of the highest quality, with an extensive programme of performances throughout the year. Students' endeavours in the arts are highly successful and widely acclaimed. Music is at the heart of the School, all students are auditioned for the choir and many learn a musical instrument. The School Musical or Play is one of the highlights of the cultural calendar and there are further opportunities to perform on stage throughout the academic year. The breadth and depth of musical and dramatic talent at the School is evident in the wide range of plays, concerts, and exhibitions that take place throughout the year.



Further information is available on the School's website at www.rbc.org.uk

SEE ALSO THE GOOD SCHOOL GUIDE:

<https://www.goodschoolsguide.co.uk/schools/102976/reading-blue-coat-school>

AND MUDDY STILETTOS SCHOOLS REVIEW GUIDE:

<https://berkshire.muddystilettos.co.uk/kids-2/school-reviews-kids-fashion-2/reading-blue-coats-sonning/>

SPORT

The School has a strong reputation for the high quality of its sporting teams. Sport plays a key role in developing every student's potential whilst embodying the principles of Respect, Belief, Commitment and Sportsmanship (team RBCS). Sports are coached to a very high level while providing for, and encouraging those, for whom participation rather than excellence is important.

The core sports are athletics, cricket, football, netball, hockey, rowing, and rugby. The School competes with great success at local, regional, and even national level. We have recent national competition winners in rowing and cross country running, and cricketers, netballers and rugby players who have been selected to international age group teams and gone on to play professionally. Other sports on offer include cross country, golf, tennis, swimming, and touch rugby.

ACTIVITIES

The activities programme is designed to enable students to develop practical and social skills such as communication, leadership, and teamwork. Reading Blue Coat offers a number of exciting options from which students can choose for their weekly activities session, including Adventure Education, Combined Cadet Force (Army, Navy, RAF), Duke of Edinburgh Award Scheme, Model United Nations and Enterprise Champions.

COMMUNITY

Reading Blue Coat students are encouraged to be aware of their place in the wider world and to show consideration for all those with whom they come into contact. These principles are based on the ideas handed down by Richard Aldworth who founded the School in 1646.

In recent years the School has greatly enhanced its links with the wider community under what is now called the Aldworth Partnership. One example is the Primary Schools Placement programme which gives students the opportunity to assist with tuition in English, Maths and Modern Foreign Languages in local primary schools. We also have our own community garden which produces fresh produce for a local foodbank charity and our students have recently begun a project to convert a horse trailer into a community café.

Internationally the School has a strong relationship with the charity Brass for Africa and our students support their work amongst disadvantaged children and young people in Uganda through music. As the Aldworth Partnership continues to grow, the long-term aim is that all Blue Coat students have the opportunity to be involved in transformative service projects in the local and wider community at some point in their school career.

THE PHILOSOPHY, RELIGION & ETHICS DEPARTMENT

The Philosophy, Religion and Ethics Department has a long, successful history at Reading Blue Coat. It prides itself on its results and value added. Indeed, last year in 2023, the PRE department enjoyed some of its strongest results to date, at both A level and GCSE, for example:

A Level 93% A*-B

Learners tend to be from many religious backgrounds (e.g. Anglican, Muslim, Sikh, Hindu) and many self-identify as atheists or agnostics, in line with societal trends. We try to reflect all these views equally with the subject curriculum. Therefore, in both Years 7 and 8, we teaching units touching on ultimate philosophical questions as well as ethical questions, alongside the study of religions including Buddhism & the Abrahamic Faiths.

The department has recently relocated to The Bernard Inge building and so enjoys an office and teaching classrooms separate from the rest of the school. Moreover, these rooms are due to be renovated in the coming Summer (2024), before September.

The department is currently comprised of 6 academic staff. It is responsible for teaching all students in KS3 and KS4. KS3 students have four 35-minute lessons across the two-week timetable and one 20-minute homework per week.

The GCSE course is compulsory and taught in years 9 and 10. KS4 students have seven 35-minute lessons across the two-week timetable and one 30 to 40-minute homework per week. Year 11 students have no subject lessons.

The A level is taught by three teachers, one for each area. Each area/teacher normally has six 35-minute lessons across two weeks, but it can slightly vary between Year 12 and 13. Homework is set weekly.

The successful candidate will also be expected to contribute to the co-curricular offerings of the department, including Philosophy Society & weekly 'clinic/booster' sessions at lunchtimes to support students in need of extra help where necessary.

The department aims to offer exciting, engaging and informative teaching and encourages professional development. Staff are expected to develop their skills via INSET and through sharing good practice within the School and will be encouraged to contribute to the development of schemes of work and teaching and learning in the department.



