



Candidate brief for the position of
Fixed Term Religious Studies Teacher

Bancroft's
Independent Co-educational Day School 7-18

Bancroft's

Independent Co-educational Day School 7–18



Contents

The Role

Responsibilities

The Person

The Department

Background

Working at Bancroft's

How to Apply

Bancroft's School High Road Woodford Green Essex IG8 0RF

Senior School T. 020 8505 4821 E. office@bancrofts.org

www.bancrofts.org

Reg. Charity No. 1068532. Registered as a company in England and Wales No. 3513962



The Role

We are looking for an enthusiastic candidate to join our team in a thriving Religious Studies department from January 2023 to April 2023. The successful candidate will be able to demonstrate sound subject knowledge, high academic standards and an ability to enthuse pupils of all ages. Activities designed to challenge pupil thinking and develop independent study skills are central to teaching at Bancroft's and a willingness to contribute to resources in this area is essential. The ability to offer a second subject may be an advantage.

This position reports to the Head of RS.



Key Responsibilities

- To deliver subject curriculum to pupils
- To inspire pupils to develop a passion for learning
- Teaching pupils through the School at Key Stages 3, 4 and 5, including examined groups at GCSE and A Level
- Marking, assessment and grading within the department, always setting the highest standards of personal organisation and administration
- Assisting in the preparation of the departmental handbook



- Attending regular meetings of the department, both formal and informal, to discuss policy, teaching methods, approaches to the subject and the sharing of common problems and concerns
- Adhering to departmental policies and to meet School deadlines insofar as it applies to the department
- Where required, assisting in the induction of new staff into the department
- Participating in an annual review with Head of Department

Responsibilities in relation to the pupils and to what is taught:

- Keeping abreast of developments in the subject, maintaining contacts with professional associations
- Participating in discussion, within the department, on the development of appropriate syllabuses and schemes of work at all levels
- Developing new teaching and learning resources and sharing them with pupils and colleagues
- Ensuring pupils are properly prepared for exams and entered for exams and overseeing course work and controlled assessment
- Participating in the setting and marking of internal exams and determining appropriate grade boundaries thereafter
- Assisting with co-ordinating the organisation of expeditions and other co-curricular activities in relation to the department
- Giving appropriate guidance to pupils who wish to study the subject at further levels.
- Assisting with the organisation of RS trips and supervising students during such trips
- Maintaining the image of the subject as an interesting and valuable one
- Keeping learning environments stimulating and interesting





Responsibilities in relation to the School:

- Carrying out School policy, including the School safety policy, in the context of the department
- Contributing to the co-curricular life of the school
- Communicating departmental matters to the Head of Department, discussing examination results and raising issues of concern
- Setting and marking entrance exams and interviewing where necessary
- Supporting the use of ICT within the department
- Presenting the department at Open Days etc. as the need arises and in prospectuses
- Ensuring that the facilities used by the department, including equipment and teaching areas, are maintained in an appropriate condition
- To demonstrate a commitment to improving and developing the organisation's processes and facilities
- To carry out such duties that may be reasonably required by your line manager





Additional Work Information

- This job description is not an exhaustive list of all responsibilities or duties but reflects the major core of the role
- The organisation reserves the right to alter the content of this job description after consultation to reflect changes to the job or services provided, without altering the general character or level of responsibility
- In the event of a major incident or disaster, you may be required to provide assistance, in whatever capacity necessary and participate in any training to ensure the School is fully prepared for such events
- To demonstrate a commitment to improving and developing the organisation's processes and facilities
- To carry out such duties that may be reasonably required by your line manager

Safeguarding

Bancroft's is committed to safeguarding and promoting the welfare of children and young people and expects all staff, contractors, Governors and volunteers to share this commitment. Successful candidates are required to undergo child protection screening appropriate to the role, including checks with past employers and the Disclosure and Barring Service (DBS).





