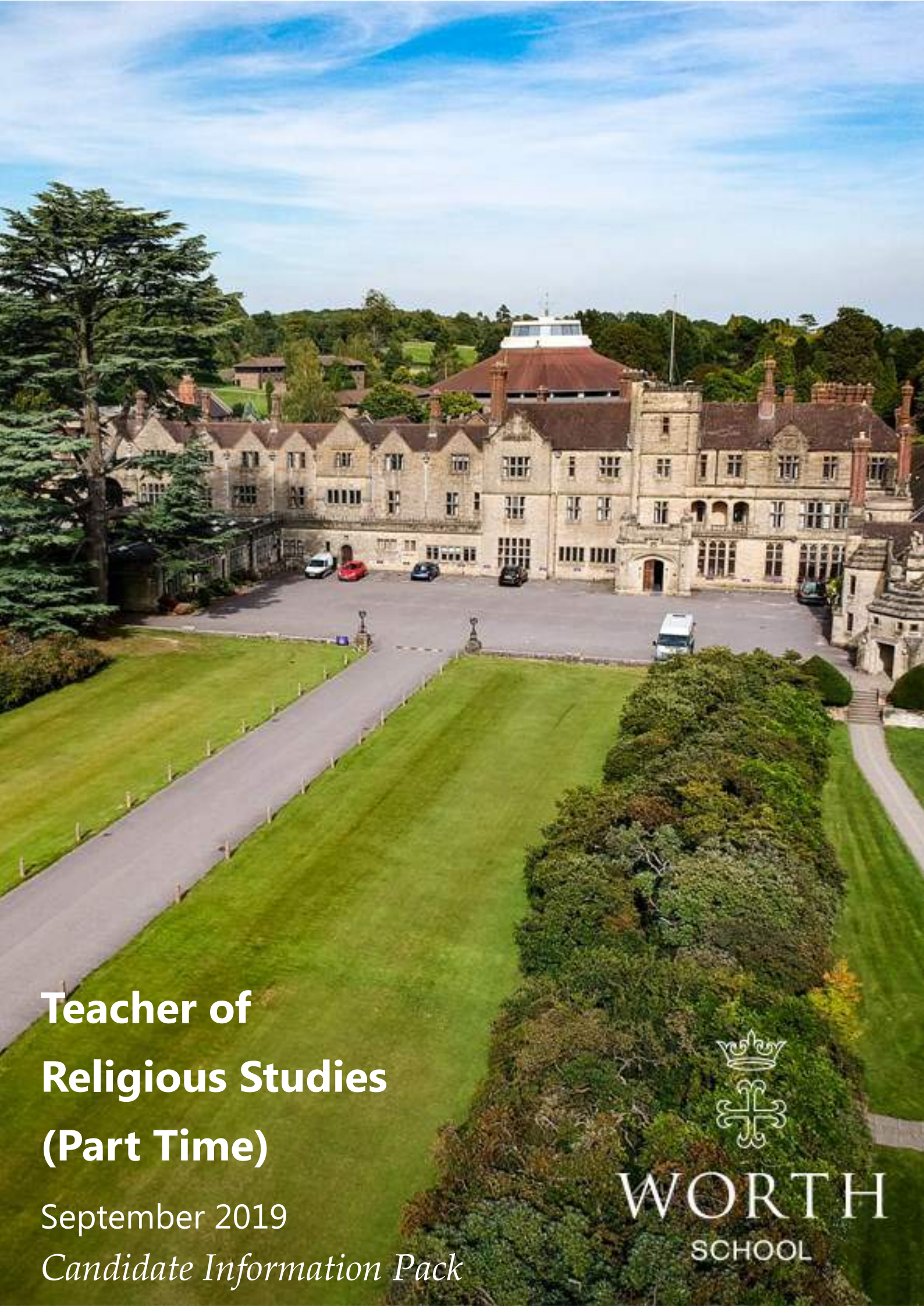


Teacher of Religious Studies (Part Time)

September 2019

Candidate Information Pack

WORTH SCHOOL





WELCOME

At Worth, the ideals of the family run through everything we do: we celebrate achievement with joy; we value listening and tolerance; we see the importance of each and every person. Worth is a place where we seek to uncover and ignite children's passions and talents—we offer education with heart and soul, and this gives Worth a difference that sets us apart. I invite you to visit us and see how the warmth of the Worth community allows boys and girls to thrive within the classroom, on the sports field, in the creative arts, and within their friendships. You will meet pupils nurtured by both the richness of Benedictine tradition and the best that modern education has to offer.

