



CRESSEX
COMMUNITY
SCHOOL



Coop Schools
Cooperative Schools Network

Teacher of Religious Studies

CANDIDATE INFORMATION PACK

Summer 2026

‘High Achievement for All is our Shared Responsibility’

Our vision is that all learners should have the chance to succeed, regardless of their background, abilities, or skills. All learners have the right to an outstanding education, to improve their knowledge, skills and ultimately their life chances. At Cressex Community School we are committed to ensuring outstanding provision is made for all our learners, wherever they are learning



Cressex Community School
Headteacher: Mr K Shabbir, BSc Hons
Holmers Lane
High Wycombe
Buckinghamshire
HP12 4QA
Telephone: 01494 437 729
Email: office@cressex.org
Website: www.cressex.org

Summer 2026

Dear Prospective Candidate,

Teacher of Religious Studies (Cressex Range 1-9 - £32,916 - £51,048)

We are looking for an enthusiastic and dedicated Teacher of Religious Studies to join our Humanities team as soon as possible, someone who is willing to go the extra mile to inspire our learners and put Religious Studies even more firmly on the map! As results have risen there has been a surge of interest from students, making the various Humanities subjects amongst the most popular option subjects in the school.

The department is very well resourced to support learning at Key Stage 3 (Y7 and Y8) and GCSE (Y9 - Y11). We have recently moved to a three-year GCSE programme, giving students additional time to master the content of the courses ahead of the exam. At Key Stage 3 we ensure our curriculum exposes students to a variety of experiences, as well as the knowledge and skills that are needed for them to choose their GCSE courses with confidence.

This is a very exciting time in the continuing development of Cressex Community School. In recent years Cressex has been transformed and is deservedly now the school of choice for the local community. Our Progress 8 is above average; attendance and behaviour data are very positive. We are particularly proud that disadvantaged students consistently achieve well. Student and parent satisfaction with the school is high. We have a waiting list for every year group.

Cressex Community School is a popular and successful secondary school with approximately 750 students on roll on the western flanks of High Wycombe.

We take great pride in the quality of education we offer, and in our strong team-working among students and staff. We have a wonderfully diverse student body. At the time of the last school census over 30 different first languages were recorded. We have a number of very able students who perform excellently in public examinations. In 2025, our students achieved the best results in the school's history, with the highest attainment 8 on record.

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As an all-ability school, we are equally proud of the success of our lower attaining students. All students achieved at least one GCSE pass; 99% gained five or more passes.

In 2010 we moved into an outstanding new building. Classrooms are large and bright. All are equipped with the latest technology, including Promethean interactive whiteboards. Training is available to teachers not yet expert in using this equipment. By the same token we are always very keen to learn from colleagues whose knowledge exceeds our own!

The school leadership recognises the importance of co-curricular learning opportunities and is supportive of day visits and more extended journeys both at home and further afield. In recent years Cressex Humanities students have undertaken a range of field visits, in the UK and abroad. We are very pleased to offer visits to potential job applicants. Please contact me if you would like an informal conversation or a tour of the school.

We very much hope you will feel inspired to come and be part of the Cressex team. If you think Cressex is the school for you and you can offer us what we are looking for, I will be delighted to hear from you.

You can access the application via this link: <https://www.cressex.org/2350/joinourteam>

With best wishes

Mr Khaiam Shabbir
Headteacher

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About Us

The School

Cressex Community School is a popular and successful secondary school with approximately 750 students on roll on the western flanks of High Wycombe. In 2010 we moved into an outstanding new building. Classrooms are large, bright, and equipped with the latest technology, including Promethean interactive whiteboards, and have plenty of storage space. Our sporting and other facilities are state-of-the-art, and staff are able to benefit from a free on-site gym.

