



RGS
WORCESTER

HEAD OF RELIGIOUS STUDIES



INTRODUCTION FROM THE HEADMASTER

I am pleased to be inviting applicants for the post of Head of Religious Studies at RGS Worcester. This is an opportunity to lead a successful and strong department at a wonderful school. Religious Studies is a popular subject in the Lower School and at GCSE and A Level and the department is extremely highly regarded. Heads of Department are well supported in the Humanities Faculty and by the Assistant Head (Academic) and Deputy Head (Academic).

RGS Worcester is the Senior School to a group of three schools including two Prep Schools: RGS Springfield and RGS The Grange. Worcester and its surrounding area is a wonderful place to live: a City with real character and history, as well as vibrant university and shopping centre. The surrounding area is both beautiful with its picturesque countryside, and provides the perfect opportunity for enjoying the outdoors with the Malvern Hills amongst many of the attractions close by. House prices are generally low and cost of living similarly attractive. It is, quite simply, a lovely place to live and work.

Further details, including information about how to apply, are contained within this information brochure. Come and join one of the oldest schools in the world! I very much look forward to hearing from you.

John Pitt
Headmaster

'The Good Schools Guide' says:

'And what a fine group of individuals we met. We were toured by the Head Girl and the Head Boy (both of whom are sitting on Oxbridge offers) who demonstrated the sort of easy affability, wit and willingness to talk that eludes many adults. Equally at lunch, representatives of different years waited to be given permission to start their meal and were the best of company, speaking with a sustained enthusiasm about their school and the multiplicity of opportunity that it offers.'

'For both girls and boys sport is of a high calibre, underpinned by RGSW's 'Charter for Sport' where the expectation is that players are 'resolute, gracious, selfless and willing.'

'To read the pages of the magazines and prospectuses, pamphlets and newsletters, full of gleaming teenagers and glory, is to enter a kind of yellow-brick road signposting the way to journey's end and stashes of gold over the rainbow. But is it all true?

Certainly, the ISI is convinced; branding the school 'excellent in all areas' whilst these standards also characterised our conversations with both students and staff; reflective of an assurance, but not an arrogance, that only genuinely outstanding schools achieve.'

'parents on tour will feel that they are on some kind of National Trust trail. The highlights consist of a number of Georgian and Victorian buildings (RGSW dates back to the 7th century and will celebrate its 150th anniversary on its present site in 2018), such as Britannia House where an initial meeting with the head will be held.'

'In response to our question for some nouns to summarise what the school has given them they answered "guidance", "confidence" and "independence." Their most impressive statement, coming from a Lower Sixth girl, was "school is about who you become.'



HEAD OF RELIGIOUS STUDIES

The Religious Studies Department at RGS enjoys an extremely high reputation. This thriving academic subject is a popular option choice at both GCSE and A Level and achieves excellent results. In 2018, 100% of our GCSE pupils attained 9-5 grades and at A Level 86% attained A* - B grades.

The successful applicant will join a team of supportive, hard-working and talented teachers who put pupils first in their quest to provide the very best learning experiences for all. We are extremely fortunate to have four specialist teachers in the Department and we are looking for an outstanding leader with energy, commitment and experience to take the Department forward.

The Religious Studies Department is housed in the oldest part of the School and has three designated classrooms and an IT suite. Each room is furnished with a data projector and an interactive whiteboard, and iPads are used at all key stages. The subject is taught throughout the School as a separate discipline, and aims to foster intellectual curiosity and develop critical thinking skills. In Year Seven, pupils currently follow a programme that investigates world religions, Year Eight pupils study challenging ethical and moral issues and Year Nine follow an innovative Philosophy syllabus. At GCSE, pupils follow Eduqas (WJEC) Route A, a study of Christianity, Judaism and Philosophical, Moral and Ethical Issues. WJEC is also the choice for A Level, providing a stimulating blend of Philosophy, Ethics and Christianity.

Pupils are given the opportunity to extend their learning by participating in both GCSE and A Level conferences. In January, Upper Sixth students enjoy a revision workshop with one of the Chief Examiners for WJEC/Eduqas, who comes in to School for the day to engage with students and discuss examination technique, as well as revision on key themes.

