



Weaverham High School is a vibrant, thriving and successful school where every member of our community feels valued, safe and supported to ensure they surpass their potential. We celebrate uniqueness and see individuals. We understand that our pupils have hopes and dreams, challenges and barriers and it our privilege to celebrate their worth and their potential. We want every child to enjoy their own journey of discovery, acquire a thirst for knowledge, creativity and imagination and develop a love for their learning. We want pupils to leave our school not just with qualifications showing their academic success, but also with the capacity to think clearly and deeply, a desire to act with integrity and to show kindness and empathy to others, and with the character and leadership experience they need to thrive in the world.

Our staff work tirelessly to ensure individual barriers are overcome and pupils are challenged and supported in equal measure.

We nurture talent, ability and ambition with energy, creativity, determination, relentless kindness and high expectations.

**"Be the best version of you"**



## Head of Religious Studies

The Governors of Weaverham High School are looking to appoint Head of Religious Studies to start April 2026. The successful applicant will be reliable, able to work on his or her own initiative as well as being able to work as part of a team.

The post is permanent. Salary: As per Pay Policy depending on candidates starting point on the main pay scale and upper pay scale, this post holds a TLR 2B £5810.00

How to apply

Please complete the school application found on mynewterm <https://mynewterm.com/school/Weaverham-High-School/149614> as fully as possible and explain any gaps in your employment history. We place the highest priority on keeping our children safe. Applicants will be subject to stringent vetting processes, including online searches for shortlisted candidate. The successful applicant will require an enhanced Disclosure and Barring Service check. Please note it is the practice of the governing body to take up references of all longlisted candidates. If this presents a problem please make this clear in your application.

For further information email [jobs@weaverhamhighschool.com](mailto:jobs@weaverhamhighschool.com)

**Closing date 9am Monday 23<sup>rd</sup> February 2026**

**Applications may close before the deadline, so please apply early to avoid disappointment**

**Headteacher: Clare Morgan**

Tel: 01606 852120 Fax: 01606 854033 [www.weaverhamhighschool.com](http://www.weaverhamhighschool.com)

## Head of Religious Studies

You will be joining and leading our Religious Studies team, a well-established, strong department, with pupil outcomes sitting in line with national averages in both attainment and progress. This success is a testament to the high value our students and community place on theological and ethical enquiry. The department currently follows the EDEXCEL Religious Studies B specification with a focus on the religions of Christianity and Islam, a course that applies to two large full course GCSE classes. In addition, the department offers a compulsory course to all KS4 students through to the end of Year 11. Classes at KS3 are taught in mixed ability groups following a course specified by the local SACRE.

The Religious Studies department is comprised of a dedicated team of experienced, highly skilled specialists and a number of non-specialist staff from Humanities subjects. Our staff balance varied roles, with many holding additional Teaching and Learning Responsibilities (TLRs) both within the department and across the wider school, fostering a rich environment for collaborative professional growth.

We believe that RS is a literacy-heavy discipline. As such, we work in close partnership with our colleagues to develop reading, scholarly research, and the interrogation of sacred texts. Critical thinking is an integral pillar of our curriculum, ensuring our students leave as articulate, empathetic, and critically-minded global citizens.

**Please visit our website to find out more about our school values, approach to teaching, support for our staff and of course information about our Religious Studies curriculum**

[WEAVERHAM HIGH SCHOOL Lime Avenue, Weaverham. Cheshire. CW8 3HT |](#)

**Responsible to: Deputy Head (Raising Standards)**

**Senior Leadership Team link manager**

Performance Management: all other members of the department (some may be delegated)

### **Key Responsibilities:**

- To ensure high quality Teaching and Learning within the department.
- To give strategic direction and development of RS within the school.
- To manage the performance of other members of the department.
- To be accountable for the progress of all pupils within the department.
- To ensure that staff and resources are used efficiently and effectively.

