



COMBERTON VILLAGE COLLEGE
Executive Principal: Stephen Munday, CBE, M.A.
Heads of School: Peter Law

HEAD OF RELIGION, PHILOSOPHY AND ETHICS DEPARTMENT
To start September 2018
MPS or UPS plus TLR 2b

1. THE COLLEGE

Comberton Village College was opened in 1960. As a Cambridgeshire Village College, it was designed to be a centre for the life of its community and to provide quality education for pupils aged between 11 and 16. This remains the case today.

In 1974, the school became fully comprehensive and, in April 1993, it became grant-maintained. It changed to a Foundation School and more recently became a Foundation School with a Trust: the Comberton Educational Trust. In February 2011 the school became an Academy overseen by the Comberton Academy Trust. The pupil roll is around 1,800 while over 2,000 adults use the college for a wide range of continuing education and leisure activities. A £7 million building programme was completed in 2003 that has significantly enhanced a whole range of the school's facilities, including major new leisure facilities. A further £4 million building project provided further specialist teaching and learning facilities across a range of subject areas and has been in use since September 2009.

A new Sixth Form opened in September 2011 following the completion of a £9.5 million building project. It offers a strong suite of academic courses, across the subject areas in conjunction with The AQA Baccalaureate, as well as applied courses. This exciting development has enabled students from Comberton to complete their sixth-form studies with us as well as providing opportunities for students from other local schools. There are already over 320 students in the Sixth Form and this is set to expand further.

2. THE CAM ACADEMY TRUST

In 2011, The Cam Academy Trust (C.A.T.) was formed. It enabled Comberton Village College to convert to Academy status in 2011. Following this, the C.A.T. has taken on further Academies:

- Melbourn Village College, an 11-16 Academy in Cambridgeshire. This Academy joined the C.A.T. in September 2013 following an agreement with the C.A.T. to do so.
- Cambourne Village College, an 11-16 Academy in Cambridgeshire, close to Comberton Village College. This has been opened as a new Free School by the C.A.T. from September 2013, initially with an intake of Year 7 students only. It serves the new and developing community of Cambourne that was formally in the catchment area of Comberton Village College. Numbers of staff are now teaching at both Cambourne and Comberton Village Colleges as both Academies work extremely closely together.
- Gamlingay First School and St Peter's, Huntingdon, both joined us in September 2016.
- Hartford Infants and Hartford Juniors joined us in January 2017.

Jeavons Wood Primary School is set to join the Trust this year and there is the possibility that the C.A.T. could develop further, although this remains an open question. We are seeking to ensure that all Academies in the Trust work in effective partnership with each other and that there are opportunities for staff to share ideas and resources. For some staff, there will be opportunities to work in more than one Academy.

3. DESIGNATIONS

Comberton Village College has worked significantly with other schools and in outreach projects from 2001 onwards. This dates from various of the designations the school received between 2001 and 2007:

- Specialisms in Sport, Languages and Applied Learning
- Training School and Leading Edge Status

Associated with this, 15 teaching staff were designated as Advanced Skills Teachers and have worked in different ways with other schools.

In July 2011, Comberton Village College was designated as one of the first wave of Teaching Schools in the country. It now works with a number of other schools, including other designated Teaching Schools, as part of the Cambridge Teaching Schools Network in order to provide:

- Initial Teacher Training. We are significantly involved with ITT, including through partnership with the Faculty of Education, Cambridge and through our own SCITT.
- Continuing Professional Development. We provide a number of activities relating to CPD. Many staff in the C.A.T. Academies are able to benefit from these.
- School-to-school support. Staff are involved with supporting achievement in other schools. This includes those designated as Specialist Leaders of Education.
- Research. Many staff are involved in research, including studying for higher level qualifications.

4. STANDARDS

Comberton Village College has received a full Ofsted inspection on three occasions since 2000: in 2004, 2007 and 2013. On each occasion, the overall effectiveness grade has been 'outstanding'. In the latest inspection in 2013, every aspect of the school's provision was judged to be 'outstanding'. This included the first ever judgement on Sixth Form provision where both teaching and achievement were both clearly deemed already to be 'outstanding'. The short summary was:

"Comberton Village College is a highly successful school which enables its pupils to achieve not only academic excellence but also to become mature, confident, thoughtful and rounded individuals with clear goals for their future lives".

Pupil achievement is consistently high. Typically at KS4, 78% of pupils achieve at least 5+ A*-C grades, including English and Maths, at GCSE or equivalent with 39% of grades at A*/A. Value added measures indicate excellent progress for all types of students. Achievement has been excellent from the outset in the Sixth Form with the significant majority of all grades achieved by students being A*- B. University admissions are very strong including students gaining places on competitive courses at the most selective universities, including Oxbridge.

5. BROAD EDUCATION

The school's formal day runs from 8.30 a.m. to 2.50 p.m. with 6 timetabled lessons of 50 minutes each day. Pupils see their tutors daily and have a weekly assembly.

However, we believe that true education is broad and should develop character and individual interest. Given this, there is also a very full and wide-ranging extra-curricular programme that runs each day from 3.00 p.m. There are also many school trips and visits, both national and international. We have significant school partnerships that involve exchanges in Europe, Peru, South Africa and Mozambique.

We consider the following as very important:

- Our major Duke of Edinburgh programme. Most pupils do the Bronze award with many continuing to Silver. Some now also progress to the Gold award in our Sixth Form.
- We have held the Arts Mark Gold Award for a number of years, a symbol of our commitment to excellence and breadth in Arts education and provision.
- We have been accredited as a British Council International School since 2002, a sign of our commitment to the international dimension of education.