The primary responsibilities of the Head of Religious Studies are the effective leadership and management of the Department to maintain effective teaching and learning of the subject. The successful candidate will ensure that all pupils can achieve their individual potential and that the department works to deliver the overall aims of the School. The Head of Religious Studies is a member of the Heads of Department Committee and may also be requested to attend other school committees as necessary.

The successful candidate will be an experienced teacher of Religious Studies to A Level and must be capable of stretching the very brightest pupils, including those working towards Oxbridge and other leading universities. The willingness and ability to lead and manage the work of the Department will be essential qualities, as will the enthusiasm to be involved in the wider life of the School.

Job Description

Line management and Liaison

Under the overall authority of the Headmaster, the Head of Department's line manager is the Academic Deputy Head. He/she must also liaise with the Senior Deputy Head, Assistant Heads (Academic, Pastoral and Co-Curricular), and other Heads of Department to ensure the best possible implementation of School and departmental policies.

Leadership within the School

- To provide an inspiring academic programme in the subject for all pupils. The Head of Department contributes to the well-being and development of the School by supervising, guiding for pupil academic progress in the subject area.
- As a senior member of staff, the Head of Department exercises responsibility for the line management of teachers in their department.
- The Head of Department also has responsibility to attend various committees and to advise the Headmaster, Senior Deputy Head, Academic Deputy Head and Assistant Heads as necessary.

Leadership of the Departmental team

- Supervision and monitoring of the work of all the Department's staff including assessment, evaluation, observation and performance management. This may include a contribution towards the assessment of a teacher's competence and his/her ability to maintain high standards, including regular sampling and checking of work.
- Provision for the supervision of student teachers, NQTs or other staff training as agreed; induction and guidance of other teachers including direct classroom observation. To arrange training as subject mentor where appropriate for this.
- Advising the Headmaster in recruitment of the Department's staff.
- Representing the Department's views to the Headmaster, Deputy Head and Assistant Heads and various committees and presenting an annual Departmental Review including analysis of the Department's public examination results and an Educational Development Plan for discussion with the Headmaster, Academic Deputy Head and Assistant Head (Academic) as a part of a two-way process.
- Holding regular minuted departmental meetings (bi-weekly).
- Supervising any teaching support staff in the Department; looking after their professional development and advising the Director of Finance and Operations on recruitment.
- Ensuring the full implementation of the School's Digital Learning Programme by members of





the Department and incorporating into schemes of work. This includes effective monitoring of the use of technology by teachers and pupils.

- Arrangements are to be agreed by each Head of Department and the Academic Deputy Head by the end of the Trinity Term to cover the need for effective communication when public examination results are issued in August.
- As line manager, implementing Performance Management School Policies, supporting and developing individual members of the Department, including updating subject expertise and arranging appropriate training, monitoring practice and reporting concerns.

The Curriculum

- Leading the Department's curriculum planning in accordance with School policy, including the choice of Examination Boards, in conjunction with the Academic Deputy Head and Assistant Head (Academic).
- Managing the teaching methods used by the Department by developing and selecting suitable materials and advising on classroom practice.
- Incorporating 4.1 and 4.2 above in a scheme of work to be available on request.
- Initiate plans for raising standards in accordance with School Policy.
- Co-ordinating the formal prediction of public examination grades for UCAS, which should be consistent and based on statistical evidence available in appropriate format.
- Supervising the quality of written subject reports by members of the Department. Monitoring consistency in the award of grades across the Department.
- Oversee the planning of Departmental trips and exchanges well in advance and in accordance with School policy about educational value and accessibility for all pupils.

Accommodation and Resources

- The Head of Department has overall responsibility for rooms and equipment allocated to that Department and this will include notifying the Bursary of any faults or concerns. Heads of Department in doubt about a specific concern should consult the Assistant Head (Academic).
- The Head of Department submits a regular forecast of Departmental resource needs and manages the Department's expenditure and stock control in accordance with the agreed budget.
- The Head of Department is responsible for a high quality of wall display, including work by pupils, in all rooms in the Department.

