



**FUTURE
ACADEMIES**
LIBERTAS PER CULTUM



Lead Teacher of Religious Studies

Recruitment Pack



WELCOME FROM OUR PRINCIPAL – Ruthie Jacobs

Dear Applicant,

I am delighted to welcome you to Laureate Academy and thank you for your interest in joining our team. At Laureate, our ethos is at the heart of everything we do, and we are steadfast in our commitment to it. We believe that every student should have access to an education that offers *"the best that has been thought and said."* As a team, we are dedicated to providing a **knowledge-rich and stimulating education** complemented by a strong **extracurricular programme** and **robust pastoral support**, enabling every student to thrive and pursue a future full of choice and opportunity.

We are committed to creating an academy with **high standards of teaching and behaviour**, ensuring that no child is left behind. Everything we do is framed by our three core values: **Knowledge, Aspiration, and Respect**. We encourage students to *"Work Hard, Aim High, and Be Kind,"* and these values guide the work we do as staff, too.

This is a great opportunity for a well-organised and enthusiastic individual to join our team as the Lead Teacher of Religious Studies. In this role, you will play a pivotal role in shaping the spiritual, moral, and cultural development of our students. This position offers the opportunity to lead the RE curriculum with vision, creativity, and academic rigor, ensuring it reflects both the ethos of the school and the diverse worldviews of our community. You will be responsible for driving high standards of teaching and learning within the department, mentoring colleagues, and contributing to whole-school initiatives that promote reflection, respect, and inclusive dialogue.

We are looking for a passionate educator with a deep understanding of Religious Education and a commitment to fostering an environment where all students feel empowered to explore and express their beliefs.

As part of our team, you will be instrumental in shaping our students' academic journey and personal growth. If you share our passion for high standards, student success, and a commitment to shaping well-rounded individuals, we would love to hear from you.

Future Academies is passionate about diversity and inclusivity. We welcome applications from individuals with the skills and experience to fulfil the requirements of the job description, and whose values and qualities align with those in the person specification. We encourage applications from candidates of all backgrounds, regardless of any protected characteristic.

If you would like to discuss the role in more detail, please do not hesitate to **contact** Amber Mathews – PA to the Principal and HR Co-Ordinator – a.mathews@laureate@futureacademies.org.

We look forward to receiving your application.

Best wishes,
Ruthie Jacobs
Principal



JOB DESCRIPTION

JOB TITLE:	Lead Teacher of Religious Studies
LINE MANAGER:	Vice Principal
HOURS:	Full Time – Term Time Only
SALARY:	MPS – UPS (£34,398 - £52,470)
PLACE OF WORK:	Laureate Academy
RIGHT TO WORK:	This appointment is subject to verification of the right to work in the UK. Where the successful candidate has worked or been resident overseas in the last five years, such checks and confirmations will be required in accordance with the statutory guidance
STAFF BENEFITS:	<p>Future Academies recognises its employees as the most important asset and critical to its success. To demonstrate this all staff are offered the following benefits:</p> <ul style="list-style-type: none"> • A supportive ethos and concern for the well-being of all colleagues. • Excellent CPD opportunities and career progression. • Employer Contributions to Local Government or Teachers Pension Scheme. • Mintago – employee benefits platform. • Employee Assistance Programme. • Access to a Virtual GP • Eye Care Voucher scheme. • Partnership with YellowNest -Salary sacrifice childcare. <p>For further information regarding our staff benefits, please visit our website.</p>
PROBATION PERIOD:	The post holder will be required to complete a 4-month probation period



PURPOSE OF THE ROLE

The Lead Teacher of Religious Studies will provide strong leadership to ensure high-quality learning, driving outstanding attainment and progress at all stages. They are responsible for delivering engaging and effective lessons that develop students' understanding, problem-solving skills, and confidence in both subjects.

Through dynamic teaching strategies, real-world applications, and thought-provoking discussions, the Lead Teacher of Religious Studies will equip students with the skills and knowledge necessary for academic success.

