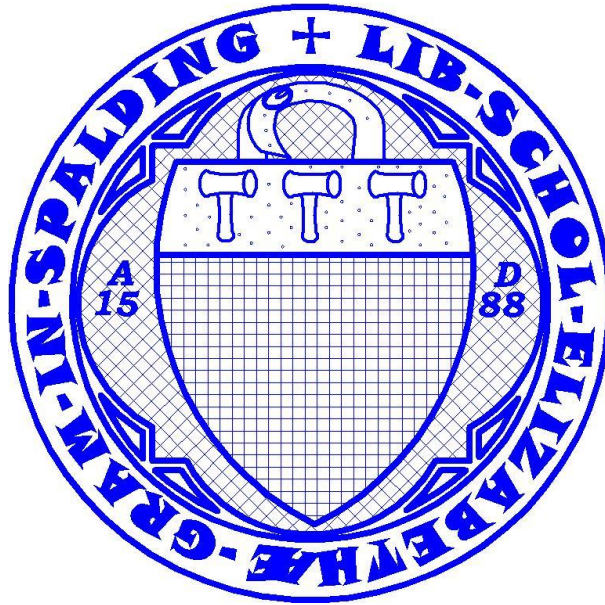


Spalding Grammar School



Appointment to the position of Teacher of Religious Studies

September 2019

CONTENTS

Page

3	General Information
4	The Religious Studies Department
5	Job Description
6	Person Specification
7	Application Process

GENERAL INFORMATION ABOUT THE SCHOOL

Founded in 1588 by Royal Charter, Spalding Grammar School was located within a part of Spalding Parish Church, called St Thomas's Chapel, until the 19th century. The School moved to its current site in 1881 and doubled in size when it amalgamated with Moulton Grammar School which closed in 1939. The School now occupies an enviable, spacious site, including 17 acres of Governor-owned playing fields, five minutes from the town centre. Teaching accommodation has been significantly improved and developed in the last twenty years, incorporating a large sports complex, a new English block and Library, a dedicated Business Centre, extended Sixth Form facilities and a multi-purpose Atrium. The School was awarded Academy status in 2013.

The School is academically selective and admits the top 25% of the population as determined by standardised verbal and non-verbal reasoning tests. There are generally five forms of entry with an admission number of 150 pupils. Pupils are taught mainly in mixed-ability groups throughout the School, although setting does operate in mathematics from Year 7, and in English, modern languages and science from Year 9.

There is a common curriculum for the first three years, in which pupils study the National Curriculum core and foundation subjects. Every student studies a modern foreign language as well as Latin. Pupils also engage in lessons in core physical education and PaCE (Personal and Careers Education).

At GCSE, the majority of pupils will take ten subjects, including three options. A modern foreign language is compulsory. Depending on ability, some pupils will take a second qualification in mathematics; others will take dual award science, rather than three separate disciplines. Pupils continue to pursue both core physical education and PaCE.

The Sixth Form, which is coeducational, has grown in recent years and now attracts many students seeking to join us from other schools. At present there are approximately 240 students in the Sixth Form, of which approximately one quarter are female. Our curriculum model, in light of post-16 reform, is that all students take three A-level courses, alongside an enrichment elective in Year 12.

The School aims to develop individuals, both personally and academically, and has thus implemented a vertical form system which allows all year groups to come together each day and support each other through a variety of structured activities such as mentoring, personal study, presentations and debating sessions. Evidence suggests that this system is having a positive impact on both lower and upper school students; it helps to develop constructive personal relationships, the ability to co-operate and work with others and the capacity to face the challenges of the wider world. All teachers, as well as some members of the support staff, carry out the role of Vertical Form Tutor within one of the School's six Houses.

A large part of what goes on at the School happens outside the classroom. The School's main sports are Rugby, Football, Hockey, Athletics and Cricket, but numerous other options are available. The School competes very successfully with many other schools in the county and beyond. Many students are involved in the Duke of Edinburgh Award Scheme and are developed through the challenges and opportunities that this affords. We also offer a skiing trip each year, exchanges and work experience activities in France and Germany, as well as several other foreign visits.

