



The Ted Wragg Multi Academy Trust is a values driven, rapidly growing 2 – 16 Trust with a relentless focus on transforming lives through learning by delivering outstanding outcomes for every student, regardless of background.  
With a reputation for highly successful school improvement in very challenging circumstances, we are passionate about driving up standards and raising the aspirations of all our students.

# Isca Academy

## Head of Religious Education

Permanent, Full-time, Starting September 2020

Salary: Main Scale Teacher + TLR2b

**Do you have a relentless drive to achieve outstanding progress and attainment with children regardless of their background and prior learning?**

We are seeking to appoint an outstanding Team Leader for Religious Education to further strengthen the achievement, progress and experience of students at Isca Academy. You will be a highly motivated, capable and inspirational leader, with a proven commitment to inclusive and inspiring teaching where each and every child can succeed. The post represents an exciting opportunity to be part of a vibrant and ambitious Academy working within the Ted Wragg Multi-Academy Trust.

Our school is located on a recently designed campus with purpose-built accommodation, offering spacious and excellent teaching and learning facilities. We currently have a roll of 920 students, growing to a capacity of 950. Isca Academy prides itself on providing high quality comprehensive and inclusive education. Our students have a broad range of abilities and aspirations on entry, from able, gifted and talented to students needing more support with literacy and social skills. Our focus remains on every student in our school exceeding expectations, whatever their starting point. Beyond academic credentials, we firmly believe in the value of a more rounded education which promotes creativity, self-belief and confidence, and as such, offer an exceptional extra-curricular and outdoor education programme.

Our Religious Education Department has an excellent reputation within the school, and has attracted a number of visits from other educational establishments interested in our success over the years. Since 2002, the department has grown from a position where no students were taking GCSE exams in R.E to the point now where almost all students do so. R.E. results are consistently amongst the best in the school, and compare very favourably with other schools who enter full cohorts into R.E examinations. The Department boasts talented, experienced staff who have a passion for the subject and who have a great working relationship and team spirit. Resources are plentiful and the three R.E. teachers each have their own room located next to each other. In summary, the Religious Education department is in brilliant shape, but could be developed further in fresh, exciting new ways by the new Head of Department.

The Leadership Team at Isca Academy is welcoming, energetic and highly committed, and has led the school successfully through a time of significant change. We have a 'Good' Ofsted judgement and are due for inspection again from September 2020. As a school, we are committed to investing in leadership development at all levels and strongly believe that the experience of the children will ultimately benefit from this. If you are a leader who can inspire both staff and students, with a passion for teaching and learning, and an outward facing approach to the development of pedagogical practice as well as your own, we would love to hear from you.

The Ted Wragg Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All applicants will be subject to a full Disclosure and Barring Service check before appointment is confirmed.

Application forms and further information are available from our website:

[www.iscaexeter.co.uk](http://www.iscaexeter.co.uk) or by email to [fmetay@iscaexeter.co.uk](mailto:fmetay@iscaexeter.co.uk)

Closing date for application: **9am on Wednesday 26<sup>th</sup> February 2020**  
Interviews will take place on: **Thursday 5<sup>th</sup> March 2020**



## ISCA ACADEMY – JOB DESCRIPTION

Post: Head of Religious Education  
Line Manager: Quality of Education Team Leader

### CONDITIONS

As defined in the School Teachers Conditions of Service Document and Academy policy documents. The post holder will lead a team of Religious Education teachers and will be supported by a designated member of the Leadership Group.

### KEY PURPOSE

To provide professional and effective leadership and management for the Religious Education teachers within the department, in order to secure high student achievement within the context of the Academy overall aims and priorities.

### OBJECTIVES

- To promote and provide a clear direction for the Religious Education team, within the context of the Academy vision in order to contribute to whole school improvement.
- To promote high standards in Religious Education teaching in order to ensure all students achieve their potential in Religious Education.
- To promote positive attitudes to learning in Religious Education lessons and activities so that students are equipped and able to access all subjects across the Academy.
- To ensure there is a consistency of practice within the Religious Education team with regards to Academy policies and procedures, maintaining high expectations of all students in terms of academic success and behaviour.
- To develop Religious Education schemes of learning, assessment plans and pedagogy in line with national developments and explore new strategies so that Religious Education teaching continues to develop and improve, maximising student outcomes.

### MAIN AREAS OF RESPONSIBILITY

- **Improving the quality of teaching and learning**
- **Leading and enhancing the teaching practice of others**
- **Leading, developing and enhancing a subject or curriculum area**
  - Monitoring the standards of teaching and learning and student achievement across all Religious Education lessons, and plan for improvement.
  - Working with the Academy Leadership Team (line manager) to undertake regular self-evaluation of the work of the department and the impact on student outcomes, in line with the Academy self-evaluation policy.
  - Setting a clear direction for Religious Education within the context of the Academy vision and goals, creating and implementing a subject development plan which involves all subject teachers.