Safeguarding; Health and Safety

- The Head of Department is responsible for making a contribution to the production and/ or implementation of Departmental Health and Safety policies and for supervising the production of Departmental risk assessments. Any initial training for Heads of Department will be provided.
- The Head of Department must ensure that staff in their Department operate within the School's safeguarding requirements and that recruitment is completed entirely in line with the School's Safer Recruitment Procedures.

Information

- The Head of Department devises and maintains such Departmental records as the Headmaster may specify. Wherever possible, administrative help will be provided.
- Communication with parents and colleagues about the work of the Department and about pupils' progress is to be provided by the Head of Department as required.
- Where a department makes use of peripatetic or visiting teachers or instructors, the Head of Department is responsible for providing the Bursary with the necessary financial and accounting information and ensuring all checks have been carried out.

This job description is not exhaustive. There may be other tasks which Heads of Departments are asked to perform from time to time which are not listed above and every member of staff should comply with any reasonable request made by the Headmaster or a member of the Senior Leadership Team.





Person Specification

	Essential	Desirable
Education	A good first degree in a relevant discipline	Further subject-related qualifications PGCE or other suitable teaching qualification.
Experience	Recent experience of teaching the subject at the relevant level. A record of continuous professional development in the subject.	Experience of contributing to INSET. Experience of managing budgets. Involvement in the marking of either GCSE or A Level examination scripts for a recognised awarding body. Experience of managing departmental and/or whole school issues and development.
Skills	Excellent teaching skills. An ability to oversee the planning and delivery of the courses offered by the department. An ability to include others and develop a teamwork ethos. An ability to devise, monitor, evaluate and review policies and systems. An ability to take a leading role in developing policies. An ability to disseminate good teaching and learning practice within the department. Strong administrative and organisational skills.	Good IT skills and interest in digital learning. Ability to conduct risk assessments and apply health and safety regulations

Person Specification

	Essential	Desirable
Knowledge	<p>Excellent knowledge of A Level and GCSE specifications and curriculum initiatives.</p> <p>An awareness of likely developments affecting the delivery of the subject at Key Stage 4 and post-16 levels.</p>	<p>Awareness of equal opportunities issues and how they can be tackled through teaching and learning strategies and other SEN provision.</p> <p>Familiarity with university entrance procedures and selection criteria including Oxbridge University preparation.</p>
Personal Qualities	<p>A genuine passion for the subject and a desire to communicate this.</p> <p>Patience and perseverance.</p> <p>A commitment to overcoming barriers to learning.</p> <p>An ability to inspire confidence.</p> <p>A positive attitude to the use of authority and maintaining student discipline.</p> <p>An ability to strike a good rapport with staff, parents and students.</p> <p>Being a positive role model.</p>	<p>An interest in contributing to the whole life of the School.</p>
Circumstances	<p>Able to work flexibly, some earlier starts, evenings and weekends will be required.</p> <p>A strong commitment to support the School's Co-Curricular activities programme.</p>	
Safeguarding Children	<p>Understands their role in the context of safeguarding children, young people and vulnerable adults.</p> <p>Ability to form and maintain appropriate relationships and personal boundaries with children and young people.</p> <p>Recognise the importance of personal responsibility for Health and Safety.</p>	
Equal Opportunities	<p>Understanding of the requirements of Equality and Diversity.</p>	





Process of Application

A completed TES application form with the names, addresses, telephone numbers and e-mail addresses of two referees should be provided. All candidates invited for interview will be required to prove their identity and their entitlement to work in the UK, and the person appointed will be subject to an enhanced DBS check, Prohibition Check, Right to Work in the UK and other checks specified by the Department for Education and Independent School's Inspectorate.

Details of the salary will be available after interview and will reflect the importance of this post. RGS is a member of the Teachers' Pension Scheme and benefits include free private health insurance and re-location expenses for persons moving into the area.

The Governors of RGS Worcester are 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.

Registered Charity No. 1020644

Thank you for your interest in this post and we look forward to seeing you at RGS Worcester.



" Our dominant feeling, though, was that RGSW does what it does with a vision and a panache that not many can match. There is a Swedish word – 'Lagom'- which translates as 'just right – a state of perfect balance'. This school is nearly there."

