



Head of Philosophy, Religion and Ethics

For September 2019

Following the retirement of the current Head of Religious Studies after 16 years of successful leadership, the School is looking to appoint someone who will develop and enhance the current provision in the Senior School including the renaming of the department and introduction of A Level Philosophy, Religion and Ethics (PRE). This is an exciting opportunity to build on current strengths and take the subject to a new level.

About Kimbolton School

Kimbolton School is fully co-educational (4-18), with both day and boarding pupils, and has a delightful setting in the grounds of Kimbolton Castle. With over 1,000 pupils in total, over-subscribed with waiting lists, class sizes rarely exceed 22. The School combines tradition and innovation in its educational and academic ethos. Kimbolton has high academic standards in terms of GCSE, A Level and university entrance up to Oxbridge, achieving outstanding A Level results in 2017 and 2018. This academic culture rests on the motivation and commitment of pupils and teachers alike. There is a forward-looking and highly supportive working environment. We are a Digital School with iPads for all pupils, ongoing investment in technology, staff professional development, with a close focus on teaching methodologies, and pupil learning. Teaching at Kimbolton offers many opportunities, from the academic and super curricular, to a vast range of extra-curricular activities. The Staff Common Room enjoys a reputation for its friendly and happy working atmosphere.

Head of Philosophy, Religion and Ethics Job Summary

The Head of Department will provide exemplary academic leadership for the team of one other full time member and act as lead practitioner and promoter of the subject to colleagues, pupils and parents. They will promote a culture of continual improvement for pupils and staff, high academic standards and fully support departmental super and extra-curricular activities. The new Head of Department will lead the introduction of PRE as an A Level subject starting from September 2019 (subject to pupil take up).

The PRE Department

PRE Department teachers are both highly committed to the subject and strongly involved in the promotion of good teaching practice in the School as a whole. The scheme of work for KS3 allows for some autonomy, within a framework, for staff to make full use of their subject specialisations. The Department is based in two spacious classrooms in The Orangery, a recently refurbished building. Both classrooms have white boards, a DVD player, data projectors and Apple TV available. The building foyer and outside space can be used for role play practice and group work. Staff meet once a week formally to review lessons and pupil progress.

iPads and iTunes U

Kimbolton is a Digital School with all staff and students having iPads which are used for a wide and innovative range of teaching and learning purposes. iTunes U is used as the

school VLE with individual subject courses, class courses and more, all set up to provide anywhere, anytime learning for pupils. Current courses and homework tasks are in place on iTunes U so there will be scope for the successful applicant to develop the Department's work in this exciting area.

Examination Results

The Department has maintained an excellent standard of GCSE results to date with the old A*/A grades from 2015-2017 achieving an average of 84.6% and this year's new 9-1 results in 2018 achieving 64.3% for 7/8 and 9.

The Head of Department is responsible for:

- High standards of teaching and learning within the department
- Academic performance and improvement within the department
- Promoting a departmental culture of self-review, lesson visits, good practice and support within the school Continual Professional Development structure
- Data Tracking of pupils and performance management
- Monitoring marking and assessment within the Department
- Delivering and reviewing the overall PRE curriculum
- Production of all schemes of work and self-evaluation
- Attending meetings of the heads of department
- Public examination entries and procedures including NEA
- Managing the departmental budget
- Organisation of departmental teaching allocations in liaison with the Academic Deputy Head
- Attending the annual East Midlands Group meeting of Heads of Religious Studies of local independent schools
- Maintaining a full awareness of specification developments and disseminating this to the Department

The Curriculum

At KS3, pupils have two periods per week in Year 7 and one per week in Year 8 and 9. During the course of the three years, pupils cover the key aspects of all six world religions, looking at both beliefs and practices. In addition, Year 9 pupils study modules on philosophy, religion and science plus applied ethics, the latter using a wide range of examples from sanctity of life themes to ethical trading.

At GCSE level, students have 3 periods per week in Year 10 and 11 to study the AQA A course. This includes the study of both Christianity and Hinduism, as per the new requirements for two main religions, in paper 1, with 6 philosophical and ethical themes for paper 2.