The School's principal aim is to ensure that all students and staff have every opportunity to attain their potential intellectually, socially and personally. Relationships between staff and students of all ages are exemplary, and there is a friendly and orderly atmosphere which, in combination with a stimulating academic environment, develops the qualities that lead to successful examination results.

Staff have the use of a modern staff room, complete with catering and reprographic facilities. Many staff who join the School speak of the warmth with which they have been received and they consider it a very friendly place to work. Continuing Professional Development for the staff, under the guidance of a dedicated Staff Tutor, is of paramount importance and there are many opportunities for individuals to both develop their practice and advance their career. The teaching and learning

environment is supported by a dedicated team of support staff who work in harmony with the teaching staff to create a mutually supportive work place.

The School operates as a cohesive community. The Parents' Association is very strong; it enriches the life of the School through a wide variety of events, as well as raising in excess of £10,000 for the School each year. Support for charities and community projects is also very positive. The Governing Body is also highly supportive of the School and its members are often a visible presence around the place.

Located in South Holland, Spalding is a pleasant market town in a largely rural area within easy reach of Peterborough and the A1. The people are very friendly and the pace of life is relaxed. There is a local entertainment venue, the South Holland Centre, in the town which provides a variety of live entertainment. House prices compare very favourably with those in most other parts of the country and there are a number of primary schools within the local area which provide for all abilities and faiths. The town is also served by our sister grammar school (Spalding High School) and a comprehensive school.

THE RELIGIOUS STUDIES DEPARTMENT

The Religious Studies department aims to build students' knowledge and appreciation of a variety of world religions and faiths. Upon this foundation, students will also develop their ethical and philosophical viewpoints of broader moral issues, including War and Peace, Capital Punishment, Abortion, Euthanasia and the Environment. Beyond the subject matter acquired, students will also develop personal skills in communication, debating and an understanding and respect for others.

Following a restructure of our curriculum, the department was re-launched as a standalone subject in September 2017, and is currently made up of a Head of Subject and three second-subject staff; a cohesive team who share good practice and support each other. With increasing interest in the subject at both GCSE and A-level, the department is now looking to employ a second full-time specialist.

Students are taught in mixed-ability groups in all years. The department offers GCSE Religious Studies (AQA) and A level Ethics and Philosophy (Edexcel). The department is fully resourced to cater for these specifications.

Due to the department being relatively new, we are yet to have a GCSE cohort complete the new qualification. A level Ethics and Philosophy has followed the new specification, and in 2018, 75% of Year 13 students achieved A*-C.

Numbers at GCSE (c30 in both the current and upcoming Year 10) and A Level (5 in current Year 12, 10 expected next year) are pleasing, showing the inspiration and engagement students have with the subject at Key Stage 3. We are eagerly awaiting the department's first set of formal GCSE examination results under the new specification in the summer of 2020.

JOB DESCRIPTION

Salary:

SGS Pay Range (£23,146 - £39,017, depending on experience)

Accountable to:

Head of Religious Studies

Responsible for:

Teaching Religious Studies throughout the School.

Achieving the highest possible standards from students, developing students' skills, maintaining and developing subject-specific knowledge and skills and contributing to department and pastoral teams within the school.

Specific Responsibilities:

We seek to appoint a committed and enthusiastic teacher. The successful applicant will be a well-qualified, specialist teacher who has high expectations of their own professional practice and of all students, is determined to develop students' skills in language, work to achieve the highest possible standards from students, and supports each student in reaching their potential.

- a) Curriculum: you will teach Religious Studies throughout the School, including at GCSE and possibly A level. You will be responsible for maintaining good subject knowledge in your subject.
- b) Teaching and Learning: you will plan and teach well-structured lessons that promote subject-specific skills and knowledge. You will develop and implement a varied and effective range of teaching strategies that promote the highest standards of students' learning within your lessons. You will differentiate in your teaching to both stretch and challenge the most able while supporting less able students.
- c) Students' Progress: you will be accountable for the progress of students in your classes. You will be aware of students' prior attainment and current achievement, encourage students to set aspirational targets and guide each student to reflect on their progress and take agreed steps to improve.
- d) Assessment: you will make accurate and productive use of assessment following the Assessment Model that is well-established within the department. You will provide relevant data about students' progress for the Head of Department, meeting the school reporting cycle deadlines.
- e) Reporting: you will communicate effectively with parents with regard to students' progress at formal reporting periods and when required.
- f) Professional Development: you will take responsibility for improving your teaching and students' learning through appropriate internal and external development opportunities. Your development will be managed by your line manager through the Appraisal process.
- g) Behaviour Management: you will have high expectations of students' behaviour for learning as set out in the school's Code of Conduct and enforced through the Behaviour Policy.
- h) Teaching room: you will ensure your specialist teaching room is attractive and well-kept to create a safe and stimulating learning environment.

