



Exmouth
Community
College
Academy Trust

Job Pack

Religion, Philosophy and Ethics – Second i/c

Permanent

MPS/UPR + TLR 2A (£3,213 per annum)

Closing Date: Thursday 30 May 2024 at 10.00am

Interview Date: ASAP (if shortlisted)

Letter from the Headteacher

Dear Applicant

Thank you for your interest in Exmouth Community College. We have an exciting opportunity for a committed and passionate colleague to join our community of highly motivated staff, enthusiastic students, supportive parents and knowledgeable Governing Board. Having only recently arrived at ECC myself (having been a Headteacher at another large Secondary near Bristol for five years) I have been blown away by the warmth of the welcome that I've had here and I can assure you of the same.



You will be joining the College at a really exciting time, just as we come to the end of a major upgrade of our site and facilities. This includes the 'showpiece' £13 million Elizabeth Lee building, a new Maths block, a new student canteen, other significant refurbishment and the creation of a vast green open area for our students. This will allow us to provide an exciting and very broad educational experience for the next generation of ECC students in inspiring, state of the art facilities.

We are also in the process of looking to join a Multi-Academy Trust. Having spent a great deal of time reviewing our position, we believe that joining a Multi Academy Trust will continue to improve the experience that we provide for our students and the professional opportunities that this will bring our staff.

We have a broad view of education. We actively focus on the quality of our curriculum and in ensuring that our students leave ECC with the very best outcomes that they can from a wide range of subjects. But much more than this, we want to prepare our students for all the opportunities and challenges that life will throw at them. Exposing them to a wide range of experiences and opportunities beyond the classroom will prepare them for the world of work and build the character they need to lead happy, successful and fulfilled lives.

We put the development of staff at the centre of our philosophy, including a unique Assistant Headteacher role with responsibility for our staff and their development. We take it really seriously, and very much subscribe to Richard Branson's mantra to develop our staff well enough so they can leave but treat them well enough so they don't want to.

There is a really strong sense of community at ECC. Through us all working together as staff, families and governors, and pulling together as one community, we will continue the work to build a College that caters brilliantly for its community and prepares our young people for their future.

So if you are looking for a school that is focussed on ensuring consistently great learning experiences for our young people, both in and out of the classroom, investing in your well-being and professional development, and where your passion and ideas will be welcomed enthusiastically, we would love to hear from you.

I hope that you find the information in this pack to be both interesting and informative. I would also urge you to explore our website to get a deeper understanding of what we are all about. Whilst we are in the process of finalising our new 'School Vision, it will, I hope, give you a sense of why we are so proud of our students and community.

I recognise that much time and thought goes into preparing an application, which I thank you for in advance. In turn, we will give your application serious consideration.

If you require any further information regarding the post or the application process, please do not hesitate to contact us.

With warm wishes

A handwritten signature in blue ink, appearing to read 'Tom Inman'. The signature is fluid and cursive, with a long horizontal stroke at the end.

Tom Inman
Headteacher

Introduction to the Religion, Philosophy & Ethics Department

Staffing

We are a thriving department currently comprising of 5 full-time and 2 part-time specialists. We are a vibrant and enthusiastic team which results in us being able to develop new ideas and inventive schemes of work. We are a well-respected department amongst staff, students and parents alike, owing to our commitment to pupil progress, innovation and sharing of good practice. Our aim is to inspire in our students a lifelong love of our subject and ensure that students are engaged and challenged in our lessons.

Accommodation and Resources

The department is situated in the new Elizabeth Lee building. All classrooms are adjacent to each other, which allows for real collaboration and team spirit. We share a fantastic staff working room with the History department and have access to a recreational staff room in the EL building.

Curriculum

The RPE department is about to undergo a period of exciting change. Our current model revolves around the delivery of full course AQA A Religious Studies GCSE to all KS4 students. However, from next year RPE will become a GCSE option choice once again. This model will begin in 2025-2026 and will be supported by a core KS4 curriculum. This creates for us a great opportunity to adapt and enhance our current curriculum. We pride ourselves on the quality of our current provision but are always keen to refine and better what we are doing based on research and best practice.

