



Teacher of Theology and Philosophy

Reporting to:	Assistant Head teacher, Director of Theology & Philosophy
Contract: required	Full time, experienced
Start date:	January/April 2023
Salary:	MPS/UPS + Outer London Pay
Allowance:	TLR available for the right candidate (Head of Year)
Disclosure level:	Enhanced

The Role

We wish to appoint a full time teacher of Theology and Philosophy to work across KS3, KS4 and KS5. The role is available from January/April 2023. A TLR may also be possible for the right candidate.

At Trinity:

- Students follow the Edexcel Religious Education syllabus at GCSE and at A Level.
- All classes are taught in mixed ability groups from Year 7 upwards.
- The Theology and Philosophy Department achieves outstanding results at all key stages.
- There is an opportunity to teach KS5 if the successful applicant has experience.

About Our School

Trinity Catholic High School is large Catholic comprehensive school situated in the London Borough of Redbridge and within the Diocese of Brentwood. Ofsted have ranked us as 'outstanding' on 5 consecutive occasions and we have a reputation for excellence in all aspects of our service to the children in our school and the wider community. Our school's inspection reports can be viewed on this link: www.tchs.org.uk/about-us/inspections. The highest standards relating to Teaching and Learning are a feature of daily life at Trinity and these significantly and positively impact student progress and attainment. Trinity's Section 48 report (January 2020) states that "Trinity Catholic High School is an outstanding school and a beacon of high-quality Catholic education. It has an excellent reputation in the local community and beyond and it is rightly seen as a flagship school for the Diocese of Brentwood". The report also emphasises that "Catholic life at Trinity Catholic High School is outstanding and is of the highest quality" and "Every aspect of Collective Worship at the school is outstanding".

We are seeking a professional who is:

- ✓ An enthusiastic Theology and Philosophy specialist with the ability to teach across all of the Key Stages.
- ✓ Passionate about Theology and Philosophy and has excellent subject knowledge.
- ✓ Ambitious and committed to the very highest standards of student learning.
- ✓ Keen to challenge and enthuse our diverse student population.
- ✓ An excellent classroom practitioner with a drive for self-improvement and development.





We can offer the successful candidate:

- ✓ A strong commitment to your professional development and wellbeing, including access to all CPD provision within the Agnus Dei Teaching School Alliance, across the Dioceses of Brentwood, Southwark and Westminster.
- ✓ Opportunity to work with a forward-thinking Headmaster and Senior Leadership Team.
- ✓ Non-contact time and Planning, Preparation and Assessment time (PPA) at Trinity is very generous and well above the national minimum requirement of 10% of your timetable.
- ✓ A team of highly motivated and talented teachers that work collaboratively to raise standards and secure achievement for all students.
- ✓ Well behaved students that are keen to achieve and are respectful of their teachers.
- ✓ A well-resourced school and a stimulating environment that is conducive to high quality teaching and learning.

Your Application

The School can only accept applications made on our school application form or by using the on-line TES Apply now function. The completed form, along with a cover letter should be submitted. Download our application form from our website: www.tchs.org.uk/about-us/employment/

- **Tel:** 020 8504 3419 ext 125
- **Email:** Recruitment@tchs.org.uk
- **Closing date for applications:** 4th December 2022
- **Interviews take place:** shortly following
- **Early applications are welcome**

Trinity Catholic High School is committed to safeguarding children. Further details of this can be found on our website <https://www.tchs.org.uk/about-us/safeguarding/> Successful candidates must be willing to undergo child protection screening appropriate to the post, including checks with past employers and a satisfactory enhanced check with the Disclosure and Barring service (DBS).

Please note, due to high volumes of applications only shortlisted candidates will be contacted. We reserve the right to call applicants to interview prior to the closing date.



Job Description

Key responsibilities

1. To carry out general teaching commitments at KS3 and KS4
2. To attend all Theology department meetings.
3. To keep a half termly record of data on SIMs for all classes taught.
4. To ensure classroom intervention is in place for all underachievers.
5. To contribute to the academic development of the department, for example by developing and evaluating schemes of work.
6. To mark all exercise books, assessed pieces of work and exams in accordance with the department's home study policy.
7. To keep a detailed and accurate teacher planner in accordance with the department policy.
8. To be familiar with the policies within the Theology department and school handbooks, and to follow all procedures therein.
9. To ensure that examination specifications are followed at all times.
10. To be responsible for the maintenance of Theology displays in a designated classroom or area.
11. To undertake any reasonable task relating to Theology and Philosophy, for example in assisting in the writing of internal examination papers and mock schemes, as requested by the Head of Department.
12. To be accountable for all classes taught, both in progress and attainment.
13. To liaise fully with staff, parents and the Head of Department as necessary, with respect to all aspects of their students' progress.
14. To be responsible for safeguarding and promoting the welfare of children and young adults in accordance with the document 'Every Child Matters'