Our Values

We take great pride in the quality of education we offer, and in our strong team-working among students and staff. Our student body is wonderfully diverse; at the time of the last school census over 30 different first languages were recorded. We have a number of very able students who perform excellently in public examinations. In 2023, 2024 and 2025 our students achieved the best results in the school's history, with a high proportion of exams passed at the top grades, and an overall Progress 8 score of +0.48. As an all-ability school, we are equally proud of the success of our lower attaining students. All students achieved at least one GCSE pass; 99% gained five or more passes.

Why Join us?

We are proud to have achieved consecutive strong Ofsted inspections, each recognising the exceptional character of our school community. Inspectors consistently highlight the warmth, ambition, and respect that define our pupils and staff.

Our most recent inspection in February 2024 celebrated the deeply positive culture that runs through the school, noting that:

- “Pupils and families value this school highly.”
- Staff are committed to “improving the life chances of every pupil.”
- “Pupils have positive attitudes to their learning and are ambitious for their futures.”
- “Leaders at all levels are ambitious for pupils’ futures.”

These comments reflect the heart of who we are: a school where students are **“charming, confident, respectful, and welcoming”** (OFSTED Jan 2019) and where staff work with purpose and passion to help every young person thrive.



The Humanities Department

The Team

The department is very well resourced to support learning at Key Stage 3 (Y7 and Y8) and GCSE (y9-Y11). We have recently moved to a three year GCSE course, giving students additional time to master the content of the course ahead of the exam. At GCSE we follow the AQA specification, while at Key Stage 3 we ensure our curriculum exposes students to a variety of experiences, as well as the knowledge and skills that are needed for them to choose the GCSE course with confidence.

Classes have access to a number of ICT rooms and the school library, which may be booked for class use. In addition to this, our extensive grounds contain a pond, wooded areas, an “eco-dome” and gardens, all of which can be used by staff to teach students about their environment. There is also a technician who supports the department with photocopying and administrative duties.

The school follows the guidance of the SEND Code of Practice and uses a graduated approach to the identification and assessment of and provision for students with SEND.

Our Results

Interest in Religious Studies goes from strength to strength. The department is very well-resourced. Students respond well to expert teaching and are enthusiastic about the subject. The classrooms are equipped with interactive whiteboards, extensive display opportunities and plenty of storage space. Religious Studies achieved very good results in 2024 which contributed to excellent results achieved by the school overall

Entry: 143 students 4+ = 71.3% 5+ = 60.1% 7+ = 26.5%

As results have risen there has been a surge of interest from students, making the various Humanities subjects amongst the most popular option subjects in the school.



Our Students

Students' behaviour throughout the school is exceptional. Teachers have positive relationships with our humorous and well-mannered students. As a smaller-than-average but oversubscribed school, teachers really know students on an individual basis, and are able to help them develop over time. Successes are celebrated regularly, including the dissemination of students' excellent written work.

Job Description

Responsible to:

