



## Heathcote School and Science College - *Encourage, Challenge, Succeed*

### **JOB DESCRIPTION**

<b>Job Title:</b>	<b>Head of RE (with whole school responsibility for Philosophy, Identity and Ethics)</b>
<b>Responsible to:</b>	Headteacher / SLT
<b>Responsible for:</b>	<b>Religious Education and Philosophy, Identity and Ethics</b>
<b>Grade/Pay Range:</b>	TMS / UPS + TLR 1a

#### **Job Purpose**

All teachers at Heathcote School are expected to uphold the school vision and ethos on a daily basis through their professional conduct. All staff are expected to have a clear understanding of the vision, aims, and ethos of the school, and an awareness of its role in the community, ensuring success is built on inclusion, care and support and all pupils are stretched and challenged.

All teachers' job descriptions define the responsibilities of the postholder as being:

- Under the reasonable direction of the Headteacher to carry out the professional duties of a school teacher as set out in the School Teachers' Pay & Conditions Document (STPCD)
- To comply with Health and Safety at Work Legislation

Department Leaders, in conjunction with Year Leaders, the Senior Leadership Team and the Headteacher are responsible for the general good order and discipline of the school, and in the implementation of the School Improvement Plan (SIP) and all policies. Department Leaders lead their department in ensuring an ambitious culture of high challenge and low threat, ensuring the best possible learning and leadership of learning within the department and across the school, ensuring safety is a key focus, behaviour and attendance are exemplary and ensuring all pupils have equal opportunities to make maximum progress.

The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document. It may be modified by the Headteacher, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title. There may be some small amendments in Department Lead job descriptions to reflect the specific year's School improvement priorities but in most cases, these will not lead to a redistribution of job descriptions.

#### **Main Responsibilities for Department Leader**

- To develop a strong vision for the department, in line with the whole school vision, that inspires staff and pupils.
- To lead the development and co-ordination of the department across the key stages, ensuring challenging and inspirational schemes of work and lesson delivery which are responsive to arising needs and meet statutory requirements and ensure high achievement for all pupils. There should be a clear drive and focus on narrowing the gap for key groups that has clear and rapid impact.

- To lead the department in the drive to improve and ensuring all pupils have a well-prepared, relevant and appropriate curriculum that ensures equality of opportunity and outcomes that aim to meet or exceed national outcomes, constantly demonstrating that disadvantage need not be a barrier to improvement.
- To ensure the curriculum has a clear vision and ensure that all department members understand this and the 3 Is and the curriculum is regularly reviewed to ensure it meets the vision and enables pupils to develop transferrable skills and knowledge.
- To ensure quality first teaching for SEND pupils, ensuring all pupils have their needs met, including working with other staff, such as TAs.
- To lead staff in the teaching of RE/PIE and provide a role model for high quality teaching and learning, currently following Rosenshine's principles; including feedback and marking and behaviour management, in line with departmental and whole school priorities.
- To work with the Quality of Education team to improve the quality of learning and teaching (including remote teaching) within the department and across the school, using this to inform future development.
- To ensure resources are impactful and high quality in all classrooms and on Google Classroom and are in place for all lessons in a timely fashion.
- To lead on the production of all relevant materials to support the department such as Knowledge Organisers, Department Handbook etc
- To lead the development, implementation and monitoring of policies and practices which reflect the school's commitment to high achievement through learning and teaching.
- To monitor, evaluate and review all elements of department practice through the school quality assurance and MER system.
- To lead the cyclical self-evaluation of the department including providing regular feedback through scheduled meetings, such as Annual Reviews, and informing and working with, all stakeholders including the Governing Body as appropriate.
- To work with other schools locally and as appropriate to ensure best practice as well as support other schools as necessary within local agreements.
- To keep up to date with research and development in education and pedagogy and attend and where necessary, seek out appropriate professional development opportunities.
- To contribute to whole school CPD in relevant areas.
- To involve all relevant colleagues in the creation, delivery and monitoring of the Department Improvement Plan and ensure strategic planning and monitoring of budgets.
- To provide regular feedback to the SLT Line Manager to help the school evaluate its practice.
- To create a positive ethos for the department, creating a high challenge, low threat approach and lead and manage others so that they are supported and recognised for their strengths and contributions.
- To ensure that colleagues within the department benefit from coaching, appraisal and CPD that supports their growth and development and to challenge when there is less than satisfactory performance, despite the support mechanisms.
- To contribute to appropriate HR procedures to support those in the department such as return to work meetings and sickness absence processes
- To initiate and, where appropriate, organise curricular, extra-curricular and enrichment activities related to the subject.
- To adopt a high-profile Department Leader role within the whole school context, and promote whole school policies within the department and across the school.
- To play a key role in ensuring Standard Operating Procedures are implemented in department and other allocated areas.
- To administer efficiently and effectively the resources and capitation of the department.
- To be aware of, and respond appropriately to, any safeguarding and health and safety issues raised by materials and practice related to the subject.

