



Recruitment Information Pack

Religion, Philosophy & Ethics Teacher p/t Prep School

Location - Holt, North Norfolk, UK

Required from: September 2023

Gresham's School is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

Message from Douglas Robb, Headmaster

I am delighted that you are considering Gresham's as an employer and hope that you will want to apply for this position once you have found out a little more about us.

Gresham's is an independent co-educational boarding school based in the beautiful Georgian town of Holt, in North Norfolk. The School occupies a large campus across three sites: Nursery and Pre-Preparatory, Preparatory and Senior Schools, with approximately 800+ pupils ranging from 2 years to 18 years. We currently employ almost 400 staff in positions such as teaching and pastoral care, finance, information technology, administration, site services and maintenance, and catering.

We take great pride in our reputation and recognise that this is built on the commitment and skills of our staff. The success of the School and the well-being of staff and its pupils depends very largely on co-operation, trust and respect between us.

We recognise that much time and thought goes into preparing an application, and we in turn, will give your application serious consideration, should you decide to apply.

For those of you who may not be familiar with the outstanding beauty of the North Norfolk Coast, I have a link below which I hope you will find useful:

<https://www.visitnorthnorfolk.com/>

With best wishes,

A handwritten signature in black ink, reading 'Douglas Robb', with a long horizontal line extending to the right.

Message from Cathy Braithwaite, Head of Prep School

Thank you for your interest in Gresham's Prep School. We are a thriving community of learners and warmly invite you to find out a little more about our School in the hope that you will be keen to apply for this position. Please do not hesitate to contact the School if you wish to learn more; we would love to speak to you or invite you to visit us.

We welcome pupils from the age of 2 to 7 years old into our vibrant Nursery and Pre-Prep, based in Old School House. Our children transfer to our nearby purpose-built Prep School site in Year 3, where they remain until Year 8. The Prep School has its own curriculum, following schemes of work which have been written by our Heads of Department to incorporate the best aspects of the National Curriculum, the Common Entrance Syllabus and our own bespoke enrichment programme.

Our wonderful environment and excellent facilities allow children the freedom and opportunities to develop themselves to the full. As well as bright, spacious and well-equipped classrooms we have a purpose-built Art, Design Technology and ICT building (the Butterwick Centre), a modern Music School and spacious grounds and playing fields.

We share the use of many excellent facilities at the Senior School including the Auden Theatre, the Britten Music Building, the Chapel and superb sporting facilities including a 25-metre swimming pool, two full size astro turf hockey pitches, squash courts, a large sports hall and a shooting range. Our Outdoor Education Centre in the School woods provides fantastic opportunities for practical learning about the environment as well as fun and adventure. Our children also have the opportunity to visit the brand-new Dyson building.

Although most of our pupils come to the School daily, boarding is central to the life of the School. Our two boarding houses, Crossways and Kenwyn, are homely and comfortable and are the base for all pupils whether day children or boarders. Many day children opt to join our boarders as flexi-boarders for up to three nights a week. Our extensive activities programme runs until 6.25pm and large numbers of children opt to stay to take part in this. Of course, our greatest asset is our talented, dedicated and inspirational staff team providing outstanding teaching and pastoral care.

The key message in our Gresham's Code is to be kind and this is central to all that we do.

With Best Wishes,

Cathy Braithwaite



The Prep School

Good relationships, good humour and commitment to the progress and welfare of all our pupils lie at the heart of all we do at Gresham's Prep School. Working here requires great commitment but is very rewarding.

You may find the following information useful.

School Life

Life at Gresham's Prep School is great fun! Our ethos is built around being kind, with the 'three R's' of Respect, Resilience and Responsibility at the core of all we do here. Our boarders begin their day with a delicious breakfast and our day pupils join them between 8 and 8.20am, when children head to their tutor groups to start the day. A rich mix of academic lessons, sports and extra-curricular activities built into each day ensures that our children have a wide variety of opportunities to explore their talents and interests across 6 days a week, Monday – Saturday during term time.

Prep is completed at school in tutor groups, leaving evenings free to relax with family or to participate in activities from competitive swimming to bullet journaling, to rehearse for drama productions or to train in a variety of sports. Saturday School (from Year 5 upwards) starts with our Chapel service and includes academic enrichment, sport and a choice of afternoon activities from mountain biking to sea-fishing and mural making to robotics.

Safeguarding

Gresham's School takes its responsibility to ensure that all children are safe and protected from harm extremely seriously. All staff are required to be committed to protecting the well-being of every child. The school has comprehensive safeguarding procedures with which all staff must be familiar.

INSET and Career Development

All members of staff take part in regular professional reviews. Regular meetings with the Head of Prep and senior leaders allow staff to develop personally and professionally through dialogue, self-review and continual professional training opportunities. The school is committed to supporting staff development both personally and professionally.



