

<b>Job Title:</b>	Teacher of Religious Studies
<b>Contract Information:</b>	Permanent
<b>Responsible to:</b>	Head of Humanities
<b>Responsible for:</b>	N/A
<b>Terms &amp; Conditions:</b>	The current conditions of employment of schoolteachers as laid down by the Department for Education will apply.
<b>Salary Range:</b>	Main Pay Scale / Upper Pay Scale (Dependant on Experience) Starting scale point is dependent on experience

**Background & Vision:**

Our vision for 'world class' education is one in which all pupils:

- Make outstanding progress in their learning, regardless of ability, gender, social background or ethnic origin.
- Are engaged in a curriculum suffused with memorable experiences and rich in opportunities for learning.
- Learn, with teachers, in an environment which is mutually respectful and promotes a shared enjoyment of learning.
- Develop social attitudes and behaviours founded upon the values of respect, responsibility and resilience.
- Develop the transferable skills and attitudes necessary to thrive in the global economy of the 21st Century.

**Values:**

Our values are at the heart of what we do.

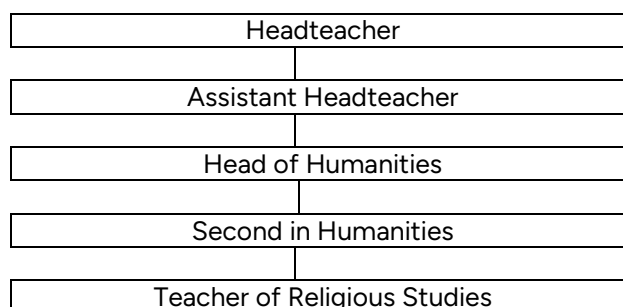
We believe that everyone excels everyday here at Hollingworth Academy. This ethos is built on our core values of **RESPECT, RESPONSIBILITY** and **RESILIENCE** and these values are at the heart of everything we do.

In order for every child at Hollingworth to be supported and challenged to make outstanding progress academically we need to build resilience in them to keep moving forward and take responsibility for their learning. We want considerate and confident young adults who are respected within their community, capable of successfully entering further education, employment and training. We will always have the highest expectations for all of our pupils, as their success is our success.

**Purpose of the Job:**

To teach pupils within the academy and to carry out such other associated duties, as are reasonable, assigned by the Headteacher. Also, to participate in the development of appropriate syllabi, materials and schemes of work if required.

**Organisational Chart**



## **Control of Resources**

Personnel: **None**  
Financial: **None**

## **Health & Safety:**

The postholder is responsible for their own health, safety and welfare and that of others within their care, in accordance with the academy's policy and the Health and Safety at Work Act, 1974.

## **Training and Development:**

The postholder will be responsible for assisting in the identification of and undertaking their own training and development requirements, in accordance with the performance management framework.

## **Equipment/Materials:**

- To be responsible for the safe use and maintenance of equipment/materials used by the postholder.
- To adhere to rules and regulations relating to the use of ICT, Email and internet/intranet access.
- The operation of general office equipment, ICT systems and the orderly storage of stationery and office supplies.

## **Relationships (internal and external):**

- Internal:**
1. Teaching and support staff within the academy.
  2. Users of the academy.
  3. Voluntary helpers.
  4. Pupils.

- External:**
1. Parents/Carers.
  2. Visitors and stakeholders.