#### **Specific responsibilities for all teachers:**

- Teaching high quality lessons that are secure or better under the school's self-evaluation process
- Teaching with due regard to current Health and Safety legislation
- Planning and preparing schemes of learning and lessons
- Teaching the full range of KS3, KS4 and KS5 classes according to their educational needs, the pupils assigned, including the setting and marking of work to be carried out by the pupil in the school and

elsewhere

- Promoting the general progress and well-being of individual pupils and of any class or group of pupils assigned
- Advising and co-operating with the Headteacher and other teachers, as well as other adults providing in-class partnership teaching, on the preparation and development of courses of study, teaching materials, teaching programmes, schemes of learning, methods of teaching and assessment and pastoral arrangements
- Participating in meetings at the school which relate to the curriculum for the school or the administration or organisation of the school, including pastoral arrangements.
- Participating in administrative and organisational tasks related to such duties as are described above, including the management or supervision of persons providing support for the teachers in the school and the ordering and allocation of equipment and materials
- Taking such part as may be required of in the review, development and management of activities, relating to the curriculum, organisation and pastoral functions of the school

#### **Appraisal & Continuous Professional Development:**

- Ensuring adherence to the Teacher Standards
- Participating in any arrangements within an agreed national framework for the appraisal of her / his performance and that of other teachers.
- Reviewing from time to time her / his methods of teaching and programmes of work.
- Participating in arrangements for her / his further training and professional development as a teacher.
- In the case of a teacher serving an induction period pursuant to the Induction Regulations, participating in arrangements for her / his supervision and training.
- Working towards meeting of Threshold Standards or UPS standards, where relevant.
- Undertaking any reasonable direction from the Headteacher.

#### **School Ethos:**

For Heathcote staff in general:

- Playing a full part in the life of the school community, supporting its distinctive vision and ethos and leading staff and pupils in doing the same
- Actively supporting the school's corporate policies and aspirations
- Adhering to the staff professional code of conduct as developed collectively by staff
- Complying with the school's Health and Safety Policy and undertaking risk assessments as appropriate
- Checking emails on a daily basis to keep up to date with issues communicated within the school.

**All staff are expected to behave in accordance with the school values and a culture of high challenge and low threat.**

We show respect by:

- Listening to what others have to say
- Thinking about our body language and demeanour
- Praising in public and challenging in private
- Working within an ethos of high challenge and low threat

We show responsibility by:

- Being proactive
- Keeping to deadlines
- Being consistent
- Being on time
- Doing our jobs to the best of our ability
- Offering help and support to others when needed
- Always being ambitious and solution-focused

We show integrity by:

- Owning up to mistakes
- Being open, reflective and honest
- Having a culture of no blame
- Doing the right thing even though it may be difficult
- Treating everyone equally

## **CONFIRMATION OF JOB DESCRIPTION**

**POST:**

**NAME:**

I confirm that I have read this job description and person specifications

*Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task may not be identified.*

The job description is current at the date below but will be reviewed on an annual basis and, in consultation with you, may be changed to reflect changes in the job requirements which are commensurate with the job title and grade.

**Signatures:**

Signed..... (Teacher)

Date .....