JOB DESCRIPTION AND PERSON SPECIFICATION

The Job Description contains the main details of the tasks and responsibilities of the post.

The Person Specification lists the criteria that applicants are required to demonstrate in order to be successful in undertaking the role. These are listed in terms of qualifications, personal qualities and professional experience and skills, and will be used in the shortlisting process and to form the basis for questions asked at interview.

JOB DESCRIPTION: Religion, Philosophy & Ethics Teacher p/t – Prep School

The Role: Religion, Philosophy & Ethics Teacher (p/t)

Reporting to: Head of Teaching and Learning

Required for: September 2023

We are seeking to appoint an inspiring and enthusiastic teacher of Religion, Philosophy and Ethics to join our team of academic staff at the Prep School and run this thriving department. The successful applicant will need to be an excellent classroom practitioner who is excited at the prospect of joining and adding to a strong academic team.

In addition to facilitating a happy, stimulating environment in Religion, Philosophy and Ethics lessons, and requiring high expectations of both effort and attainment, applicants will play a full and active role in the pastoral life of the school, including contributing to the daily games programme; participating in the daily activities and duties which are an important characteristic of life in a flourishing Prep School.

For the right candidate, there may be the opportunity to extend this to a full-time teaching role. The ability to teach another language, English or to coach Games would be an advantage.

Duties and Responsibilities

Teaching

- To inspire our pupils through a shared passion for learning
- To be an outstanding role model to our children in the classroom: kind, hardworking, honest and striving to be your best at all times
- To teach Religion, Philosophy and Ethics to Prep School pupils (mainly in Years 6-8)
- To have strong understanding of Religion, Philosophy and Ethics
- To plan lessons carefully and deliver them professionally in accordance with the departmental schemes of work and regulatory standards
- To develop strong and sympathetic relationships with pupils, and plan and teach in light of pupils' educational needs. Appropriate setting and marking of work will be carried out, with a strong focus on the quality of feedback
- To grade and record pupils' work, assessing progress, attainment and attitude to learning of pupils in order to ensure that all pupils fulfil their potential
- To write individual and formative reports and offer thoughtful remarks to the Head of Teaching and Learning when relevant
- To have high expectations of the pupils and uphold the behaviour of all pupils at all times, with particular focus on attitudes to learning
- To incorporate effective and inspirational resources into teaching, including the use of ICT to promote learning effectively
- To contribute to the academic enrichment of pupils, the extension of the most able and the preparation for future schooling
- To assist with revision sessions and targeted catch up work under the direction of the Head of Teaching and Learning

- To attend Parent Consultations, preparing for these appropriately and following up on actions agreed to enhance pupil outcomes
- To offer innovative and exciting sessions for the Saturday School enrichment programme

Pastoral Role

In addition to having a professional role in the welfare of all pupils, all academic staff are expected to act as a tutor. The role of the tutor comprises:

- Being kind – this is the overarching theme of Gresham's Prep School Code and the most important aspect of our ethos
- Developing excellent relationships with each tutee, becoming the leading role in the overseeing of the day-to-day wellbeing and progress of the tutee throughout the school year
- Developing excellent relationships with the parents or guardians of each tutee so that the information and collective support for each pupil is of the highest order
- Promoting the general progress and well-being of individual pupils and of the tutor group, offering thoughtful feedback for guidance and sharing key elements of pupil's progress with the appropriate staff
- Offering guidance and advice on educational and social matters, monitoring tutee's welfare and making relevant records and reports in accordance with the School policies
- To play a part in a whole-school approach to PSHE and continue to develop an understanding of the latest guidance and best practice
- Completing supervisory and prep duties as directed
- Supporting House events and tutee performances wherever possible

Wider expectations

- To attend staff briefings, INSET and staff meetings
- To take an active role in own personal CPD, attending courses as required and sharing information with colleagues as appropriate to encourage the development of other members of staff
- To cover lessons and invigilate exams as required
- To make good use of the School information management system and School email, replying to colleagues and parents appropriately and in a timely manner
- To record all pastoral observations on the School's online pastoral recording system (CPOMS) and support the rewards and sanctions system
- To contribute significantly to the co-curricular life of the School as appropriate, such as; participation in the evening activities programme, games coaching and School productions
- The post holder will be expected to contribute significantly to the co-curricular life of the School as appropriate

The position involves extensive work with young people and a teaching role at Gresham's, including tutoring and duties and is a regulated activity.

The role therefore requires:

- Having read and understood current KCSIE guidance and the School's Safeguarding and Child Protection policy, and a commitment to implementing these.
- Attending all Safeguarding training.
- A commitment to ensuring Gresham's is a safe environment through a sensitive and vigilant approach to working with young people, and to reporting all concerns.