For an informal telephone conversation about the role, contact Mr Harry Stone, Head of Philosophy, Religion & Ethics, on **0118 944 1005** or email has@rbcs.org.uk



DESCRIPTION OF THE POST

Efficiently execute such responsibilities as are assigned by the Headmaster or his assignee: this involves teaching duties and non-teaching duties as are reasonably expected with regard to the functions listed under Duties and Particular Duties. Be familiar with and implement all policies and procedures as are set out in the Staff Handbook and other School documentation.

DUTIES

General Professional Activities:

- To contribute to the development of subject and pastoral teams.
- To put into practice the school policies, including the planning and delivery of the curriculum.
- To contribute to the School's co-curricular programme.
- To plan, prepare and deliver the curriculum in the subjects for which he/she is responsible, including the setting and marking of homework as appropriate.
- To take an active part in curriculum development.
- To accept a measure of administrative responsibility.
- To engage in such supervisory activities as may be reasonably required.
- To be responsible for a group of pupils (tutor group) in all aspects of their development.
- To manage a classroom and form registration room according to school policy.
- To undertake professional development as part of a continuous process of career progress.
- To assist in maintaining discipline throughout the school consistently according to the policy laid down.
- To provide supervisory duties as reasonably requested.
- To attend meetings, parents' evenings, open mornings, entrance examinations and other functions as appropriate.
- To meet all deadlines reasonably required.
- To ensure that personal behaviour, dress, appearance and time keeping is commensurate with the high standards expected of all members of the school community.

Main Activities Attributable to the Particular Duties:

I. Pupil Organisation and Curriculum Delivery

- To manage the teaching rooms and the pupils in such a way as to provide a suitable learning environment.
- To plan, prepare and deliver appropriate learning experiences making full use of the resources available. All such planning to be based on the agreed and published curriculum policies, schemes of work and other such papers that are provided from time to time.
- To prepare, arrange and lead educational visits as part of the overall planning for the area of learning as may be appropriate.
- To ensure that the work planned is suitably differentiated to meet the needs of all the pupils within the class, and to have high level expectations within the differentiation.
- To bring to the attention of the Headmaster's appointee pupils with perceived Learning Difficulties or Disabilities.
- To display pupils' work in the classroom and around the school clearly and effectively in such a way as to raise awareness and pupil esteem.
- To be prepared to use personal expertise on behalf of any pupil or group of pupils as may be reasonably expected.
- To correct pupils' school and homework in a reasonable time and in accordance with school policy. To prepare and administer tests/examinations and key stage assessments as appropriate.
- To maintain personal and official records of pupils' development and to write reports where appropriate.
- To inspect and initial Student Planners at least once a week.

**LINE MANAGER:**

Head of Philosophy, Religion & Ethics.

DEPARTMENT:

Philosophy, Religion & Ethics.

CONTRACT STATUS

Permanent contract to commence in September 2024 or as soon as possible thereafter. The first year of service is served as a probationary period.

SALARY

In accordance with the School Pay Scale for Teachers. Range according to experience from £29,765 to £51,035 per annum. Annual salary is paid by bank transfer on the 25th of the month, or next working day thereafter, in 12 equal payments throughout the year.

2. Professional Development

- To maintain personal professional development by attending such courses/seminars as may be available and appropriate including school-focused INSET.
- To be prepared to join appropriate curriculum working parties.
- To undertake professional self-assessment and appraisal.

3. Administration:

- To maintain attendance registers
- To be present at least during the working day, Monday to Friday during term time (not including duties, co-curricular activities, parents' meetings, staff meetings, open mornings, entrance assessments as may be reasonably required) and to inform the School before 08:00. of unplanned absence.
- To undertake administrative duties as may be mutually agreed.
- To support home-school relationships and to liaise with parents as appropriate.
- To provide assistance in the smooth running of the school as may reasonably be expected.

4. Additional Duties:

- The post holder is responsible for promoting and safeguarding the welfare of pupils at the school.
- The post holder is responsible for using technical and operational knowledge to ensure a safe environment.

Please note that this Job Description is not exhaustive and the employee may be expected to undertake additional duties if required.