Key Stage 3 Curriculum

In 2024-2025, all KS3 students will receive 3 lessons a fortnight.

Key Stage 4 Curriculum

In 2024-2025, year 10 and year 11 will all continue to be taught the AQA A Religious Studies GCSE. Year 10 receive 3 hours a fortnight and Year 11 two hours a fortnight.

Post 16 Curriculum

We are in our second year of teaching AQA Philosophy A Level, with one class in year 12 and one class in year 13. The subject is gaining in popularity, with a large new class secured for 2024-2025.

Results

Whilst our full cohort GCSE results are not where we would want them to be, we are really proud of the number of students we have been able to support in gaining a great grade at GCSE. We would expect to see huge improvements to our GCSE results when it becomes an option choice once again as we historically enjoyed very impressive results.

We do not have any Philosophy A Level results to speak of yet, but our A Level results in the past have always been very pleasing.

Extra Curricular

We embrace as many opportunities for our students to learn outside the classroom as we can. Some of those opportunities have included taking gifted and talented year 7 students to Buckfast Abbey to experience 'RE:Connect', taking some year 8 students to Holocaust Memorial Day in Exeter, and our 'Christian Practices Fayre'. This has been a great success and will feature in the next issue of national magazine 'RE Today'. We are looking to grow this area of our department in the years ahead with some exciting ideas coming to fruition!

General

If you feel that you have the subject knowledge, energy and professionalism to work in our department then we would welcome your application

Job Description

Title:	2 nd in charge of Religion, Philosophy and Ethics
Contract Type:	Permanent
Start Date:	1 September 2024
Salary:	MPS/UPR + TLR 2A (£3,213 per annum)
Reporting to:	Head of Religion, Philosophy and Ethics
Responsibility for:	Approx. two members of staff

Introduction to the Post

Exmouth Community College is seeking an outstanding, inspirational and dynamic qualified teacher to take on the 2nd i/c of Religion, Philosophy and Ethics role. This offers a unique opportunity for an ambitious, creative and enthusiastic individual to assist with the leadership and management of the RPE Department within the context of the whole College vision.

2I/C of Religion, Philosophy and Ethics Role

As defined in the School Teachers Conditions of Service Document and College policy documents, the post holder will undertake a sustained additional responsibility, whilst being supported by the Subject Leader.

Purpose of the Post

- Undertake a sustained additional responsibility in the RPE Department in order to secure high student achievement, in the context of the College's overall aims and priorities.
- Lead, manage and develop elements of the curriculum in order to have a positive impact on students' educational progress.
- Exercise professional skills and judgements in order to develop and enhance the teaching practice of other staff.
- Provide professional leadership and management in the RPE Department, in order to secure high student achievement in the context of the College's overall aims and priorities.

Key Responsibilities

- Monitor teaching and learning, evaluate findings and act accordingly to improve student progress.
- Use assessment data to track students' progress and moderate to ensure consistency across the team.
- Create and develop schemes of work which take account of new teaching and learning strategies, specialist college targets, differentiation, key transitions and provide opportunities for personalised learning.
- Keep abreast of new developments in the Religion curriculum in order to enhance the teaching of the subject.
- Liaise with the Subject Leader and contribute to the SIP and departmental SEF.
- Provide CPD opportunities for staff through departmental meeting and INSET days.
- Be part of the Appraisal Team, undertaking teaching observations, setting objectives and appraisal reviews as necessary.
- Act as a positive role model for the RPE Department, in terms of leadership and own practice, so that staff have a clear understanding of good professional conduct.
- Take a lead role in extracurricular activities.

- Support the Subject Leader in the day-to-day running of the team and deputise for them if appropriate.
- Promote equal opportunities so that all learners achieve their potential.
- Ensure high standards of Health and Safety within the Department.
- Any other duties commensurate to the post.