The Person

The ideal candidate will

- Have a good degree in a relevant subject
- Be enthusiastic, confident, and diligent
- Develop and maintain good relationships with students and colleagues
- Have a good understanding and awareness of safeguarding procedures
- Be willing to contribute to the co-curricular and pastoral life of the school

Desirable Criteria

- QTS/PGCE
- Ability to teach a second subject
- Experience of teaching high ability students
- IT literate to support teaching and learning
- Commitment to ongoing professional development



The Department

Religious Studies is a thriving and popular department at Bancroft's, with an excellent record of achievement both at GCSE and A-Level. In 2022, 90% of our students got an 8 or a 9 at GCSE. At A-level, over 80% achieved A-A* in 2022. The subject is popular, with multiple sets consistently running at both GCSE and A Level.

The subject is situated in a school where the moral, religious and spiritual life of pupils is taken seriously by both staff and pupils alike. Pupils value the subject as a means of understanding themselves better, as well as a way to engage seriously with important questions which affect both religious and non-religious people. Our student body is diverse and respectful of the religious beliefs of others and this is reflected in joyful and intelligent classroom discussion.

At KS3, all students follow a course that covers the six major world faiths in a variety of ways as well as a range of philosophical and ethical questions. The AQA Religious Studies GCSE is optional, but attracts high numbers of students, who achieve excellent results. GCSE students study Specification A, with Christianity and Islam as the two religions chosen for teaching. We teach the OCR A Level course, delivering Philosophy, Ethics and Developments in Christian Thought.

The majority of our lessons are taught in three classrooms located next to each other; all of these have interactive whiteboard.





Background

The School

Bancroft's School was founded by the Drapers' Company in 1737 on the Mile End Road as a day-school for local boys from a diverse range of backgrounds; the School has come a long way geographically and institutionally since then but remains committed to pupils from a wide range of backgrounds and has a long tradition of excellence.

We are now a co-educational independent day school for around 1200 pupils from 7 to 18 and an unashamedly aspirational school, devoted to scholarship and intellectual inquiry. We aim to provide an atmosphere in which each child can flourish and we believe that children succeed when they take full advantage of the huge range of different opportunities we provide – whether immersed in academic research, being out on the sports fields, taking part in charitable activities, acting on the stage, playing music and attending some of our numerous clubs and societies, our pupils challenge themselves and learn by taking part wholeheartedly in school life.

We have the highest expectations for every child in the School and we support, encourage and nurture each individual; we want our pupils to enjoy life to the full, make enduring friendships and grow up in a friendly, safe but challenging environment.



At Bancroft's we continually strive to ensure that all our pupils leave here with the confidence, self-awareness and knowledge to thrive in the world beyond, as well as taking with them an awareness of others and an abiding curiosity about the world.

Bancroft's has a selective 5 or 6 form entry at 11+, with just under half the pupils coming from the Preparatory School. The school uses its own entrance exam and admits boys and girls in equal proportions. There is a further small entry at 16+, and most pupils stay into the Sixth Form. Public examination results are very strong and place Bancroft's among the top co-educational schools in the country.

After all of the disruptions and uncertainties of the last few Covid dominated years, the 2022 cohort managed to achieve an outstanding set of grades in their external examinations.

82.% of all GCSEs at Bancroft's in 2022 were awarded the top grades of 9 or 8; 93% achieved either grades 9/8/7 with 99.9% graded as a 5 or better.

The A level results compared favourably with both 2020 (CAGS) and our last set of pre-pandemic grades (2019) and represent a very significant achievement after such a disrupted 2 years and in spite of these being this cohort's first set of significant exams. Bancroft's pupils achieved 45.1% at A*; 93% of exams were awarded grades A* - B.

Bancroft's is a forward-looking, modern school; a centre of excellence for the twenty-first century.



Working at Bancroft's

The successful applicant will receive an attractive salary package according to experience and expertise. Benefits include free school lunch and refreshments during the day. We have a generous CPD budget and staff are encouraged to look for opportunities to develop their skills and expertise either to further their career or to support their enjoyment of their role. We have a Staff Wellbeing Group, and an active Senior Common Room who organise a range of social events. Staff have access to various sporting facilities such as the gym and the swimming pool at allocated times. We also have a staff group working on Diversity and Inclusion and the School is a founding member of the Schools' Inclusion Alliance.



How to apply

An application form is available to download from the School website, <http://www.bancrofts.org/about-us/employment-opportunities> or by emailing hr@bancrofts.org

Bancroft's School is an Equal Opportunities employer and is committed to safeguarding and promoting the welfare of children and applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