- Supporting and developing the Religious Education staff, providing regular constructive feedback in a way which recognises good practice and supports progress against appraisal objectives.
- acting as a positive role model for the Religious Education team so that staff have a clear understanding of good professional conduct.
- Maintaining an ethos of high achievement and positive attitudes towards Religious Education amongst staff and students, to maximise achievement.
- Actively engaging the Religious Education team in effective planning, development and delivery of the Religious Education curriculum.
- Organisation and provision of resources and allocation of staff to groups, so that resources are used efficiently and effectively.
- Overseeing and evaluating subject budget allocations to ensure spending is in line with learning priorities and best value principles.
- Effective communication within the Academy and to key stakeholders with regards to Religious Education, to ensure confidence in the Academy and the subject area.
- Ensuring high standards of health and safety within the department demonstrating an understanding and a commitment to safeguarding students.
- Promote equality of opportunity and aspiration so that all students achieve their potential.

## KEY TASKS

- Religious Education teaching across all years.
- Ensure schemes of learning /programmes of study are clear and effective, to ensure progression and to maximise achievement for **all** students.
- Ensure the quality of teaching across the team meets the needs of all students, and encompasses strategies to engage students in a range of learning styles.
- Monitor the quality and impact of teaching and learning within Religious Education through lesson observations, learning walks, work scrutiny and other identified strategies. Plan and implement improvements as appropriate.
- Monitor student progress in Religious Education against national and internal targets, planning support as appropriate for both students and staff.
- Plan and implement the developments required in Religious Education within the context of the overall Academy improvement plan.
- Ensure a programme of educational enhancement is delivered by the department, as appropriate.
- Ensure effective and timely scheduled meetings with the Religious Education staff, both as a group and on a 1:1 basis as required.
- Attend and contribute to Team Leaders' meetings.
- Order and allocate Religious Education resources and manage the Religious Education budget.
- Oversee the deployment of staff in Religious Education lessons and advise on the recruitment of Religious Education staff when required.
- Support the professional development of Religious Education staff through Academy Appraisal processes, and other support strategies.
- Ensure efficient management of technical staff support (where required).
- Ensure Academy policies are consistently adhered to by the Religious Education team.
- Other general professional duties under the reasonable direction of the Headteacher.

**THIS JOB DESCRIPTION IS SUBJECT TO REVIEW BY CONSULTATION**

# Isca Academy

## Head of Religious Education: Person Specification

ESSENTIAL	DESIRABLE	HOW ASSESSED		
		App Form	References	Interview
<b>Experience</b> <ul style="list-style-type: none"> <li>• Minimum 3 years teaching experience in a state comprehensive school</li> <li>• Experience in planning and teaching Religious Education at KS3 and KS4</li> <li>• Experience of contributing to and delivering strategies to raise achievement across Religious Education, including Assessment for Learning and creative pedagogies</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of analysing student data to inform lesson planning and departmental improvement.</li> </ul>	✓	✓	
<b>Qualifications and training</b> <ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Educated to degree level</li> </ul>	<ul style="list-style-type: none"> <li>• Further qualifications relevant to the role</li> </ul>	✓		✓
<b>Skills</b> <ul style="list-style-type: none"> <li>• Outstanding classroom practitioner (teacher)</li> <li>• A desire to teach Religious Education in an exciting and engaging manner</li> <li>• Excellent planning skills</li> <li>• Excellent inter-personal skills</li> <li>• Ability to sustain positive relationships with staff, students and parents</li> <li>• Able to analyse data and use this</li> </ul>	<ul style="list-style-type: none"> <li>• A gifted leader and teacher</li> </ul>	✓	✓	✓

<p>effectively to improve student outcomes</p> <ul style="list-style-type: none"> <li>• Excellent ICT skills to support teaching</li> <li>• Excellent organisation and time management skills</li> <li>• Meets all relevant national teaching standards</li> <li>• Good understanding of the National Curriculum and GCSE assessment requirements in Religious Education</li> <li>• Ability to plan high achieving Schemes of Learning to challenge and inspire young people.</li> </ul>				
<p><b>Qualities</b></p> <ul style="list-style-type: none"> <li>• Very good communicator and team player</li> <li>• Energetic and committed</li> <li>• Ability to work under pressure</li> <li>• High level of integrity</li> <li>• Positive role model</li> <li>• Able to demonstrate commitment to safe school culture</li> </ul>	<ul style="list-style-type: none"> <li>• Keen to develop further by full participation in our CPD offer, often leading CPD for others</li> </ul>	✓	✓	✓
<ul style="list-style-type: none"> <li>• Must pass relevant safeguarding of children checks</li> </ul>	DBS Checks and interview			