Classroom Teacher Role

The post holder will adhere to the professional duties of a teacher as set out in the School Teachers' Pay and Conditions of Service document and College policies.

Key Responsibilities

- Provide a nurturing classroom and school environment that helps students to develop as learners.
- Help to establish / maintain discipline and good order in the classroom and across the Religion Department.
- Contribute to the effective working of the RPE Department.
- Participate in departmental CPD and undertake professional development as identified.

Teaching and Learning

- Plan and teach engaging and effective lessons that motivate, inspire and improve pupil attainment.
- Use regular assessments to monitor progress and set targets.
- Respond accordingly to the results of such monitoring.
- Ensure that all students make significant and continuing progress.
- Maintain accurate pupil data that can be used to make teaching more effective.
- Identify situations where the Key Stage Co-ordinator or Subject Leaders needs to be involved.
- Communicate enthusiasm of the subject, and the areas of learning related to it, to students.

Department Ethos

- Have an infectious enthusiasm for the teaching of RPE.
- Ability to initiate curriculum innovation and develop resources.
- Willing to participate fully in the College's extracurricular programme.
- Engage with the College's Incremental Coaching programme.
- Interested and involved in the College's aim to service the needs of the whole community.

Person Specification

Attributes	Essential	Desirable	How Identified
Qualifications			
Qualified to degree level in RPE or related subject specialism	✓		Application, Certificates.
Qualified teacher status	✓		
Ability to teach GCSE and A Level	✓		
Teaching Experience			
Successful experience of teaching RPE in a placement or a previous school	✓		Application, Interview, Assessment/ Observation, Reference.
Proven track record of raising attainment in a positive classroom environment	✓		
Ability to provide professional leadership and management	✓		
Experience of providing professional leadership and management		✓	
Successful experience of teaching AQA Philosophy A Level		✓	
Teaching Standards			
Set high expectations which inspire, motivate and challenge students	✓		Application, Interview, Assessment/ Observation, Reference.
Promote good progress and outcomes by students	✓		
Demonstrate good subject and curriculum knowledge	✓		
Plan and teach well-structured lessons	✓		
Adapt teaching to respond to the strengths and needs of all students	✓		
Make accurate and productive use of assessment	✓		
Manage behaviour effectively to ensure a good and safe environment	✓		
Fulfil wider professional responsibilities	✓		
Personal Qualities			
Passion for Religion, Philosophy and Ethics	✓		Application, Interview, Assessment/ Observation, Reference.
Enthusiastic and inspiring	✓		
Capacity to adopt a variety of leadership and management styles	✓		
Ability to command respect	✓		
Capacity to analyse student progress data and identify areas for development	✓		
Awareness and understanding of data protection and confidentiality	✓		
Facility to work with groups of students to raise expectations and achievement	✓		
Creative and dynamic approach to problem solving and turning ideas and opportunities into successful practice	✓		
Ability to work actively, productively and flexibly as part of a team	✓		
Adaptable, flexible and creative	✓		
Excellent written and oral communication skills	✓		
Confident user of ICT	✓		
Ability to take responsibility and show initiative	✓		

Additional Criteria

We have an expectation that all staff employed at Exmouth Community College will:

- Commit to the safeguarding and welfare of all students
- Understand and recognise the principles of equality and diversity
- Commit to regular and on-going professional development and high standards
- Demonstrate and promote good practice in line with the ethos of the College

To Apply

Please complete the Teaching application form available from the College website. Your completed application form should be submitted before 10am on the closing date.

Early applications are encouraged. Exmouth Community College reserves the right to interview and appoint prior to the closing date of the advertisement, should the College be able to identify an appropriate candidate.

Questions?

For further information about this post please contact Lorna Jones:

Email: lorna.jones@exmouthcollege.devon.sch.uk

Phone: 01395 255687