PERSON SPECIFICATION

Qualifications	Essential	Desirable
Educated to Degree level or equivalent in a relevant subject	✓	
PGCE - Qualified Teacher Status	✓	
Evidence of further study and/or additional qualifications		✓
Professional Experience	Essential	Desirable
Experience of teaching Religion, Philosophy and Ethics to pupils in Key Stages 2 and/or 3	✓	
Experience of teaching another curriculum subject		✓
Personally committed to continuing professional development	✓	
Experience of independent and/or state boarding environments		✓
Personal Competencies and Skills	Essential	Desirable
Be committed to safeguarding the physical, emotional and mental well-being of young	✓	
An outstanding teacher	✓	
Excellent presentation and verbal communication skills	✓	
Professional appearance and manner	✓	
Ability to inspire pupils	✓	
Well established and demonstrable CPD	✓	
Appropriate attitudes to the use of authority and maintaining discipline	✓	
Ability to maintain confidentiality appropriate to the setting	✓	
Able to exercise good motivational skills	✓	
Awareness of health and safety requirements	✓	
An ability to communicate effectively with pupils, parents and staff	✓	
Physically, emotionally, resilient and grounded	✓	
Enthusiasm and willingness to contribute fully to the life of a busy boarding school	✓	
Good organising and personal planning ability	✓	
Patience and a sense of humour	✓	
Driving licence		✓
Minibus driver		✓
Excellent ICT skills	✓	

REMUNERATION AND OTHER BENEFITS

The salary band for this position is based on our Gresham's Academic Staff Pay Structure which will be discussed at interview.

- TPS (Teachers' Pension Scheme)/APTIS (Aviva Pension Trust for Independent Schools)
- Fee Remission
- Private Health Scheme
- Free school lunch during term-time (supper may also be taken for those who are working)
- Free hot drinks, fruit and biscuits available in the common room
- Free car parking on site is widely available

PERSONAL DETAILS

Eligibility to work

There have been a number of significant changes made to the Right to Work process since 1st January 2021, which we are legally obliged to meet.

When you apply for any of our school vacancies, it is important that you are aware of your eligibility status and can meet the criteria set, in order for you to legally work in the UK. Appointment will be subject to verification of the appointee's valid Right to Work in the UK documentation.

For more information, visit the <https://www.gov.uk/legal-right-work-uk>

Equal Opportunities Monitoring Form

In order that we can continue to develop our commitment to equal opportunities you are asked to complete the Monitoring Form. This will be detached from your application on receipt and kept securely within the HR Department. It is used purely for monitoring the effectiveness of the School's Equal Opportunities Policy Statement and will not be seen by those responsible for shortlisting and interviewing. A copy of the School's Equal Opportunities Policy Statement is available on request.

Retention of Records

The application forms of unsuccessful candidates will be held confidentially in the HR Department and destroyed after three months.

All documents resulting from the interview process will be retained on file by the HR Department and destroyed after six months. (Privacy Policy is available on our website: www.greshams.com.)

Disclosure and Barring Service

Gresham's aims to promote equality of opportunity for all and therefore welcomes applications from a diverse range of candidates. Criminal records will be taken into account for recruitment purposes only where the conviction is relevant.

As the School meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, your offer of employment will be subject to an enhanced disclosure from the Disclosure and Barring Service (DBS) before the appointment is confirmed.

Interview Process

If you are invited to attend an interview you will be required to complete a Suitability to Work With Children Declaration Form prior to interview and provide evidence of your identity on the day of your interview, from the following examples:

- **a UK Birth certificate**
- **passport and/or UK driving licence (including a photo-card);**
- **UK firearms licence;**
- **Evidence of your Right to Work status**
- **a utility bill or bank/building society statement showing your name and home address (less than three months old);**
- **documentation confirming your National Insurance Number (P45, P60 or National Insurance Card);**
- **original documents of educational and professional qualifications referred to in your application form.**

If you have changed your name by deed poll or any other mechanism (e.g. marriage, adoption, and statutory declaration), you will be required to provide documentary evidence of the change.

For Teaching Posts: You will be contacted prior to your interview with the details of at least one teaching lesson that you will be expected to take. The interview process will involve a number of interviews with different members of staff and a tour of the School and/or department.

Support Posts: As well as a face to face interview, the selection process may include some other form of assessment e.g. administrative test, demonstration of practical skill, a presentation, etc.

Please note: Should you be successful following interview, you will be asked to provide documentation to assist in the processing of an Enhanced Disclosure (DBS).