- The Good Schools Guide, 2017

How to find us

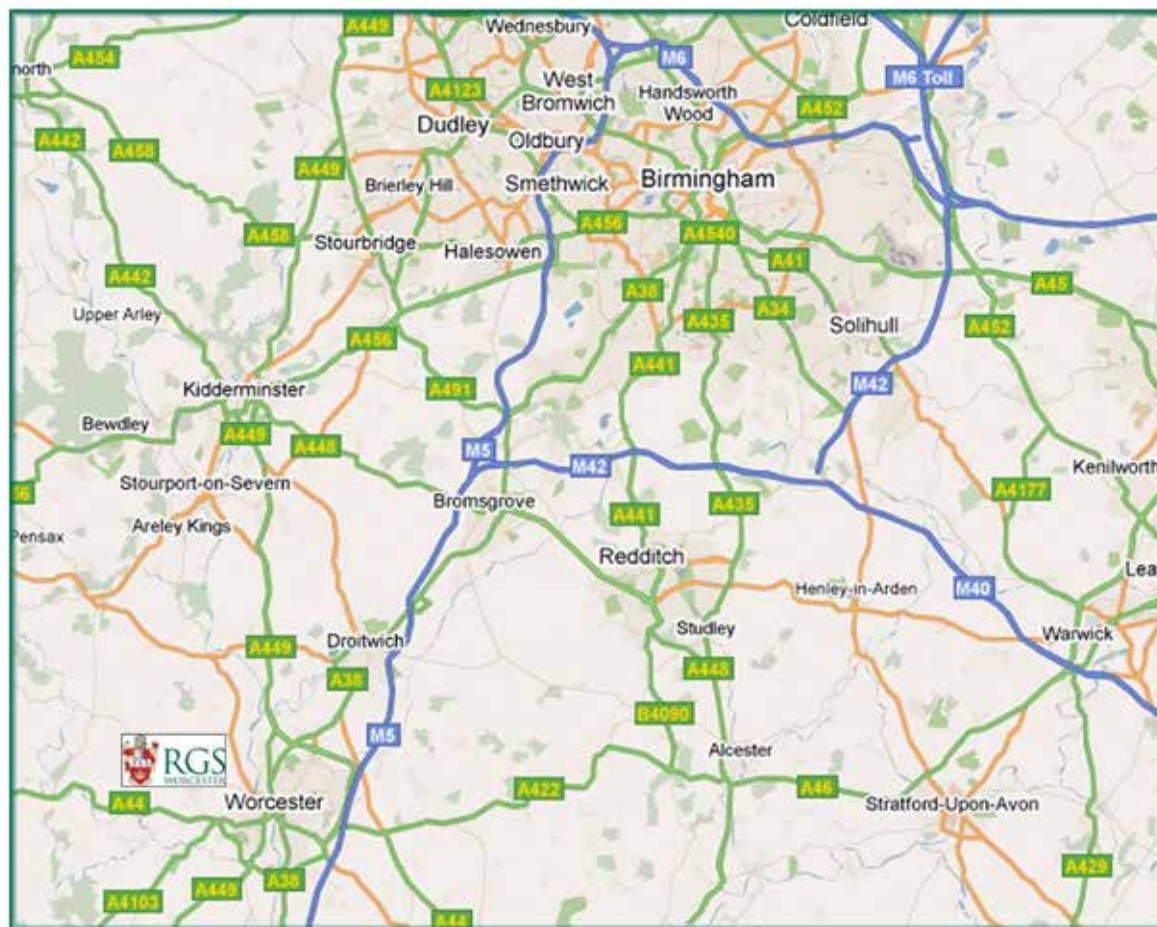
By Road:

The most direct route is via the M5. Leave at Junction 6 and join the A449. Travel through the first intersection until you reach a roundabout. Take the second exit into Ombersley Road, A449. Travel for 2 miles on this road which leads into Barbourne Road and then Upper Tything, A38. The entrance to RGS Worcester is on the left after the Little London turning.

By Rail:

The nearest mainline station is Worcester Foregate Street, which has a direct link to London Paddington and regular services to The West and West Midlands.

Exit the station and turn right. Keep to the right hand side pavement and follow the road out of Worcester for 5 minutes. RGS Worcester will be on your right hand side.



RGS Worcester | RGS The Grange | RGS Springfield

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