

**Candidate Information Pack
Appointment of Teacher of RS
Permanent, Full-Time
Start Date: September 2020**

Closing Date for Applications – Monday 20 April 2020 at 1pm



Front View of Main School Building

Sir William Perkins's School
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Working at Sir William Perkins's School

Sir William Perkins's School is a high-performing independent girls' School for approximately 600 students aged 11 – 18 years. The Head is both a member of HMC and GSA. It was founded in 1725 and is now on an attractive 12 acre site situated on the outskirts of Chertsey, a two minute walk from the railway station and very near to the junction of the M3 and M25.

The School has excellent facilities, having benefited from an extensive building and refurbishment programme including a new sixth form centre which opened in summer 2016. Entrance to the School is by competitive examination and the School values its excellent academic reputation. The students are highly motivated and eager to learn. Significant emphasis is also placed on the broad and balanced curriculum, the wide-ranging co-curricular activities and the caring and supportive environment.

The ISI regulatory compliance inspection in September 2016 recorded that all eight parts of the standard were met and our report in the Good Schools Guide 2016 describes our "Excellent Results achieved with a big dollop of humour, humanity and freedom of thought".

The October 2019 Inspection report said of the School community: "The quality of the pupils' academic and personal development is excellent. The pupils have high levels of attainment which are reflected in their performance in public examinations". They also commented that, "Pupils demonstrate strong self-knowledge, self-esteem, self-confidence, self-discipline and resilience, so that they are well prepared for the next stage of their lives."

The staff are thoroughly professional, highly qualified and knowledgeable, enthusiastic and passionate about their own subjects, as well as understanding the importance of the breadth of the educational experience that we provide.

The School is characterised by a warm and welcoming atmosphere and mutually supportive approach. Expectations of staff are high but equally, personal workloads are carefully considered by the Senior Leadership Team. There are plenty of opportunities for further appropriate professional development and a generous inset budget. All staff are equally valued for their part in the overall success of the School and there is a strong sense of fun and humour.

The governors are keen to ensure that staff remuneration is competitive and are continually reviewing the package to ensure that SWPS can attract and retain outstanding teachers.

Further information about the School and our most recent inspection report can be accessed at www.swps.org.uk

Vision

Sir William Perkins's School builds confidence, integrity and excellence in a caring, innovative and happy community so that each student leaves having been given the best possible chance of achieving their full potential, taking with them sound values, a breadth of skills and knowledge, and ready to take on the world!

Academic success is our priority but education should be about far more than just top grades. We believe in educating the whole person and equipping our students to make their mark on the world. We encourage them to get involved in the many co-curricular activities on offer, to take every opportunity to develop their interests and creativity, their interpersonal, teamwork and leadership skills, to be forward-thinking, and to reach into the wider community.

Values

- Inspire excellence in academic standards
- Give the student the confidence to enjoy learning, the resilience to learn from mistakes and to cultivate good habits of work
- Help each student:
 - develop fully as an individual with integrity
 - refine creative and practical skills
 - gain the qualifications they need to embark on, and succeed in, their chosen career
 - think independently
 - be a confident, responsible and unselfish member of the community.



Atrium Coffee Bar

The Position

We are looking for an enthusiastic and well-qualified graduate to join our excellent RS department from September 2020 and to teach throughout the School to A Level. This role is a permanent, full time position.

The RS Department currently consists of four teaching staff. It is rigorously academic in its approach and considers the subject to be a vital and enlivening opportunity to engage and excite learners of all ages. The department is well equipped, including an excellent selection of textbooks and resources including a collection of artefacts from six religious traditions that are used frequently in lessons throughout the school.

Year 7 are encouraged to debate the question of God's existence, discuss whether extremism can ever be a force for good and learn about different forms of worship. Year 8 consider key arguments within Philosophy and the ethical topic of Wealth and Poverty. They then discuss whether religion causes conflicts in the world by exploring numerous case studies of conflicts from the Arab- Israeli Crisis to Northern Ireland. Year 9 explore the ethical issues of life and death and prejudice from moral and religious perspectives, the challenges of life in multi-cultural Britain and an interactive introduction to Hinduism. In Year 7 we see the new Production of 'Prince of Egypt', in Year 8 students visit Wintershall and Year 9 spend a fascinating day in Southall. Those taking GCSE visit the Bhaktivedanta Manor in Watford.

At GCSE we study Edexcel Religion and Ethics (from a Hindu Perspective) and Religion, Peace and Conflict (from a Christian perspective). RS is a popular choice for students and we currently have 39 girls in Year 10 and 41 girls in Year 11 studying RS. Results have consistently been excellent with 80% of girls attaining 9-7 in 2019. A2 (Edexcel, Philosophy and Ethics) is also popular, with students regularly studying the subject at university (100% A*- / A in 2019).