Head of Department

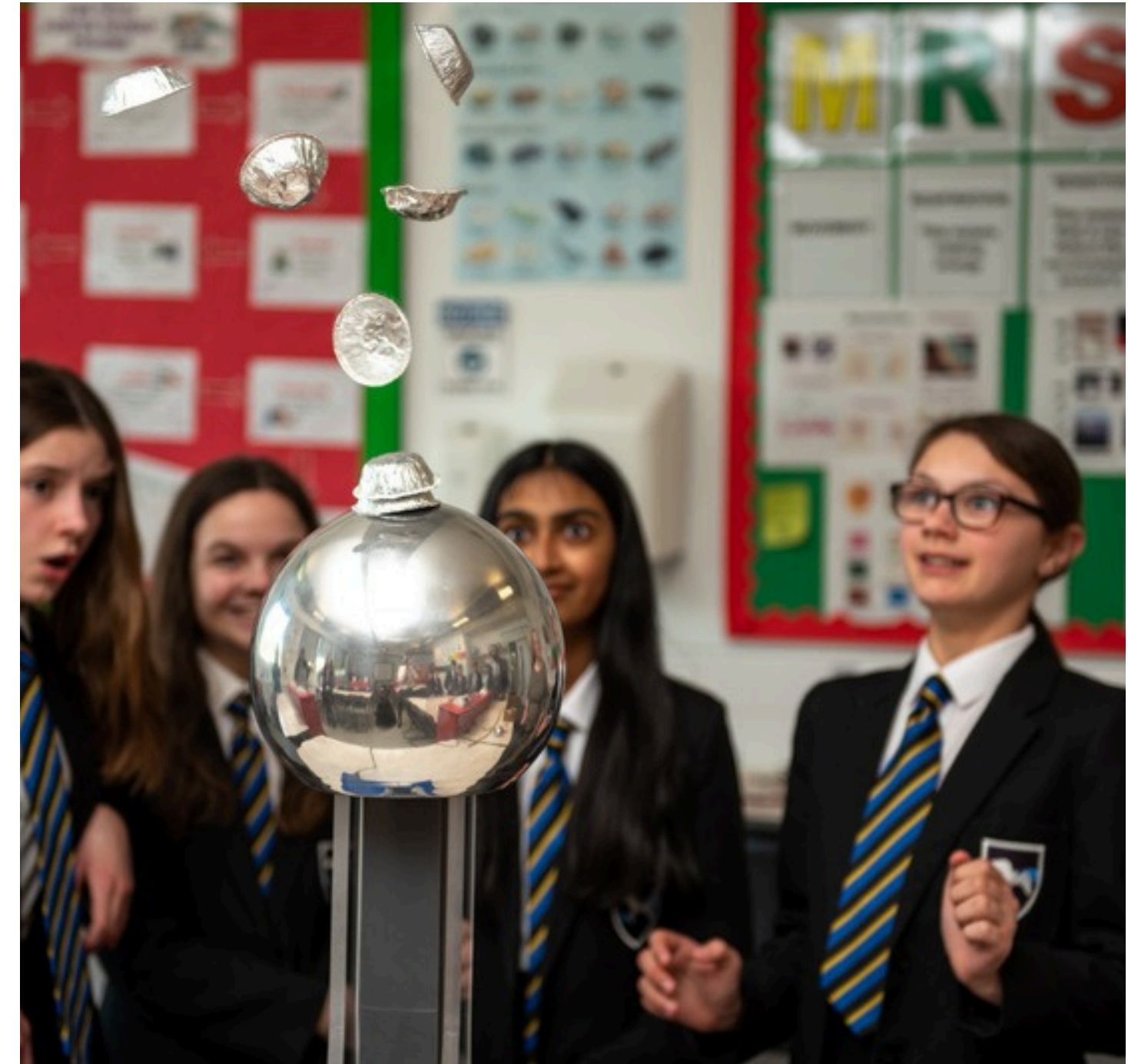
Job Purpose

To promote the highest possible achievement of students in Religious Studies through consistently high quality teaching

Who we are looking for:

We are looking for a teacher who can contribute to teaching Religious Studies as part of our popular Humanities department and help provide Cressex students the chance to express their views, learn and understand about the opinions of others, as well as develop skills and knowledge that will aid them throughout their adult life.

You will be an engaging and enthusiastic classroom practitioner, delivering stimulating lessons. We are very pleased to offer visits to potential job applicants.



Duties & Responsibilities

1. To promote and safeguard the welfare of students according to school policies and procedures.
2. To teach Religious Studies across the age and ability range demonstrating good subject and curriculum knowledge.
3. To set high expectations which inspire, motivate and challenge students.
4. To plan and deliver lessons in accordance with departmental and school policies.
5. To mark, assess and report on students' work in accordance with school policies.
6. To manage students' behaviour in class and around the school to promote a good and safe learning environment.
7. To monitor and support the overall progress and development of students as teacher, form tutor.
8. To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
9. To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.
10. To work collaboratively with colleagues.
11. To complete reports to parents/carers on students' attainment and progress in line with the school's procedures.
12. To promote a positive profile of Religious Studies in the school.
13. To help to create and maintain a 'can do, will do' culture within all aspects of the service at the school.
14. To appreciate and support the role of other professionals working in the school.
15. To participate in performance management.
16. To participate in training and other learning activities and performance development as required.
17. To be aware of and support diversity and ensure equal opportunities for all.
18. Under the reasonable direction of the Headteacher, to carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document (STPCD)

