



## Teacher of Beliefs and Values (R.E.) Candidate Information Pack



## Teacher of Beliefs and Values Information Pack: Contents

<b>Welcome from Jo Meloni, Headteacher</b>	<b>3</b>
<b>Job Advert and key dates</b>	<b>4</b>
<b>Beliefs and Values Faculty</b>	<b>5</b>
<b>Sackville on a Page</b>	<b>6</b>
<b>Job Description</b>	<b>7, 8</b>
<b>Person Specification</b>	<b>9</b>



Dear Applicant

Thank-you very much for your interest in our dynamic and high achieving 11-18 inclusive school within the West Sussex local authority.

Sackville is at the heart of the community in East Grinstead, having opened on its present site nearly sixty years ago. We are an **exceptionally friendly** and **supportive community** built on **extraordinarily strong relationships** which allow every student to thrive. We have acquired a deserved reputation for **fighting for every child**, no matter how challenging that sometimes is, without compromising our ambition to **encourage every student to be the best they can be**.

We are looking for teacher of Beliefs and Values who will live and **breathe our commitment to a community-based** school built on **inclusion, fairness, opportunity, the highest academic standards** and **stretching expectations** for all.

Our academic standards are indeed high. Our **progress 8 score** in 2019 was +0.31 and has been significantly above average from 2015-2020. Our sixth form **level 3 value-added figure** has been positive for eight of the last ten years. We have received **educational outcome awards from the SSAT** for each of the last five years. We regularly have students achieve **Oxbridge places**, and many more go on to **Russell Group** universities. However, we take just as much pride in the achievements of **all** students as they go on to their chosen pathway of continued education, employment, or training.

Our last full Ofsted inspection was in 2015 and our short inspection in 2019 confirmed Sackville is a 'Good' school. **99% of parents said they would recommend Sackville to others**, and **100%** stated the school was well led and managed.

We work hard to ensure the support of our families, holding half-**termly parental focus groups** and communicating with them weekly through our Families Bulletin, as well as a termly newsletter.

As befits our catchment, our students' attitudes and behaviour are very good. Our excellent **pastoral system** underpins everything we do. We work with every child to ensure they succeed, and we have recently opened an **alternative provision base** for those students who require additional support enabling them to better reach their potential.

Already a '**Leading Edge**' school, this year the SSAT also recognised us as '**transforming**' (the highest category awarded) in our work on **professional learning** and **principled curriculum design**. Improving our teaching and learning remains a focus, and we have seven professional learning groups who meet half-termly to develop and share good practice in different areas of pedagogy. In our [professional journal](#), our **teachers write about their own research**.

Our curriculum was recognised for its **SMSC provision**, for the **vocational options** we offer at KS4 and 5 and for our **commitment to the arts**. School performances at Sackville are something truly special, with our **Winter Concert** and **annual school musical theatre performances** standing out, often being compared with West End productions.

**Sport is a part of the fabric of the school** and we still offer two lessons each week in KS4. Every evening in a normal year Sackville students are competing on playing fields all over Sussex. It has been great to see them back out there again this term.

The **current SLT** comprises the Headteacher, three deputies, four assistant heads and a support manager. We have an extended leadership team which meets half-termly and includes our heads of English, maths, science and technology, our senior year leader, our leader of vocational learning, our leader of KS5 and our inclusion manager.

I have only recently joined Sackville myself but have very quickly settled in. Everything I was told before coming to visit is true. This really is an exceptionally welcoming and supportive school. Providing a very **special place education** and **opportunities for all our students**. The normal challenges of education will never be absent of course, but there is a real sense of positivity, commitment, and good cheer at the school.

We need a Teacher of Beliefs and Values with the vision, drive and experience, to take us into the next exciting phase of our school's journey.