Stuart Mathers

About the school

Worth is a leading, independent, co-educational Catholic school of around 600 pupils, aged between 11 and 18—the majority of pupils are boarders but there is also a strong contingent of day pupils. The School occupies a stunning rural location, with a campus of 500 acres, enjoying spectacular views across the Sussex Downs. The location lends the school an air of exceptional tranquillity and beauty. At the same time, Worth is very conveniently located: London is thirty-five minutes by train, and Gatwick Airport, Three Bridges Station and the M23 are all within six miles.





Academic

Academically, Worth prides itself on getting the very best out of its pupils. The School offers a broad academic curriculum, with a wide choice of GCSE subjects and the chance to study A Levels or the International Baccalaureate Diploma Programme in the Sixth Form. The majority of our pupils go on to gain places at the best universities, including Oxford and Cambridge. The School enjoys a strong reputation for supporting all pupils through their academic journey, and seeks to bring out the very best in them all.

Co-curricular

Worth has a long tradition of commitment to the performing arts. We have strong Music and Drama departments, and each year the School presents a full, varied and challenging programme of high-quality performances. The Art department has recently benefited from a multi-million pound refurbishment. An extensive games programme is in place, and a very wide range of other activities is offered within the extra-curricular programme including voluntary





Pastoral care

Outstanding pastoral care for every individual boy and girl is at the heart of Worth School. Our distinctive Benedictine tradition and concern for the well-being of each individual are lived out by the school community in its day-to-day existence.

A key characteristic is our aim of ensuring that all pupils learn to live in communion with one another and can find sanctuary within the School to develop as a person in their own right, fully conscious of their responsibilities to themselves, to others, and to God.

Every boy and girl, day or boarding, is a member of a House under the leadership of a House Master or House Mistress who, supported by their Deputy, has overall responsibility for the pupil's pastoral care and welfare. In addition, every pupil is assigned a Tutor with whom they meet regularly, formally and informally, individually and in groups, to review and support their progress, and to address issues raised through our extensive SMSC (Spiritual, Moral, Social and Cultural) programme. Every House also has a Chaplain and a Matron who manage the domestic affairs of the house and also provide further invaluable pastoral support.

House and School Prefects are given duties and responsibilities and act as role-models and guides for the younger pupils. The Medical Department provides 24/7 care and support and there is a professional counsellor, and a network of independent listeners, whom the pupils may contact. All pupils have the opportunity to contribute their views on their pastoral life through a School Council, House Councils, Tutorial meetings, and confidential appraisals and surveys.

The House system provides the community and sanctuary where pupils can grow in confidence and fellowship with one another. There are five boarding houses at Worth. Younger boarders share rooms so that they can learn to live alongside and support one another; most Sixth Formers have their own single study bedsits. Whilst the accommodation varies between the Houses, each Boarding House has common recreation areas, a library and a kitchen for the use of the pupils. All Houses have Wi-Fi and internet access. There are four day houses which provide study space and communal facilities for students from Year 9 upwards, and a junior house for all Year 7 and 8 day pupils.



Staff

Worth has a very friendly, collegial and sociable Common Room with colleagues from a variety of backgrounds, some joining the school straight from university, others after taking a PGCE, or after having taught at other establishments. Some have taught in a boarding school before, others have not. What staff members have in common is enthusiasm for teaching and learning, a willingness to be involved in the broader life of a thriving and busy school, and a genuine commitment to the School's values and ethos.

The School offers its own generous salary scale and an enhanced benefits scheme including an employee assistance programme, meal provision, enhanced pension contribution and discounted school fees for their children. Located in 500 acres of beautiful land, the School offers a community setting for employees, who live both off and on site. Employees have access to our facilities, including a golf course, gym suite and function rooms.



Ethos and values

Our Mission Statement

Worth School welcomes its pupils

into a Christ-centred education

in goodness, truth and beauty,

to form them in humility

for service and leadership

in a changing world.

Worth's origins are in the Benedictine monastic tradition, whose central tenets include hospitality, community, humility and a life lived in relationship with God. At Worth we want to educate boys and girls in the things of deep and lasting value to help give their lives real purpose. We think that to educate young people means to form them in their attitudes to themselves, each other and the world.