MAIN RESPONSIBILITIES AND TASKS

Specific responsibilities of the Lead Teacher of Religious Studies:

Main duties

PLANNING

- Plan teaching to achieve progression in students' learning through:
 - Identifying clear teaching objectives and content, appropriate to the subject matter and the students being taught, and specifying how these will be taught and assessed
 - Setting tasks for the whole class, individual and group, including homework, which challenges and motivates
 - Setting appropriate and demanding expectations for students' learning, motivation and presentation of work
 - Setting clear targets for students' learning, building on prior attainment, and ensuring that students are aware of the substance and purpose of what they are asked to do
- Provide clear structures for lessons, and for sequences of lessons, which maintain pace, motivation and challenge students.
- Make effective use of assessment information on students' attainment and progress in the teaching and planning of lessons and sequences of lessons, including SEN and EAL needs.
- Ensure coverage of the relevant examination syllabus and National Curriculum programmes of study.

TEACHING AND CLASS MANAGEMENT

- Ensure the effective teaching of classes and individuals, so that teaching objectives are met and best use is made of available teaching time.
- Establish and maintain a purposeful working atmosphere.
- Set high expectations of students' behaviour through well-focused teaching and consistent application of the Behaviour Policy and other school systems.
- Establish a safe environment, which supports learning and in which students feel secure and confident.
- Use methods which sustain the momentum of students' work and keep all students engaged through:

- Matching the approaches used to the subject matter and students
 - Clear structure and presentation of content
 - Effective use of resources and time
 - Providing opportunities for students to consolidate their knowledge and skills, both in the classroom and the setting of well-focused homework
- Meet the requirements of the Code of Practice, implement and keep records on individual education plans (IEPs) and report progress and concerns as required.
 - Evaluate own tutoring critically, including taking responsibility for professional improvements targets and monitoring progress.
 - Ensure curriculum coverage, progression, and coherence across all key stages.
 - Integrate British values, spiritual, moral, social and cultural (SMSC) development, and diversity into RE teaching.
 - Lead by example through high-quality teaching, promoting excellent student outcomes.
 - Support teachers in the department with planning, pedagogy, assessment and behaviour management.
 - Model and promote innovative teaching strategies, including enquiry-based learning and philosophical dialogue.
 - Monitor the quality of teaching and provide constructive feedback and coaching to improve practice.

ASSESSMENT, RECORDING AND REPORTING

- Mark and monitor students' class work and homework as required by subject and school policies.
- Assess and record student progress as required by subject and Laureate Academy policies, including National Curriculum and other standardised tests, and baseline assessment where relevant.
- Write reports and profiles as required, including the National Record of Achievement.
- Participate in appropriate meetings with colleagues and parents/guardians.
- Develop and maintain robust assessment systems to track pupil progress and inform planning.
- Analyse pupil data (attainment and progress) and implement interventions where needed.
- Prepare departmental data for school reviews, performance management, and Ofsted inspections.
- Lead and manage the RE team, including performance management (e.g. appraisals), CPD, and departmental meetings.
- Create and maintain a positive departmental culture of collaboration, ambition, and reflection.
- Ensure the department contributes to the whole-school vision, improvement plans, and policies.

OTHER

- Take responsibility for own professional development and keep up to date with research and development
- Contribute to examination arrangements.

- Implement school policies consistently and follow the procedures outlined in the Staff Handbook.
- Carry out any other reasonable responsibilities compatible with the role and grade of this post.

SAFEGUARDING

As an educational trust, Future Academies is committed to the safeguarding and promotion of the welfare of all children and young people. Therefore, the trust expects all members of staff and volunteers to share in this commitment. To this end, both an 'Enhanced Disclosure and Barring Service' check and a 'Barred List' check will be required for this role.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified and the post holder may reasonably be expected to undertake other duties commensurate with the level of responsibility that may be allocated from time to time.