Details of Online Profile: Keeping Children Safe in Education (KCSIE) asks schools to carry out online searches on shortlisted candidates as part of the process of assessing suitability. All candidates are therefore required to provide the following information as part of your application:

- the social media platforms on which you have accounts;
- the account names/handles for all of your social media accounts, including any under a nickname or pseudonym;
- any websites you are involved with, in or featured on or named on; and
- any other publicly available online information about you of which the School should be made aware.

If you are shortlisted for the role, we may carry out an online search based on the information you provide within the application form. If we carry out a search, we will also search more widely for any other online information about you.

You are **not** required to provide account passwords or to grant the School access to private social media accounts.

If you are not shortlisted for the role, online searches will not be carried out on you.

Conditional Offer of Appointment

Any offer to a successful candidate will be conditional upon the following:

- Valid Right to Work documentation in place;
- receipt of a minimum of two satisfactory references;
- verification of identity and qualifications;
- a satisfactory DBS (Disclosure and Barring Service) disclosure;
- verification of professional status such as Qualified Teacher Status (QTS), where required, verification of successful completion of statutory induction period (applies to those who obtained QTS after 7 May 1999);
- where the successful candidate has worked or been resident overseas in the previous five years, such checks and confirmations as the School may require in accordance with statutory guidance;
- verification of medical fitness. Completion of a medical declaration and satisfactory medical examination in certain circumstances;
- completion of Online Safeguarding Training via Educare

Safeguarding

All adults working at Gresham's have a responsibility to safeguard and promote the welfare, both physical and emotional, of every pupil, both inside and outside the School. This involves ensuring that pupils are protected from significant harm and having a positive commitment to ensure the satisfactory development and growth of the individual.

Everyone working in the School must be aware of, understand, and follow the School's Safeguarding and Child Protection Policy, which follows Norfolk Safeguarding Children's Partnership (NSCP) practice and procedures, and Keeping Children Safe in Education 2022 statutory guidance. All staff are required to be trained in Safeguarding and Child Protection as part of their terms and conditions of employment, and this is carried out online before employment commences.

Warning

Where the below information on a candidate is found;

- to be on the DBS Children's Barred List,
- to be on the Protection of Children Act List
- their DBS disclosure shows they have been disqualified from working with children by a court
- they have been found to have provided false information in their application or in support of their application or are the subject of serious expressions of concerns as to their suitability to work with children

The facts will be reported to the Police and/or the DfES Children's Safeguarding Operation Unit.

Queries

If you have any queries at all about your application or the recruitment process, please contact the HR Department on 01263 714623 or email hr@greshams.com.

HOW TO APPLY

Religion, Philosophy & Ethics Teacher (p/t)

If you would like to apply for the position of part-time Religion, Philosophy and Ethics Teacher, you will need to complete an application form. Completing the application form is the first stage of the selection process. The information you provide will be used to decide whether or not you will be shortlisted for further stages/an interview. It is therefore very important that you complete your application form accurately and as fully as possible, including all the information you think is relevant.

Completing your application form

- Please read through all information provided before completing your application form;
- We require information about all applicants to be presented in a consistent format. Please include a CV if you wish, **however** this must not be submitted in place of the application form;
- Complete all sections; do not leave any blanks enter N/A if not applicable and provide as much information as possible;
- Continue on a separate sheet if you require more space to complete any section.

Guidance for the completion of the section 'Statement of Qualities/Attributes'

This is an important section of the application form as it gives you the opportunity to tell us specifically why you think you should be considered for the job, showing how well your skills, abilities and experience meet our requirements. Please provide clear examples when outlining all your experiences whether relevant or not.

For teaching staff it is important that you use this section of the application form to outline how you will contribute to extra-curricular activities at Gresham's.

References

All offers of employment are subject to the receipt of a minimum of two satisfactory references. One of your references must be from your current or most recent employer. If your current/most recent employment does/did not involve working with children, then the second referee should be from the employer with whom you most recently worked with children (this applies to teaching posts). **Neither referee should be a relative or someone known to you solely as a friend.**

Shortlisted applicants for all posts (academic and support) are advised that references will be taken up prior to interview. **Please note:** unless you ask us not to we will assume it is acceptable to contact your referees at any time.

Submission of applications - All application forms should be returned to applications@greshams.com or by post to:

Gresham's School
HR Department
Cromer Road
Holt, Norfolk
NR25 6EA

Please submit your application by **the closing date of 11th April 2023**. If your application is submitted after this time, we will not be able to accept it. Interview date to be confirmed.

Required for: September 2023

Please note: We reserve the right to interview and appoint during the period up to and including the closing date.

Please be aware that if you have not heard from us within 21 days of the closing date, unfortunately, your application has been unsuccessful. Due to the overwhelming response we receive to our vacancies, we provide feedback only to those applicants who are interviewed.



Gresham's Prep School, Cromer Road, Holt, Norfolk, NR25 6EY
01263 714500

www.greshams.com

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