



# National Lead for RE

Astrea Academy Trust

**Salary:** £64,184 - £87,443

**Reports To:** Matt Carnaby,  
Director of Curriculum & Assessment

**Start Date:** September 2025

**Contract:** Permanent

**Location:** Trust-wide

Joining our Secondary Curriculum Team will allow you to work alongside leading experts who provide unmatched support, constructive feedback, and meaningful opportunities to grow, helping you become the very best in your role as a national lead.

You'll thrive in a collaborative and supportive environment, learning from others in both curriculum and wider leadership roles. Our team is deeply connected to prestigious national networks and some of the country's most accomplished educators, leaders, and curriculum innovators.

This role represents the pinnacle of professional development, offering an opportunity to drive educational standards forward while working with a warm, passionate, and dedicated team.

## Purpose of the Role

The National Lead for RE will drive improvement in curricula and outcomes, in standards of teaching, and in assessment in Secondary RE across the Trust. The National Lead will assist Heads of Department in finding intellectual coherence across curricula, teaching and assessment, ensuring that sound curricular theorising and research drives review and improvement.

The National Lead for RE will help position the Trust as a national leader in education, particularly for curriculum development, enhancing the Trust's reputation for CPD, teaching and standards, and cultivating strong influencing relationships with relevant societies, public and private sector partners, testing and examination consortia and national policy makers.

## Key Responsibilities

- Advocate for our RE subject community of teachers and leaders
- Strengthen and capture the professional knowledge of the Trust's teachers so that it can be shared and scrutinised, as well as sourcing the best education knowledge and expertise externally
- Provide subject specific curriculum expertise to the wider Astrea Curriculum Team
- Lead on ways in which students' growing subject knowledge and expertise, from Year 7 to Year 13, can feed into the Trust's relentless focus on educational outcomes and tackle historic disadvantage
- Lead on the improvement of student outcomes in your subject and drive forward the improvement of teaching standards

- Provide exceptional leadership of your subject, across the trust, and support and develop subject leadership within our schools.

### **Strategic**

- Identify, scrutinise, nurture and review your subject's education expertise across the Trust
- Develop an engaging, rigorous knowledge-based subject curriculum and teaching materials for use across the Trust
- Develop principles, models and exemplars for engaging, rigorous, knowledge-based curricula across the Trust
- Develop and renew curriculum and assessment principles for rigorous progression in their subject
- Write and/or source, evaluate and share teaching resources
- Define outstanding teaching, learning and use of assessment in your subject
- Model expert teaching in his/her own classroom and use his/her own practice, strategically, to develop professional knowledge in trainees, mentors, RE leaders and senior leaders
- Support heads of subject and senior leaders in securing rapid improvements in performance, including securing the best possible outcomes for those students who have not benefited from longer-term, substantially improved foundations in their prior education
- Advise and support principals in recruitment and development of subject teachers/leaders
- Foster models of subject leadership
- Communicate your subject's distinctive features effectively to non-specialists, so as to support principals and SLTs in shaping their curricular, teaching and assessment policies in subject-sensitive ways
- Enhance the Trust's reputation for subject specific education and cultivate strong influencing relationships with relevant education associations and learned societies, public and private sector partners in education projects, officers in testing and examination consortia and national policy makers
- Take on any other reasonable duties, as directed by the Director of Curriculum & Assessment

### **Leadership & Management**

- Lead on ways in which students' growing subject knowledge and expertise, from Year 7 to Year 13, can feed into the Trust's relentless focus on educational outcomes and closing the disadvantage gap
- Lead on the improvement of student outcomes in your subject and driving forward improving teaching standards
- Provide exceptional leadership of your subject, across the trust, and supporting and developing subject leadership within our schools
- Identify, scrutinise, nurture and review your subject's education expertise across the Trust
- Build and lead a Trust-wide community of curriculum leaders ensuring their effectiveness in:
  - developing and renewing curriculum and assessment principles for rigorous progression in their subject;
  - writing and/or sourcing, evaluating and sharing teaching resources; and
  - defining outstanding teaching, learning and use of assessment in your subject

### **Accountable for**

- High quality leadership of projects and delivering on agreed targets
- Secure exceptional student outcomes across the Trust schools

- Create measurable, costed, high impact improvement and raising achievement plans to support the identified needs of the schools identified
- Provide high quality support in the specified subject area, and liaison with other National Subject Leads and Heads of Department, as required to develop curriculum plans, resources and policies
- Provide assurance that effective procedures are undertaken for recording, monitoring, analysing and acting upon a range of data sets as needed to implement and measure the impact of school improvement strategies
- Ensure that quality assurance procedures are undertaken rigorously
- Collaborate across the education, school improvement and academy leadership teams to ensure coherence and effective team working
- Stay informed of current educational development, policies and research as needed to influence and drive school improvement
- Provide high quality mentoring and coaching to senior leaders, curriculum leaders and relevant staff
- Have sound financial management of own budgets (as appropriate)
- Develop effective partnership relationships with outside agencies
- Lead on the line management arrangements for the performance management and professional development of all members of your team
- Undertake any other professional duties, which are reasonably delegated to her/him by the Director of Curriculum & Assessment

### As a teacher

- Follow programmes of work, schemes of learning and exam specifications
- Take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school
- Ensure the effective/efficient deployment of classroom (TA) support
- Be responsible for the process of monitoring and evaluation of the subject in line with agreed school procedure
- Maintain appropriate records and to provide relevant accurate and up-to-date information for registers, etc
- Complete the relevant documentation to assist in the tracking of students
- Monitor pupil progress and use information to inform teaching
- Communicate effectively with the parents of students as appropriate
- Follow agreed policies for communications in the school
- If necessary, to take part in marketing and liaison activities such as Open Evenings, Parents Evenings, Review days and liaison events with partner schools
- Teach students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere
- Assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required
- Provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students
- Prepare and update subject materials
- Undertake assessment of students as requested by external examination bodies, departmental and school procedures
- Mark, grade and give written/verbal and diagnostic feedback as required

# Person Specification

## Qualifications

- Qualified Teacher Status (QTS)
- Evidence of continuous INSET and commitment to further professional development

## Experience

- Excellent subject knowledge and expertise
- Secondary teaching experience
- Leadership experience
- Proven track record of achieving excellent outcomes

## Knowledge and Understanding

- Secondary Assessments
- Subject-specific current research and evidence-based practice in teaching
- Curriculum development and design

## Personal Skills and Attributes

The ability to:

- Promote the Trust's aims positively, and use effective strategies to lead and manage
- Develop good personal relationships within a team
- Establish and develop close relationships with parents, trustees, Trust senior staff, governors and the community
- Communicate effectively (both orally and in writing) and be approachable to a variety of audiences
- Work in an organised manner, committed to the task in and
- Lead and manage highly effective teams

*Astrea Academy Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. Posts are subject to enhanced DBS checks.*

*Astrea Academy Trust are delighted to be part of such an important movement, which will ensure we have the guidance to challenge attitudes towards disability, tap into wider talent pools and help all individuals across the Trust fulfil their potential and realise their aspirations. As a disability confident employer we have pledged to promote a culture that ensures there are no barriers to the development and progression of disabled staff*