### **Key Tasks:**

1. To secure effective teaching of RS within the department and that pupil learning is maximised through:
  - ensuring that schemes of work meet the requirements of the curriculum with continuity and progression for all pupils.

- identifying within the schemes of work appropriate teaching and learning ideas and resources.
- ensuring cross-curricular themes with other departments, careers and citizenship are included in schemes of work.
- establishing exam, test and assessment procedures to enable students and teachers to assess their learning against external levels.
- ensuring that procedures are followed for the exam entries and that moderation processes have taken place for all teachers' assessment.
- overseeing the target setting and progress of individual students using Progress Report data and procedures.
- supporting and monitoring the progress of underachieving students.
- supporting staff in helping to secure high standards of pupil behaviour within the department.
- monitoring, evaluating and reviewing the quality of teaching and learning taking place within the department as part of the ongoing whole school self-review procedure.
- monitoring the progress of all pupils within the department and being accountable for their progress.

2. To lead and manage the department by:

- establishing a department team based on professional working relationships.
- holding department meetings, in line with the school calendar, to inform, support and develop the quality of Teaching and Learning within the department.
- clearly communicating subject schemes of work, policies, plans and priorities to the department, senior managers and governors
- carrying out objective setting and performance management for members of the department.
- establishing training needs and identifying appropriate activities for the development of staff.
- represent the department at meetings of the Curriculum Team.
- providing training for colleagues as necessary.
- ensuring that all new staff have mentoring and support.

3. To provide the strategic direction and development of Religious Studies by:

- identifying a vision for RS within the Weaverham High School context.
- producing an annual subject development plan.
- monitoring, evaluating and reviewing the progress towards meeting these targets.
- carrying out department self-review processes.

4. To ensure that staff and resources within the RS department are used both efficiently and effectively by:

- preparing an annual budget.
- managing the budget, planning, prioritising and monitoring the expenditure to ensure value for money.
- organising the deployment of the department staff.
- developing and organising existing learning resources.

ensuring that there is a safe working and learning environment in which risks are properly assessed and Health & Safety instructions fulfilled.

# Weaverham High School

## Head of Religious Studies

### Person Specification

Attribute	Essential	Desirable	How Measured
Qualifications	Degree or equivalent (RS as main element is desirable). Teaching Qualification.	Evidence of further study beyond initial training.	Application form.
Teaching Experience	Successful RS teaching in maintained secondary sector, at both Key Stages 3 and 4.		Application form, references, OFSTED inspection reports.
Management Experience	Prior experience as Head of RS/Second in department <b>OR</b> relevant experience in managing aspects of RS department.  Involvement in Performance Management of colleagues.	Evidence of participation in whole-school initiatives/working parties.  Line management of other teachers.	Application form, interview, references.
Knowledge and Skills	Fully conversant with RS in the new GCSE curriculum and its implications for classroom management, planning and practice at KS3 and 4.  Uses evidenced based research to inform decision making and strategic planning	Knowledge of how RS relates to other areas of the curriculum including health education and PSHCE.  Knowledge of all accredited RS provision at KS4.	Application, interview, references.

Knowledge and Skills	An understanding of what constitutes “effective” RS teaching. Use of ICT to support learning and management.	Knowledge of effective strategies for raising standards in RS.  Use of a ClassCharts, SISRA, SIMS and Google Classroom.	Application, interview.
Personal Qualities	Ability to enthuse and inspire young people to attain to the highest standards in RS.		Interview, references.
	High standard of personal skills.		Application, interview, references.
	Ability to provide strong leadership to staff and pupils.		Application, interview.
	Ability to work hard under pressure.		Interview, references.
	Strong and clear oral and written communication skills.		Application, interview.
	Willingness to contribute to wider element of life at Weaverham High School		Application, interview, references.
	A sense of humour!		Interview.
Personal Development	A commitment to development of personal skills, including management skills.	Evidence of ongoing training.	Application, interview, references.