Teaching, Learning and Assessment

1. Work in line with the schools' curriculum, schemes of work, to plan and prepare effective teaching schemes and lessons
2. To teach engaging and effective lessons that motivate, inspire, and improve pupil attainment
3. To make students aware of opportunities for extending their educational experience outside timetabled time, both in and out of school, and to foster and support student participation in such activities
4. To use regular assessments to set targets for pupils, monitor pupil progress towards individual targets and respond accordingly to the results of such monitoring
5. To produce/contribute to oral and written assessments, reports and references relating to individual and groups of pupils in line with the school monitoring and evaluation framework.
6. To develop plans and processes for the classroom with measurable results and evaluate those results to make improvements in pupil achievement
7. To ensure that all pupils achieve at least expected progress and the majority of pupils make more than expected progress
8. To identify underperforming pupils and groups of pupils. Implement effective and timely learning interventions in respect of underperforming pupils.
9. To maintain regular and productive communication with pupils, parents and carers, to report on progress, sanctions and rewards and all other communications
10. To provide or contribute to oral and written assessments, reports and references relating to individual pupils and groups of pupils
11. To direct and supervise support staff assigned to lessons and when required participate in related recruitment and selection activities
12. To implement and adhere to the academy's behaviour management policy, ensuring the health and well-being of pupils is always maintained
13. To participate in preparing pupils for external examinations.
14. Promote the spiritual, moral, social, and cultural development of all pupils



Pastoral Care

1. To help promote and safeguard the welfare of all children.
2. To promote self-discipline, high standards of behaviour and positive attitudes on the part of all students and to implement policies and procedures to foster them.
3. To ensure that a high standard of care and behaviour is maintained through the development and implementation of behaviour systems.
4. To establish and maintain an effective environment for good learning.

The above duties are not exhaustive, and the post-holder may be required to undertake reasonable tasks as assigned by Headteacher.





Person Specification – Teacher of Theology and Philosophy

All areas will be assessed by application and at interview.

Qualifications	Essential	Desirable
Educated to degree level in the identified subject	✓	
Qualified Teacher Status	✓	
Good Honours Graduate		✓
Able to teach Key Stage 3 & 4, and an interest in developing teaching to A Level	✓	
Range of High Level qualifications		✓
Background and Experience	Essential	Desirable
Practising Catholic		✓
Substantial recent and successful teaching experience in secondary schools	✓	
Excellent classroom management skills with the ability to ensure that positive behaviour is a constant feature of the classroom environment	✓	
Excellent understanding of current, relevant issues and national developments in education	✓	
Able to work on one's own, using one's own initiative	✓	
Experience and understanding of the role of the form tutor	✓	
Experience of assessment, recording and reporting processes	✓	
Experience of supporting colleagues to improve practices	✓	
Professional Knowledge and Understanding	Essential	Desirable
Understands the characteristics of high-quality teaching, learning and achievement for all students	✓	
Excellent understanding of effective pedagogy	✓	
Actively promote the Catholic Ethos of the School	✓	

Skills	Essential	Desirable
Able to manage challenging behaviour of students and support colleagues to manage behaviour	✓	
Excellent communication skills (oral and written)	✓	
Excellent organisational skills to meet deadlines and manage work load of self and others	✓	
Able to anticipate problems and find solutions	✓	
Able to develop positive and meaningful relationships with students	✓	
Able to give good quality feedback to students	✓	
Personal Qualities and Attributes	Essential	Desirable
Capacity to plan and deliver vision for Theology and Philosophy	✓	
A commitment to equal opportunities and to valuing the achievements of all	✓	
The ability to reflect on own teaching practice, adapting teaching strategies and techniques based on departmental/senior leadership team feedback	✓	
To have self-confidence, energy, reliability and commitment.	✓	
Commitment to participation in the extra-curricular program of the school	✓	



Why work at Trinity Catholic High School

- All Staff receive minimum of 20% PPA, well above the national average
- All Staff given a laptop
- All Staff access to Schools Advisory Service wellbeing services, including physiotherapy and yearly health screening
- Supportive to Staff wellbeing and managing workload
- Supportive SLT
- Comprehensive CPD Programme including access to national professional qualifications
- Outstanding Student behaviour
- Caring and affirming culture and ethos
- Opportunities for career development and progression