## **Key Duties and Responsibilities:**

- To deliver a designated programme of teaching as an excellent classroom practitioner across the full ability range from Key Stage 3 to Key Stage 4.
- To plan, teach and mark work effectively in order to meet pupils' individual educational needs.
- To use assessment data effectively to track pupil progress, set and review targets, and implement appropriate intervention strategies to raise attainment.
- To assess, record and report on pupils' attendance, progress and attainment, including regular communication with parents in line with academy procedures.
- To contribute to the design, development and review of the Religious Studies curriculum, ensuring it meets the needs of all learners and supports high standards of achievement.
- To contribute to planning/arranging trips, visits or memorable experiences that will enhance the Religious Studies curriculum.
- To contribute to the offer/provision of extra-curricular activities.
- To contribute to the offer/provision of revision sessions for Key Stage 4 pupils.
- To maintain discipline in accordance with the rules and disciplinary systems of the academy.
- To attend and contribute to department meetings, discussions and management systems necessary to co-ordinate the work of the department and integrate this into the work of the school as a whole.
- To take part in the academy's staff development programme by participating in arrangements for further training and professional learning.
- To continue own professional development in relevant areas including subject knowledge and teaching methods.
- Engage actively in the performance management review process of the academy.
- To comply with all financial, safety, data protection, child protection and equal opportunity requirements and any other relevant guidelines.
- To undertake any other reasonable duties, as may be agreed from time to time with the Head of Humanities or Headteacher.

### **Additional Specific Responsibilities (as necessary)**

- To be the form tutor of an assigned group of pupils.
- To promote the academic progress and wellbeing of individual pupils and the tutor group as a whole, liaising with Heads of Year to ensure the effective implementation of the academy's pastoral systems.
- To register pupils' attendance daily, recording absences.
- To deliver the planned RISE programme.
- Other duties in line with the role of the Form Tutor as specified in the 'Staff Handbook'.
- To take part in the school's staff development programme by participating in arrangements for further training and professional learning. To continue own professional development in relevant areas including subject knowledge and teaching methods.
- Contribute to the school ethos, aims and development/improvement plan.
- To attend and participate in team meetings, staff meetings, open evenings, parents' evenings and student performance evenings.
- Engage actively in the performance management review process of the school.
- To comply with procedures for finance, safety, data protection, child protection, equal opportunity and any other relevant guidelines.
- To uphold the school policies for pupils, especially in relation to the behaviour and uniform regulations.
- To undertake any other reasonable duties as may be agreed from time to time with the Deputy Headteacher or the Headteacher

### **General Responsibilities:**

- The postholder must perform their duties in accordance with the academy's Equal Opportunities Policy; be aware of, support and ensure equal opportunities for all; and have due regard to the Public Sector Equality Duty.
- To comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- To contribute to the academy ethos, values, aims and development/improvement plan.
- To attend meetings within the Trust, at its academies and external events, as required.
- To participate in training and other learning activities and performance development as required.
- To maintain confidentiality always in respect of academy-related matters and to prevent disclosure of confidential and sensitive information.
- To work with and process personal and sensitive information in accordance with Data Protection Act 2018 including the General Data Protection Regulations (GDPR) 2018.
- To understand and comply with the statutory guidance regarding safeguarding of children, ensuring the safeguarding and promotion of children's welfare at all times, reporting any concerns to the Designated Safeguarding Lead immediately.
- To carry out their duties with due regard to current and future academy/Trust policies, procedures and relevant legislation. These will be drawn to the postholder's attention during the recruitment process, induction, staff code of conduct, ongoing performance development and through Trust communications.

Hollingworth Academy expects employees to work flexibly within the framework of the duties and responsibilities above. This means that the postholder may be expected to carry out work that is not specified in the job profile but which is commensurate with the grade of the role within the remit of the duties and responsibilities.

**This job description will be reviewed to reflect the plans, growth and development of the Academy.**

### **Information for all applicants / postholders:**

***Hollingworth Academy is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expect all staff and volunteers to share this commitment.***

***The successful candidate will have to meet the person specification and will be required to apply for an enhanced DBS disclosure and all other pre-employment checks outlined in Keeping Children Safe in Education. All appointments are subject to Safer Recruitment practices.***

**We particularly welcome applicants from under-represented groups including those based on ethnicity, gender, transgender, age, disability, sexual orientation or religion.**

Signed	<i>Postholder</i>	Date
Signed	<i>Line Manager</i>	Date

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**"EVERYONE EXCELS EVERYDAY"**