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TEACHER OF PHILOSOPHY, RELIGION & ETHICS

The person specification focuses on the knowledge, skills, experience, and qualifications required to undertake the role effectively. It is expected that the successful applicant will have and can demonstrate:

| Knowledge And Experience | Essential | Desirable |
|---|-----------|-----------|
| Experience of teaching Philosophy, Religion & Ethics and/or Religious Studies. | ✓ | |
| Outstanding specialist subject knowledge of the curriculum at 'A' level & GCSE. | | ✓ |
| Knowledge of the Edexcel A level specification and AQA GCSE in Religious Studies. | | ✓ |
| Experience of, or the subject knowledge required for the teaching of Buddhism at A Level. | | ✓ |

| Skills and Attributes | Essential | Desirable |
|---|-----------|-----------|
| Self-motivated and highly dedicated. | ✓ | |
| Demonstrates a real passion for teaching and characteristics of outstanding teaching practice. | ✓ | |
| Able to inspire students in their subject. | ✓ | |
| Excellent communication skills with ability to establish rapport with students, parents and colleagues. | ✓ | |
| Effective in planning and prioritising workload. | ✓ | |
| A willingness to engage in the whole life of the School and an ability to offer skills in some part of the co-curricular programme of the School. | ✓ | |
| Commitment to the ethos of the School and its pastoral approach. | ✓ | |

| Qualifications | Essential | Desirable |
|---|-----------|-----------|
| A good Honours degree directly related to the teaching aspects of the role. | ✓ | |
| Philosophy or Theology degree preferred. | | ✓ |
| A level Religious Studies or Philosophy preferred. | | ✓ |
| A recognised teaching qualification, such as a PGCE. | | ✓ |
| A recognised teaching qualification, such as a PGCE. | | ✓ |
| Applicants will preferably have qualified teacher status, although the School will accept applicants who are on an accredited programme working towards Qualified Teacher Status. | | ✓ |
| Full clean driving licence. | | ✓ |

Closing date for applications: 09:00 on Wednesday 21 February 2024

Applications should be submitted by School employment Application Form, which can be downloaded from our website "Vacancies" page www.rbc.org.uk/vacancies/

This should be submitted with your letter of application, by email to: recruitment@rbc.org.uk

Contact for questions about the application process should be addressed to Mrs Inga Gregory, Head of HR, Reading Blue Coat School, Holme Park, Sonning Lane, Sonning-on-Thames, RG4 6SU. Email: rig@rbc.org.uk



PLACE OF WORK

Reading Blue Coat School,
Sonning on Thames, Berkshire.



MEALS

Lunch and refreshments are
provided free by the School.



SPORTS FACILITIES

Free membership of the
School Sports Centre with
access to fully equipped gym
and swimming pool.



EMPLOYEE ASSISTANCE PROGRAMME (EAP)

Confidential independent support
service available to staff when you
most need it.



WORKING HOURS

Full time, Monday to Friday, with 60-minute
meal break. We also welcome applications
from suitable candidates who wish to work
part time hours. Additional hours will be
required for the delivery of co-curricular
activities; school events; open evenings;
parents' evenings; etc.



PARKING

Free Car parking is
available on site.



LEAVE ENTITLEMENT

School holidays in accordance with
the published School calendar.



CYCLE SCHEME

Tax-free Cycle to Work Scheme
is offered by salary sacrifice.



PROFESSIONAL DEVELOPMENT

Strong commitment to support
professional development with a dedicated
people development budget.



PENSION

Membership of a pension
scheme, either the Teachers' Pension
Scheme or a competitive defined
contribution alternative.



CAR SCHEME

Leased cars scheme offered
by salary sacrifice affording
large savings.



THE BLUE COAT BENEFIT HUB

Through the Blue Coat Benefit Hub you
can access discounts, rewards, and perks on
thousands of the brands that you love to shop
with including travel; motoring; electronics;
clothing; education; entertainment; restaurants;
health and wellness; beauty and spa; insurance;
sports and outdoors.

DISCOUNTS



Employee car scheme offered by salary
sacrifice affording large savings on new cars.



50% reduction for all full time staff
(pro-rated for part time staff).



Fees (from 1 September 2023)
are £6,655 per term.

MEET THE STAFF

All staff, both teaching and support, form part of a qualified and experienced team, which functions at its best in being mutually supportive in a common goal: to provide the best possible education for all Blue Coat pupils.

Relationships between staff and pupils at Blue Coat are often remarked upon by visitors and parents for being warm, relaxed and mutually respectful.

Click on the link to find out more about some of our staff. Can you see yourself as part of the Blue Coat team?

www.rbc.org.uk/the-school/meet-the-staff/



GETTING HERE

BY CAR

We are located in the village of Sonning-on-Thames, just off the A4, between Reading and Twyford.

We are about 15 minutes' drive from Junction 10 of the M4 motorway. From there, take the Reading / Bracknell turnoff at Junction 10 on to the A329M to Reading. At the roundabout by the flyover take the third exit (A4) towards Maidenhead. Follow the dual carriageway over the next roundabout and up the hill. Over the railway bridge, turn left into Sonning Lane. The School is about ½ mile on the left.

BY BUS

The School and village of Sonning is served by local bus services 128 and 129 (operated by Courtney) from Reading to Wokingham.