At Worth we recognise that everyone in our community is on a personal spiritual journey. Our experiences and relationships can be transformed on a daily basis by the power of God's love and by our response to that love. Our Benedictine tradition encourages young people to go on a journey of self-awareness and understanding—a journey in which they are supported by the entire community.

Worth's unique model of Chaplaincy involves a team of youth workers, The Forerunners, who work alongside monk chaplains to present an approachable, youth-oriented style of Christian formation and worship to the pupils each week in the Abbey Church and throughout the term at various other gatherings and service opportunities.



WORTH
SCHOOL

Teacher of Religious Studies
Part Time (0.5 FTE)

Worth is a highly successful co-educational, Catholic, Benedictine, 11-18 HMC boarding and day school of circa 600 pupils. It offers a broad curriculum, including the International Baccalaureate and A levels in the Sixth Form.

From September 2019 we are seeking to appoint a well-qualified and enthusiastic teacher who is able to teach Religious Studies, up to and including Sixth Form, in a dynamic and thriving department. The successful applicant will demonstrate a passion for their subject and be committed to developing active learning strategies to challenge and inspire our students. A working knowledge of ICT is essential, as is a willingness to contribute to other school activities in our thriving boarding environment would be advantageous.

The School offers a generous salary and an enhanced benefits scheme, including an employee assistant programme, meal provision and enhanced pension contribution. Employees have access to our facilities and benefit from free parking, social events and discounted school fees.

Applicants are required to submit a covering letter and complete an application form online here: https://worthschool.current-vacancies.com/v?id=WORTHSCHOO&t=Jobs. For additional information, please contact the HR Department via email: recruitment@worth.org.uk t: 01342 710217

The Human Resources Manager, Worth School, Paddockhurst Road., Turners Hill, West Sussex, RH10 4SD

We are committed to the safeguarding of children. References will be taken prior to interview and DBS checks will be conducted on the successful applicant.

Closing date for applications: Friday 19th April 2019

*We reserve the right to invite candidates for interview prior to the closing date and to close vacancies early if we have sufficient suitable applications. Therefore, we encourage interested applicants to submit an application as soon as possible.

Religious Studies at Worth

Religious Studies is taught to all pupils throughout the School. The department's main aim is to ensure that pupils leave the School with a sound knowledge, understanding and critical awareness of the Catholic Christian faith. Integral to this aim is the moral and spiritual formation of the students, enabling them to make informed decisions regarding their own faith and values.

The RS Department has teachers with qualifications in theology, philosophy, psychology of religion, pastoral theology and education. We have a large resource area of books and electronic resources for use by staff and students. We run frequent trips and visits, including recent annual trips to Rome for Sixth Form students.

KEY STAGE 3
Year 7 are introduced to central themes within Christian Theology with a programme based around the liturgical year. Year 8 builds on this using the sacraments and architecture of Westminster Cathedral as a way in which to consider more deeply the mysteries central to the Christian faith. Year 9 follow a structured programme based around a study of the person of Jesus in the Gospel of Mark, and a consideration of Judaism as the context for the Gospel and as the roots of Christianity. The course is based on Edexcel's GCSE specification as a preparation for formal GCSE studies in Years 10 and 11.

GCSE
All students in Years 10 and 11 follow the Edexcel GCSE specification A. This includes three areas of study: 1) A detailed examination of Catholic beliefs, teachings, practices and lifestyle; 2) A study of Islam as a second religion; and 3) Philosophical and ethical issues from a Catholic Christian perspective. In all of this, pupils are asked to evaluate the origins and nature of religious belief and practice from a variety of different perspectives, religious and secular.

A LEVEL: The A Level course follows the OCR specification, looking particularly at issues in Philosophy of Religion, Religious Ethics, and Developments in Christian thought. These three strands bring together diverse areas such as arguments for the existence of God, the problem of evil, religious experience, ethical theories and their application to issues such as business ethics and euthanasia, feminism, Marxism and secularisation. The course is challenging but immensely engaging, enabling students to read widely, engage in lively discussions and learn how to formulate their own arguments.

IB PHILOSOPHY: The Philosophy course is offered at both Standard and Higher levels. The purpose of the course is to enable students to think philosophically, to evaluate and put forward arguments, through consideration of issues surrounding what it means to be human, ethics, politics and religion. In addition to this, pupils study J. S. Mill's 'On Liberty' as their set text. Students of philosophy become adept at critical thinking, better able to think logically and identify weaknesses in arguments.