Sir William Perkins's School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS).

Teacher of RS - Person Specification

Qualifications and Experience

- A well-qualified graduate with a good honours degree
- An outstanding classroom teacher with experience of teaching up to A Level

Knowledge, skills and abilities

- Ability to inspire and motivate students
- Ability to relate effectively and to earn the confidence of colleagues, students and parents/carers
- Excellent organisational, time management and IT skills and a willingness to embrace the School's digital strategy
- Ability to use strategies that effectively support the School's policies and procedures, e.g. on safeguarding, health & safety, rewards and discipline, monitoring and tracking, etc.
- Good working knowledge of Teaching and Learning issues reflected in classroom practice
- Up-to-date knowledge of the examination specification and a track record of excellent results.

Personal

- Commitment to the aims, ethos and objectives of the School
- Professional and personal integrity
- Passion for the subject
- Good communicator
- Keen interest in all aspects of School life and happy to get involved
- Enjoyment of new challenges and experiences
- Adaptable and reflective
- Kind and with a good sense of humour.



Year 10 – Neasden Hindu Temple



Year 9 – Southall Visit

Teacher of RS - Job Description

Accountable to: Head of Department (who reports to the Academic Deputy Head)

This is not necessarily a comprehensive definition. It may be subject to modification or amendment after consultation with the holder of the post. All full time members of staff are expected to be form tutors.

- Form good teacher-learner relationships that promote enjoyment of the subject and are in line with the aims, policies and development plans of the School
- Keep up-to-date with curriculum developments and implement changes as appropriate
- Review and share teaching methods and resources and adapt them to the needs of the students
- Attend parents' evenings, open evenings, entrance exam morning, occasional weekend and other functions as appropriate
- Use ICT where appropriate in both teaching and administration
- Be familiar with the Staff and Department handbooks and support all the School's policies
- Keep accurate records of students' progress, monitoring and recording attainment in accordance with departmental and School policies
- Use data to monitor and track student progress
- Advise the Head of Department and Tutor where there is cause for concern about the progress of an individual student and assist in the preparation of documentation for parents if required
- Help to develop new teaching resources for use in the department
- Help to provide displays in the department rooms and other areas of the School as appropriate
- Be a Tutor under the direction of the Head of Year, taking frontline responsibility for the academic and pastoral welfare and progress of the students in their form
- Be involved in the wider life of the School, supporting and initiating co-curricular activities in the department and the School
- Ensure that relevant aspects of the School's Health & Safety policy are implemented
- Undertake any reasonable task as directed by the Head of Department, Head of Year or Senior Leadership Team member
- Strive for personal and professional development through active involvement in the School's appraisal system and performance management procedures
- Be committed to the safeguarding of children and young people



Y10 Hare Kishna Hindu Workshop – Summer 2019

Salary and Benefits

Sir William Perkins's School is a friendly, exciting and supportive place to work and we hope that you will want to join us. The School offers an attractive range of benefits as outlined below:

- Competitive Salary which recognises the qualifications, skills and experience of the candidate. The School has its own salary scale.
- Teachers' Pension Scheme for teaching staff and membership of group personal pension scheme (with life assurance) for non-teaching staff.
- 174 Teaching Days plus 4 INSET days per year.
- Defined process to apply for teaching salary thresholds.
- Free lunches, tea and coffee
- Free car parking on site
- Enhanced sickness and family friendly policies
- Free use of School Gym at specified times
- Strong tradition of on-going financial investment and development
- Opportunities to travel the world through domestic and international trips and tours.
- Library facilities open to all
- Staff Social Committee
- Warm welcome and an excellent staff room



Refurbished Staff Room, Kitchen and Staff Workrooms

Recruitment and Selection Process

Application

Your cover letter and application should be addressed to the Head, Mr C C Muller and are made by applying through the School's website at <https://swps.careers.eteach.com/>

If you would like to arrange to tour the School before making an application or if you have any questions then please contact Mrs H Wood, HR Manager on 01932 574955 or at recruitment@swps.org.uk

Applications will be considered on arrival and the School reserves the right to interview and appoint before the closing date.

Closing Date for Applications is Monday 20 April 2020 at 1pm

Location

Full Details are available at <http://www.swps.org.uk/Location>

By Road

The School is conveniently situated on the A320 between Staines and Woking, with easy road access and Junction 11 of the M25 is within a few minutes' drive of the school.

By Rail

Chertsey Train Station is a two minute walk away from the School.



Sir William Perkins's School has an active Boat Club with excellent facilities