Also by service 850 (operated by Arriva Bus) from High Wycombe, Marlow, Henley, Twyford to Reading. Alight at the junction of Sonning Lane and Bath Road, from where it is a short walk.

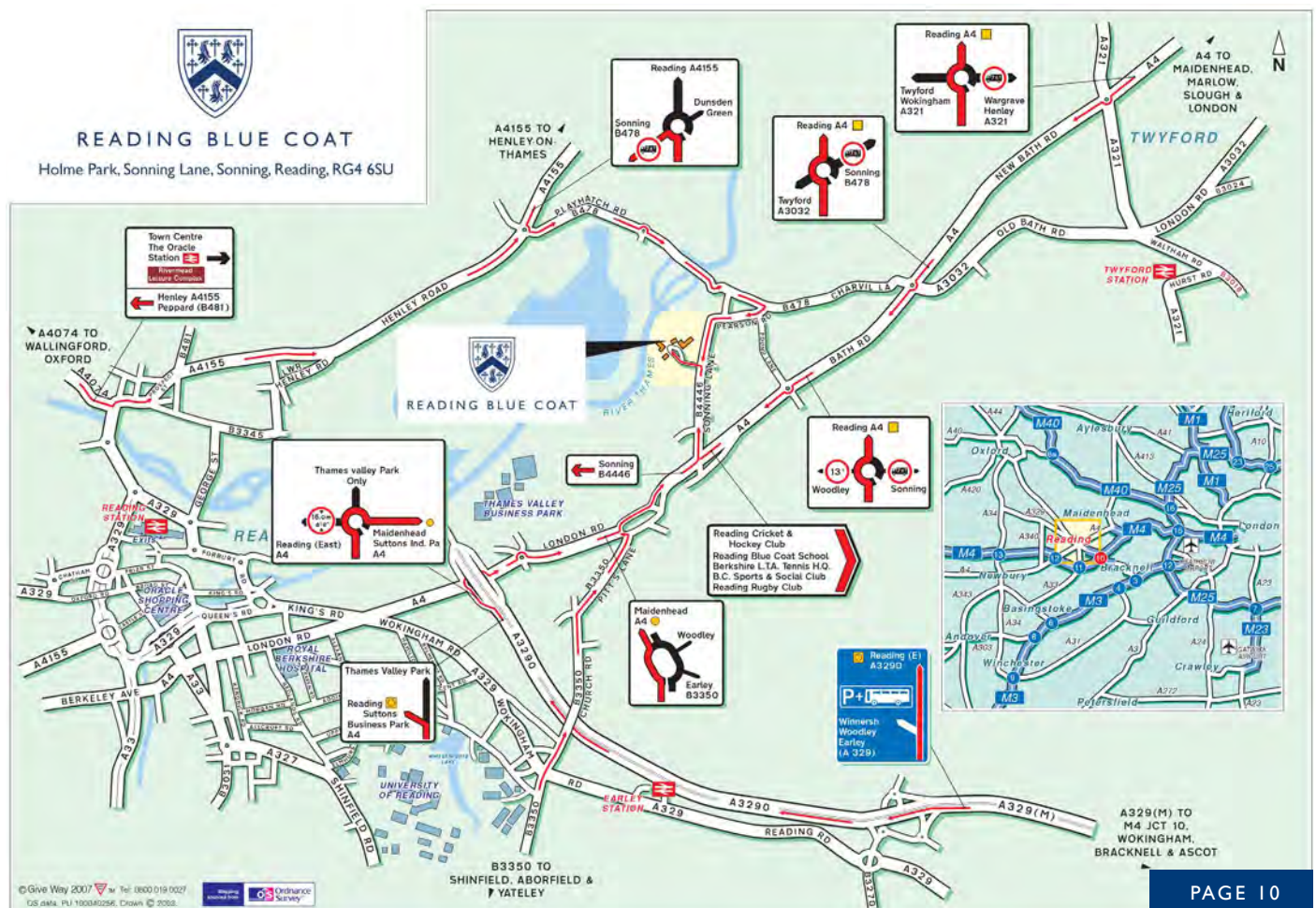
BY TRAIN

Our nearest rail links are at Reading central station (mainline to London, Wales and the West), which is about 5 miles from the School (about 15 minutes by taxi).

We are also served by local stations at Twyford, which is about 3 miles away (about 10 minutes by taxi), and at Earley, which is about 4 miles away (about 15 minutes by taxi).



For information, call Reception: **0118 944 1005**



ONE READING BLUE COAT

our community



Holme Park, Sonning Lane, Sonning-on-Thames, Berkshire RG4 6SU

Tel: 0118 944 1005 rbc.org.uk