What We're Looking For

| | Essential | Desirable |
|--|---|---|
| Qualifications | <ul style="list-style-type: none"> • Qualified Teacher Status. • Educated to Degree level in one or more of the Humanities or closely related subjects • Evidence of Continuing Professional Development in the specialist area. | Evidence of Continuing Professional Development in the specialist area. |
| Knowledge, Skills and Understanding | <ul style="list-style-type: none"> • Good knowledge of the curriculum of the subject(s) taught, making learning stimulating and motivating for students. • Good understanding of how students learn. • Ability to plan effectively and organise time and resources. • Ability to teach consistently good lessons that challenge and inspire students of all abilities. • An ability to foster excellent relationships with students, parents and colleagues. • Good communication, administration and organisational skills. • Evidence of the ability to create a challenging and effective learning environment for students. • Recognition and understanding of the importance of partnerships with parents. • An interest in and knowledge of developing the use of ICT in learning. • Understanding of the need for the school to play a full part in the community. • Good skills in speaking and writing English. | |

What We're Looking For

| | Essential | Desirable |
|----------------------------|---|-----------|
| Personal Attributes | <ul style="list-style-type: none">• Strong desire to support the learning and achievement of students from a range of backgrounds• Warmth, resilience, and a sense of humour | |
| Other Requirements | <ul style="list-style-type: none">• This post is exempt under the Rehabilitation of Offenders Act 1974. Due to the sensitive nature of the duties the post holder will be expected to undertake an enhanced criminal record check as part of the recruitment process. | |



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Why Cressex Community School?

Benefits, Opportunities and More



HASSLE-FREE COMMUTE

Easily Accessible

As you explore exciting career opportunities, we want to emphasise the convenience and accessibility of our school, particularly for those commuting via the M40.

Situated just a stone's throw away from the M40 motorway, Cressex Community School offers an ideal location for teachers seeking a smooth and hassle-free commute. Our prime location ensures that you can easily connect to our school from various nearby towns and cities, making your journey to work a breeze.

By choosing Cressex Community School, you'll find yourself in a nurturing environment that values the importance of work-life balance. We understand that a stress-free commute plays a significant role in your overall wellbeing and job satisfaction. With our proximity to the M40, you can enjoy a convenient travel experience, allowing you to arrive at work energised and ready to inspire young minds.

ON-SITE CHILDCARE

Discounted Nursery

Having Cressex Day Nursery conveniently situated on our school site significantly benefits our staff and enables them to avail discounted nursery rates. It provides a convenient and accessible childcare solution for those with young children, making it easier to balance work and family commitments. By offering discounted rates, we demonstrate our commitment to supporting our employees' well-being and work-life balance.

This initiative not only helps attract and retain talented staff but also fosters a sense of community within our school. With the assurance that their children are in a safe and nurturing environment nearby, our staff can focus on their roles with peace of mind, knowing that their little ones are well taken care of.



CPD Opportunities

At Cressex Community School, we are committed to offering staff a rich, supportive, and professionally fulfilling programme of continuous development. Our CPD is shaped by our Learn – Apply – Reflect cycle, ensuring that training is practical, purposeful, and directly connected to classroom impact. This approach helps colleagues grow with confidence and develop their expertise in a structured yet highly supportive environment.