At A level, it is proposed that students study the OCR Religious Studies: Philosophy of Religion, Religion and Ethics and Developments in Christian thought. For the extra, enrichment '7th Period' in the 6th Form, it is envisaged that students follow the academic research papers regularly produced by the Theos Think Tank based in London.

Super-curricular Activities

The department joins with History and Geography for a themed visit to Peterborough Cathedral and its environs with Year 7. In Year 8, a combined visit to Cadbury's World with the Geography Department covers Fair Trade and Quaker influences. Students have attended the Candle revision conferences in the past.

Person Profile

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> ○ Graduate level with good degree in subject area ○ Postgraduate teaching qualification including Qualified Teacher Status ○ Evidence of ongoing professional development 	<ul style="list-style-type: none"> ○ Evidence of further relevant professional development in management ○ Post-graduate qualification
EXPERIENCE AND SKILLS	<ul style="list-style-type: none"> ○ Track record as an excellent classroom teacher with a passion for the subject ○ Excellent subject knowledge ○ Evidence of initiative in improving performance ○ Ability to use and manage data in performance analysis and target setting ○ Proven strong GCSE and A Level experience and results record 	<ul style="list-style-type: none"> ○ Awareness of teaching theory and practice ○ Experience of Oxbridge applicant preparation
PERSONAL QUALITIES	<ul style="list-style-type: none"> ○ Enthusiasm about the subject ○ Strong communication skills ○ Ability to motivate and inspire others – pupils and staff ○ Sound judgement and decision making ○ Commitment to the use and development of technology ○ Appreciates and reinforces the need for Safeguarding and respects British values (Prevent Duty) ○ Energy and commitment ○ Organised, punctual, and efficient in organising their workload and managing their time effectively ○ A willingness to play a full part in the extra-curricular life of the School ○ A sense of humour and perspective on life 	

General

Kimbolton School prides itself on its excellent examination results, progressive thinking about teaching and pastoral programmes and a very strong extra-curricular programme. All staff are expected to be involved in the extra-curricular element of school life. Opportunities abound in sport, music, drama, outdoor pursuits, CCF and myriad clubs and societies.

There is a competitive salary scale and the successful applicant would be placed at the appropriate point on this scale, depending on their experience and qualifications. Accommodation may be available for the successful candidate.

Applicants are asked to complete the Kimbolton School Application Form and return this with a letter of application and a CV to the Headmaster
(headmaster@kimbolton.cambs.sch.uk) by 9.00 am on Wednesday 14th November 2018.

Short listed candidates will meet the Headmaster and other members of the Senior Leadership Team for interviews on **Thursday 22nd November 2018**. Candidates will also be expected to teach a lesson.

Kimbolton School is committed to safeguarding and promoting the welfare of children and applicants will need to display commitment to the protection and safeguarding of children and young people. The successful applicant will be required to have an enhanced level check through the Disclosure and Barring Service (DBS) (see notes below).

Notes:

The post holder is required to operate within school policies and procedures, including Health and Safety. Kimbolton School is an equal opportunities employer.

Kimbolton School operates a No Smoking Policy on the Estate.

Under the Guidelines Safeguarding Children: Safer Recruitment and Selection in Education Settings June 2005, Kimbolton School reserves the right to request age related information from the candidate.

Kimbolton School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post. It is an offence for any organisation to offer employment that involves regular contact with young people under the age of 18 to anyone who has been convicted of certain specified offences, or included on lists of people considered unsuitable for such work held by the Department of Education. It is also an offence for people convicted of such offences to apply for work with young people. The successful candidate is subject to satisfactory completion of an Enhanced Disclosure from the Disclosure and Barring Service before the appointment is confirmed. This check will include details of cautions, reprimands or final warnings as well as convictions. Further information about the Disclosure scheme can be found at <https://www.gov.uk/government/organisations/disclosure-and-barring-service>. All employees will be expected to abide by the School's Safeguarding Code of conduct and will attend Safeguarding training. To follow the School's safeguarding policy, including reporting any child protection issues to the Designated Safeguarding Lead.