6. AIMS AND VALUES

At the heart of what we do are fundamental aims and values relating to education. The Comberton Academy Trust has five core principles that must be central to all Academies in the Trust. These have been at the heart of Comberton Village College for many years:

- The Excellence Principle. Education must be of highest of standards and lead to high achievement.
- The Comprehensive Principle. Excellent education must be for all pupils of all types and abilities.
- The Henry Morris Principle. Education should be rooted in and serve its local community.
- The Partnership Principle. We should always look to work in effective partnership with others for mutual benefit.
- The International Principle. There must be a clear international dimension to education.

Within these over-arching principles, we seek to ensure that all of our pupils reach their full, positive potential and become:

- **CAPABLE** in the skills relevant to their future lives and in having the knowledge which will increase their understanding, appreciation and interest in the world in which they live.
- **CARING** of others and considerate of the mutual dependence human beings have on each other.
- **CONFIDENT** of their worth because they have developed their strengths, understood their weaknesses and learnt that they can achieve success.

7. THE DEPARTMENT

The RPE Department is a dynamic, innovative and forward-looking one in which staff are dedicated to achieving excellent standards of pupil attainment and to fostering a high level of enthusiasm and motivation for learning. The successful applicant will be an enthusiastic teacher who has high expectations of their pupils and a willingness to innovate in the classroom. Our ethos is to approach the subject from a broad philosophical and ethical

perspective and we are continually exploring new ways to tackle the issues raised by the subject matter.

The department consists of three full-time and two part-time members of staff. There is a strong emphasis in the department on teamwork and collegiality. We are committed to the development of original and innovative resources, which both challenge and stimulate. You will be joining a hugely supportive department, with a high degree of expertise. For example, teachers regularly contribute to national conferences and teach on the Cambridge PGCE courses. All members of the department embrace and share new ideas, which enhance the teaching and learning of pupils across the age and ability range. The department is involved in the mentoring of ITTs, and in this way we maintain very close links with the University of Cambridge's Department of Education, with which we frequently collaborate.

RPE classrooms are well equipped including a PC and data projector for teaching. There is also a computer suite shared with the history department. We also share an office with the history department, which helps with collaboration across these related subjects as well as lively pedagogical debates.

RPE is taught in mixed-ability teaching groups to all pupils throughout KS3 and forms an important part of the core curriculum up to and including KS4.

Key Stage 3

All pupils follow a multi-faith curriculum with an emphasis on Christianity, broadly in accordance with the County Agreed Syllabus. The curriculum aims to provide students of all abilities with a broad, balanced and relevant experience of the subject. The enquiry-based approach enables students to think about ultimate questions and consider their own values, beliefs, and attitudes in relation to those different to their own in a constructive manner.

Key Stage 4

All students take part in three 'RPE Conference Days' which focus on 'Human Relationships', 'Medical Ethics' and 'Social Injustice.' Specialist teachers are joined by members of the Senior Leadership Group to deliver these days, which take an enquiry-based approach. Outside speakers are invited into the College to share their beliefs and practices.

Religion, Philosophy and Ethics GCSE

Three groups in Year 10 and four in Year 11 have opted to follow the OCR Religious Studies course. This offers an exciting and relevant opportunity to develop the knowledge and understanding of the beliefs, teachings and practices of Christianity and Islam and explore religion, philosophy and ethics in the modern world. Topics include: 'Relationships and Families', 'Existence of God', 'Religion, Peace and Conflict' and 'Dialogue between and within religious and non-religious groups.' The course is assessed by 3 examination papers with no coursework. Last summer students achieved 83% A*-C with 52% gaining a grade A or A*; our progress figures were +0.6.

Key Stage 5

Religion, Philosophy and Ethics A-Level

The RPE A-Level will follow the OCR Religious Studies course through the 'Philosophy of Religion', 'Religion and Ethics', and 'Developments in Christian Thought' papers. We have one

group in Year 12 and one group in Year 13. The course is assessed with three papers and there is no coursework. Last year 55% students achieved a grade A* or A and 100% A*-C.

8. THE VACANCY

We are looking for someone with the ability to ensure the further success of our outstanding RPE Department from September 2018.

For this post we shall be looking for a person who has as many of the following skills and attributes as possible:

- The potential to become an exceptional leader
- The aptitude to manage an experienced and growing team
- The ability to manage change, particularly overseeing the department as the new syllabi embed
- A desirable quality would be an ability to teach A-level philosophy & ethics (religious studies). Teaching an additional subject at A-level, such as sociology or government and politics may also be possible for an appropriate candidate.
- An interest in current national issues and debates about the teaching of RPE
- A good knowledge of National Curriculum RPE (and a perspective on its strengths and limitations)
- The skills of an outstanding classroom practitioner
- The ability to teach effectively across Key Stages 3, 4 and 5
- High level communication skills
- A willingness to embrace innovative approaches to teaching, including the use of ICT, and a desire to learn from other subject departments and schools
- A commitment to contributing to the success of the whole College

The successful candidate will need to meet the requirements of the general teacher job description and person specification on the college website.

We believe the College can offer you a very good professional environment and a lively and friendly place in which to work. If you like what you have read and would like to be part of Comberton Village College, we would welcome your application.

All staff are inducted in child protection processes and have a responsibility to operate within the school's framework in this.

If you would like to join us, please return your completed application form and covering letter to com-personnel@combertonvc.org, or via the post, by 9am Friday 5th January 2018. If you wish to discuss the post further, please contact Corinne Davidson at the College via email cdaidson@combertonvc.org.

Stephen Munday,
Executive Principal

The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An Enhanced Disclosure and Barring Service (DBS) check will be carried out for the successful candidate.