IB THEORY OF KNOWLEDGE: The department also delivers the Theory of Knowledge element of the IB curriculum with a careful and broad study of the ways in which we gain knowledge. The ToK course is part of the core of the IB and all students are required to complete it. The course is assessed through a 1600 word essay and a presentation.



WORTH
SCHOOL

Prepared: JR/SF/SLF	Ref: Teacher of Religious Studies
Approved: Head Master	Revision: F Date: 23rd March 2019

JOB & COMPETENCY PROFILE

TEACHER OF RELIGIOUS STUDIES (PART TIME)

REPORTING TO: Head of Christian Theology

PURPOSE OF JOB: To teach RS up to and including Sixth Form level

KEY RESPONSIBILITIES

Teaching

- Teach RS classes to a very high standard of professional practice, ensuring that students acquire an abiding love of RS and that (where applicable) they secure excellent results in public examinations
- Teach RS throughout the school, including responsibility for preparing students for GCSE, A level and IB examinations or assessments
- Promote the values of Worth as a Benedictine community of learners so that students acquire the values, attitudes, skills and knowledge needed to make a positive contribution to society
- Set regular and appropriate preparatory and written work according to whole school and departmental policies
- Correct, assess, grade and report on students' work in accordance with school systems and deadlines
- Support the range of department activities and trips
- Undertake, from time to time, various administrative tasks in support of the RS Department and as directed by the school
- Attend staff meetings, assemblies, whole school church services, INSET days, parents' conferences and Speech Day
- Act as a tutor to a group of students and meet with them weekly during the tutor periods. In addition, support the events of the house to which the tutees are assigned
- Participate in duties on school days
- Conduct educational visits as appropriate
- Invigilate examinations (internal and external) as reasonably requested by the Examinations Officer and in accordance with the regulations of the Examining Boards
- Participate actively in the promotion of the school, e.g. during Open Days and through informal promotion to those outside
- Uphold all school rules as well as the codes of conduct as laid down in the Staff Handbook
- Fully engage with the co-curricular life of the school, e.g. supervision of an activity or involvement in coaching or supervising a sports team

General

- Adhere to and ensure compliance with the school's Child Protection Policy at all times. If, in the course of carrying out the duties of the post, the post-holder becomes aware of any actual or potential risk(s) to the safety or welfare of children in the school, these concerns must be reported to the school's Designated Safeguarding Lead or the Head Master
- Ensure the provision of a safe and secure working environment, in keeping with legal requirements
- Comply with both Worth School and Worth Abbey and departmental Health and Safety policies, procedures and risk assessments
- Uphold all school rules as well as the codes of conduct as laid down in the Staff Handbook
- Actively contribute to the continuous improvement process and the ongoing development of a quality culture, for example, changing behaviour and identifying and implementing improvements to processes and activities, and encourage others to do the same
- Conduct from time to time, any other duties as may be required but within the scope of this job profile

QUALIFICATIONS/EXPERIENCE

Essential	*Desirable*
• Educated to degree level in Theology or related subject • The ability to teach RS at GCSE and Sixth Form level • Previous experience of teaching gained from either the maintained or Independent sector • Working knowledge of ICT	• Previous experience teaching IB Philosophy

COMPETENCY PROFILE

Quality - To exemplify highest professional standards at all times. Establish and maintain with students a professional relationship based on mutual respect

Creativity - To provide creative and practical solutions to meet students' needs

Communication – To listen actively and communicate ideas and information in a clear, concise and open manner

Team working - To co-operate and interact pro-actively with colleagues in the departments and across the campus. Help to develop departmental policy and practice, including by taking part in departmental meetings and by offering advice to the Heads of Department

Planning - To prepare lesson plans to meet curriculum requirements and students' needs

Positive learning - To have the ability to learn from own experience and take advice from peers

Pastoral – To show willingness to contribute to the broader life of a thriving boarding school

This job description may be altered to meet the changing educational context, and will be reviewed in consultation with the post holder.

This job and competency profile is indicative of the nature and level of responsibilities associated with this post. It is not intended to be exhaustive. Tasks and responsibilities may be allocated as necessary from time to time.



WORTH

SCHOOL