I very much welcome your interest in the post. **Please do not hesitate to get in touch with Headteacher's PA Mrs Kate Rowlingson ([krowlingson@sackvilleschool.org.uk](mailto:krowlingson@sackvilleschool.org.uk)) if you require any further information, would like to talk to our Head or like to book a preliminary visit**. Details of the **application process are on page 4**.

I would also direct you to our [website](#) for more information and news about the school

Yours sincerely

Jo Meloni  
Headteacher

# Advert

## Teacher of Beliefs and Values (R.E.)

Part time  
MPS / UPS

Required from the Autumn Term 2022 an enthusiastic and talented teacher of Beliefs and Values (R.E.) to teach classes across Key Stages 3, 4 and 5. An ability to offer a second subject in Politics or Sociology at Key Stage 5 would be desirable. We would prefer a candidate to offer full time but will consider part time on application.

Sackville is a large, mixed, 11-18 comprehensive with 1700 on roll. We are a STEM school, leader in Space Education and hold International School, Artsmark Silver, Healthy School and Good Schools Guide awards. We are a popular, expanding and oversubscribed school. We offer Philosophy at A Level and all students study AQA GCSE focussing on Christianity and Islam.

Our GCSE results are consistently strong with extremely positive progress 8 scores. Our A level progress is at the top end of all local authority providers.

We welcome applications from ECTs. The school has an outstanding induction programme for new staff and bespoke CPD opportunities for career progression.

Further details are available on our website [www.sackville.w-sussex.sch.uk](http://www.sackville.w-sussex.sch.uk) or from Mrs K Rowlingson PA to the Headteacher, on 01342 414900

[krowlingson@sackvilleschool.org.uk](mailto:krowlingson@sackvilleschool.org.uk).

Please address your letter of application together with the application form and safer recruiting sheet (available on website) to Ms Jo Meloni, Headteacher

**Closing Date:** Friday 20<sup>th</sup> May 2022 (9.00am)

**Interviews:** Thursday 26<sup>th</sup> May 2022

**Together We Achieve**

**Lewes Road, East Grinstead, West Sussex RH19 3TY Tel: 01342 410140**

Sackville School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. View our Safeguarding Policy on our website.

Any successful applicant will be required to undertake an Enhanced Disclosure check by the Disclosure and Barring Service.



## THE BELIEFS & VALUES (R.E.) DEPARTMENT

The Beliefs and Values Department at Sackville is successful and well established. Our curriculum intent is to enable all Sackville students to engage with a range of religious and ethical themes and discuss, debate and learn what it means to be humans and empathetic active citizens in the world today. This is done through a broad-based study of people's beliefs and values, engaging the students in reflection on the major faith traditions of the UK and upon their own ways of life. This is a particularly exciting time for the department, with ground-breaking curriculum developments taking place.

The department has a suite of dedicated rooms and a department office. We have an expanding range of educational religious artefacts and have recently restarted our programme of trips and visits.

### **Key Stage 3: Years 7 & 8**

Beliefs and Values is taught as a discrete subject at Key Stage 3. The current KS3 syllabus is thematic, allowing students to learn both about and from the major faith traditions through studying key themes. Students are taught in mixed ability groups and have one lesson per week at KS3.

### **Key Stage 4: Years 9 & 10**

All students study the AQA Religious Studies A GCSE, focussing on Christianity and Islam. The course provides students with a sound basis in each faith tradition, whilst also covering key ethical and philosophical areas. Students are taught in groups set with English and have two lessons per week at KS4. All students sit the exam at the end of year 10.

### **Key Stage 5: A Level**

At KS5 students are offered the AQA Philosophy course. We are on track for some excellent results this summer, with students applying to study Philosophy and related disciplines at University.

### **Our approach**

We work together as an enthusiastic and collaborative team with a strong sense of purpose and a good sense of humour. Innovation is encouraged, with ideas welcomed from all members of the team. Staff are well supported by the Curriculum Team Leader and encouraged to engage in continuous professional learning.