The Job Description will be subject to periodic review to fit in with the needs of the Trust and provide development opportunities. It is not a comprehensive set of tasks, but sets out the main expectations of the Trust in relation to the postholder's responsibilities and duties at this time.

PERSON SPECIFICATION

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples within their application.

Criteria	Essential	Desirable
Training, Qualifications and Experience: On their application form, candidates will demonstrate that they have the following training, qualifications, and school experience:		
	<ul style="list-style-type: none"> Degree in Religious Education or related subject QTS Strong understanding of current GCSE exam board specifications Proven track record of improving student outcomes 	<ul style="list-style-type: none"> Evidence of on going CPD (e.g. NPQML subject leadership training)
Personal and Professional Qualities and Attributes: In their statement of suitability and during the selection process, candidates will demonstrate the ability to:		
	<ul style="list-style-type: none"> Effective communication skills and good interpersonal skills Works well as part of a team Able to stay calm and diplomatic under pressure Strong classroom management and behaviour strategies Able to take ownership of tasks and work with minimal supervision Basic IT skills (familiar with use of email, mobile phone messaging etc.) Able to exercise sound judgement, especially relating to confidentiality and discretion Ability to engage and inspire learners 	
Additional Requirements: In their statement of suitability and during the selection process, candidates will demonstrate that they can meet the following requirements		
	<ul style="list-style-type: none"> The ability to remain discrete when privy to confidential information Commitment to safeguarding and promoting the welfare of children and young people Willingness to undergo appropriate checks, including enhanced DBS checks and Barring Service check Have a willingness to demonstrate commitment to the Future Academies values and behaviours Committed to Equality, Diversity Inclusion 	

WHAT CAN WE OFFER YOU?

1

Colleagues who care about the children they serve and each other.

2

A curriculum that is centrally resourced and locally owned.

3

An evidence-based hybrid CPD offer, striking balance between central input and local tailoring to context.

4

Bespoke leadership development opportunities with the chance to be involved in a year-long programme including executive coaching.

5

A thoughtfully crafted staff benefits offer through our partner, Mintago, including tax-free childcare, cycle to work vouchers, virtual GP access and much more.

6

A two-week October half term with no reduction in holidays elsewhere.

7

Integrated instructional coaching through StepLab, enabling feedback which is timely, developmental and low-stakes.

8

Access to a generous enrichment fund, outside of the school funding envelope, through a bidding process to our charity sponsor, Future.

9

We lean into the size of our MAT. With ten schools, we are small enough for you to know everybody, and big enough for you to lean on them for support.

10

We treasure staff voice and use SchoolSurveys to get benchmarked data on how our staff feel and what they think. 83% of staff feel their line manager make them do their job better, against a contextual benchmark of 69%.

APPLICATION PROCESS

1. Applying for the role

To apply for the post, please visit our website - [Vacancies - FaceEd \(face-ed.co.uk\)](https://face-ed.co.uk)

Applicants should complete the online application form via FaceEd. Applicants should also complete the 'Personal Statement' section of the online form to the best of their ability and use this section to demonstrate how they meet the requirements set out in the person specification. Please ensure specific examples are included.

Applications must be received no later than **Friday, 10 October 2025 at 11am**. Applications after this date will not be considered.

2. Interview Process

The interview process will take place as soon as possible after shortlisted has been completed. The interview will include a formal interview and may include practical tasks related to the knowledge and skills required for the role.

3. Notification & Feedback

Candidates that have taken part in interviews will be notified as soon as possible – please ensure that you have provided day and evening numbers on which you can be reached.

4. Taking up the post

The successful candidate will take up the post ASAP.

5. Additional information

For further information please email a.mathews@laureate.futureacademies.org and a member of the HR team will contact you.

6. Safeguarding

As an educational trust, Future Academies is committed to the safeguarding and promotion of the welfare of all children and young people. Therefore, the Trust expects all members of staff and volunteers to share in this commitment. An 'Enhanced Disclosure and Barring Service' check and a 'Barred List' check is required for this role.