We strengthen this further through action research, delivered with support from Buckinghamshire New University, who are part of our Co-operative Trust. Action research enables staff to explore their practice, test new ideas, and lead innovation across the school. Colleagues also benefit from personalised coaching, with regular opportunities for personalised guidance from senior and middle leaders who are committed to helping staff refine their teaching, plan next steps, progress in their roles, and achieve their professional goals.

We place great value on learning from each other. Staff benefit from regular opportunities to observe colleagues, share effective practice, and collaborate across departments and year teams. Through structured CPD sessions, professional learning communities, and open-door teaching, we encourage a culture in which expertise is shared generously and colleagues feel empowered by the collective strength of the team.

Our New Teacher Programme and fully delivered ECT Programme provide high-quality support for early-career teachers through expert mentoring, research-informed training, and structured classroom development. In addition, staff have access to IRIS Connect, our video-based reflection tool that encourages collaborative learning, self-evaluation, and the sharing of effective practice in a safe and developmental space.

We actively encourage colleagues to pursue NPQ qualifications, and staff receive tailored support to undertake and successfully complete these national programmes. As part of the Co-operative Trust, we also enjoy strong professional links with schools such as Wycombe Abbey, The Henley College, and others within our Trust network, enabling staff to learn from a wider educational community and access further training opportunities.

These carefully designed programmes, and the culture of support that surrounds them, ensure that professional development at Cressex is high-quality, relevant, and inspiring. They empower staff to continually improve their practice, enrich student learning, and contribute to the ethos of excellence that defines our school community.



HEALTH AND WELL-BEING SUPPORT FOR STAFF

On-Site Fitness Suite

Our on-site fitness suite at Cressex Community School provides a convenient and accessible space for our staff to prioritise their health and well-being. Equipped with state-of-the-art facilities and amenities, the fitness suite offers a range of exercise options to suit individual preferences and fitness goals.

With personalised fitness plans, professional guidance, and access to fitness programmes and classes, our staff can engage in regular physical activity that supports their physical and mental health. The on-site fitness suite promotes work-life balance by offering flexible workout schedules and shower facilities, making it easier for our staff to incorporate exercise into their busy lives. By fostering a culture of health and wellness, we create a positive and active work environment, supporting our staff in their journey towards improved well-being.

DISCOUNTS AT YOUR FAVOURITE STORES

Attractive Local Amenities

Our partnership with Eden Shopping Centre in High Wycombe brings exclusive benefits and discounts to our staff at Cressex Community School. With our school identification, staff members can enjoy special offers and discounts at various shops, restaurants, and entertainment venues within Eden Shopping Centre. This partnership not only enhances our staff's shopping and dining experiences but also strengthens our ties with the local community. By providing these discounts, we aim to recognise and appreciate our staff's hard work and dedication while fostering a sense of belonging and engagement within our school community.

INSPIRE THE NEXT GENERATION

Why Should you Apply?

Cressex Community School is in the midst of an exciting period of sustained growth and success. In recent years, the school has been transformed-earning consecutive strong Ofsted inspections and becoming the school of choice for our local community.

Our Progress 8 score is above average, and both attendance and behaviour data reflect a culture where students feel safe, supported, and motivated to succeed.

At the heart of our success is a vibrant, dynamic culture that thrives on positive relationships. We are now seeking a thoughtful, reflective, and forward-thinking leader who will want to build on this strong foundation and continue to elevate the quality of our students' learning experiences.

Additionally, you will have the opportunity to lead, train, and support our dedicated team of teachers, contributing to a culture of continuous professional development. If you are ready to lead and inspire, making a real difference in the lives of our students and staff, this role is for you. Join us in our commitment to excellence and help shape the future of Cressex Community School.

How to apply

Please apply by completing a Buckinghamshire Council application form. You should also write a personal statement indicating how your experience to date has prepared you for the post, and how you think you could contribute to the school (no more than two sides of A4, please). You can access the application via this link: <https://www.cressex.org/2350/joinourteam>

We very much hope you feel inspired to come and be part of the Cressex team.





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