We take great pride in this school in our outstanding care for all students. You will be a Form Tutor leading a vertical tutor group of students aged 11 – 18 years; as such you will be each student's guide at their side.

PERSON SPECIFICATION

Criteria	Essential	Desirable	Evidence
Qualifications	<ul style="list-style-type: none"> • Good Honours degree • Qualified Teacher Status 	<ul style="list-style-type: none"> • Additional qualifications to extend knowledge and skills in Religious Studies 	<ul style="list-style-type: none"> • Application Form
Professional Experience	<ul style="list-style-type: none"> • Successful training in teaching Religious Studies • Potential to develop into an outstanding teacher • Knowledge of current educational developments in Religious Studies 	<ul style="list-style-type: none"> • Experience of teaching in the Grammar School environment 	<ul style="list-style-type: none"> • Application Form • Interview process • References
Professional Relationships	<ul style="list-style-type: none"> • Potential to motivate, challenge and inspire students in language lessons • Potential to contribute to the Religious Studies Department development plans 	<ul style="list-style-type: none"> • Proven ability to motivate, challenge and inspire students • Experience of contributing to department development priorities 	<ul style="list-style-type: none"> • Application Form • Interview process • References
Teaching and Learning	<ul style="list-style-type: none"> • Commitment to personal and professional development • Commitment to try and develop teaching strategies that enhance learning for all students in Religious Studies • Potential to use data to support students' learning, set targets and monitor improvement. 	<ul style="list-style-type: none"> • Ability to teach a second subject, either from the humanities (especially Geography) or the social sciences (Psychology or Sociology) • Experience in using Go4Schools to track and monitors students' progress. • Success in raising student achievement through review, evaluation and intervention. 	<ul style="list-style-type: none"> • Application Form • Interview process • References
Form Tutor	<ul style="list-style-type: none"> • A teacher who actively supports the school's commitment to vertical tutoring at Spalding Grammar School • Commitment to supporting the personal development of all students within the tutor group 	<ul style="list-style-type: none"> • Experience of vertical form tutoring 	<ul style="list-style-type: none"> • Application Form • Interview process • References
Personal Qualities	<ul style="list-style-type: none"> • Enthusiasm, drive and a love for the job • A good sense of humour • Ability to work under pressure • Ability to organise, plan and prioritise time effectively • Commitment to the School's safeguarding policies and standards 	<ul style="list-style-type: none"> • An interest in Religious Studies that goes beyond the classroom 	<ul style="list-style-type: none"> • Application Form • Interview process • References

APPLICATION PROCESS

Applicants wishing to view the School and the Religious Studies Department in advance of making an application are invited to do so. Please contact Debbie Haslam, the Headmaster's PA, if you would like to make such an arrangement.

Applications should be made by:

- Completing the School's application form (CVs will not be accepted as an alternative to a completed form)
- Providing a supporting letter (on no more than two sides of A4, font size 11 if typed). The letter should include how you meet the person specification and how your skills and experience to date make you the ideal candidate for this post.

Applications should be sent either by email, to dhaslam@spaldinggrammar.lincs.sch.uk, or by post, to:

Mrs D Haslam
Headmaster's PA
Spalding Grammar School
Priory Road
Spalding
Lincolnshire PE11 2XH

The closing date for applications is **Wednesday 22 May 2019, at 12 noon.**

Interviews will take place on **Thursday 23 May.**

I thank you for your interest in Spalding Grammar School and I look forward to hopefully receiving your application.

S M Wilkinson
Headmaster