Sackville School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any successful applicant will be required to undertake an Enhanced Disclosure check by the Disclosure & Barring Service (DBS).

# Sackville School on a page



## Our Purpose

- To ensure students develop a lifelong love for learning
- To provide an engaging knowledge-rich curriculum through high quality teaching and assessment
- To ensure all students achieve their potential regardless of their ability; we fight for every child
- To plan an ambitious programme of professional learning for all staff, using research and evidence to guide their development
- To prepare students for the world of work and to live fulfilling adult lives as global citizens
- To work closely with other professionals and agencies to serve the needs of our community

## Our Values



**Consistently high teaching standards** to ensure all students reach their potential



**High expectations** creating a valued and respectful environment



**Working together** to ensure high performance throughout the school



**Wellbeing and safeguarding** at the heart of everything we do



**Better than expected progress** enabling every student to reach their potential

**Together We Achieve**

# Job Description



## Teacher of Beliefs and Values (B&V)

This post is subject to the current conditions of employment for Class Teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and Class Teachers and other current legislation. This job description should be read in conjunction with, 'Clarification notes on the exercise of professional duties for all teachers, other than head teachers'.

This job description may be amended at any time following discussion between the Headteacher and member of staff, and will be reviewed annually.

### **Purpose:**

- be accountable to, and work closely with, the Curriculum Team Leader of B&V for:
- student achievement and progress
- developing and implementing policies and practices which reflect the school's commitment to raising standards and high achievement through effective teaching and learning
- developing plans for B&V, identifying clear targets, time scales and success criteria in line with the School Improvement Plan (SIP) and the Team Improvement Plan (TIP)
- monitoring progress and evaluating the effects on teaching and learning by working alongside colleagues, analysing work and outcomes
- work cooperatively with other post holders within B&V to ensure continuity of learning and continuing progress for all students

### **Teaching and Learning:**

- ensure continuity of progression in years 7 and 8 to Key Stage 4 by:
- liaising with the leaders of year 9, 10 and 11 B&V
- supporting colleagues in choosing the appropriate sequence of teaching
- developing strategies to improve the teaching and learning
- ensuring the setting of clear learning objectives and providing differentiated resources through an agreed scheme of work
- evaluate the teaching in years 7 and 8 by systematic monitoring of lessons following the school's policy
- identify and disseminate good practice
- identify areas for development through the self-review process
- keep up to date with developments in teaching practice, pedagogy and with developments specific to the teaching of B&V





# Person Specification

## Person Specification for the Teacher of Beliefs & Values (R.E.)

*You will be required to have full commitment to safeguarding and protecting the welfare of children and young people*

<b>Education and Training</b>	Desirable	Essential
Qualified teacher status		X
Willingness to develop own expertise		X
Knowledge of all recent developments in Beliefs and Values (R.E.)		X
An ability to offer a second subject, Politics, Sociology	X	
Recent relevant in-service training	X	
<b>Experience</b>		
Very successful teaching record		X
Successful participation in curriculum development		X
Involvement in extracurricular activities		X
<b>Abilities/Aptitudes</b>		
Clear communication skills (spoken and written)		X
Very good organisational skills		X
Very good interpersonal skills		X
Ability to work well as part of a team		X
Willingness to be involved in all aspects of the work of the school's leaders and contribute to the wider life of the school		X
Commitment to the highest levels of student achievement		X
Commitment to the ethos of Sackville School		X
<b>Other Requirements</b>		
Commitment to school and LA Equal Opportunities Policy and Practice		X
Excellent attendance and punctuality record		X
A commitment to ongoing personal development and willingness to undertake appropriate training.		X

Appointment to the post is subject to a satisfactory enhanced DBS check. The post is exempt from section 4(2) of the Rehabilitation of Offenders Act 1974, as the duties give you access to persons who are under the age of 18. Applicants are not entitled to withhold information about convictions, which would be regarded as spent for other purposes

