



Farlingaye High School

Recruitment Pack Head of Philosophy, Religion & Ethics

Required from September 2026

Employment Status

Full Time - Permanent

Employment Location

Farlingaye High School, Suffolk

Application Closing Date

Monday, 2nd March at 9 am
We reserve the right to interview at any time

Interview Date

Thursday, 5th March 2026



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mail@farlingaye.suffolk.sch.uk



@farlingayehigh



01394 385720

ABOUT FARLINGAYE HIGH SCHOOL

Our vision at Farlingaye is very clear. We want our students to be taught by brilliant teachers, to learn to love different subjects, and to develop a sense that they are part of a wider community where their actions matter and their contribution is valued.

We want our students to excel here, to gain the skills and develop the qualities needed to go on and succeed in their future, by offering a chance for our students to involve themselves in a broad range of extra-curricular provision that enables them to participate in activities that develop resilience, teamwork and a sense of pride. We are hugely proud of what's on offer at Farlingaye, from the range of sporting opportunity through to the music, art and drama that so many participate in. Our aim therefore is to ensure that Farlingaye is a beacon of excellence in all it does.



As a staff we strive to ensure that every area of school is the best it can be, and are committed to being restless in order to achieve this goal. We are humble, keen to learn from others and aim to keep developing. We believe that all our key stakeholders - students, parents, staff and governors - have a key role in helping us further improve.

In order to achieve that we want our staff to all have one thing in common: the desire to make a difference. Whilst experience and specialism will differ, what unites our teachers is that they are unashamedly passionate about their subject, and want to work with young people. The support therefore in place, and how we use our time has to be focused on developing those two things. Our rich programme of CPD offers bespoke routes of development for staff, and there are many paid opportunities within school to develop wider experience and take on responsibility in order to continue to move forward in your career. We recognise that our strength comes from our brilliant staff, and we must invest all we can in them to continue to push ourselves forwards.

A student's time at school should leave a lasting legacy on shaping the person they become - all our staff play a part in making that happen. Work with us as part of the Farlingaye community in an environment that helps you develop and progress in your career.



Mr Smith, Headteacher

Teaching & Learning

Teaching and Learning is at the heart of all we do here at Farlingaye. We want our teachers focused on delivering innovative and engaging lessons that help foster a love of learning for all students. The new Teaching and Learning Policy was developed by staff and designed to reflect this aim, tying together the strands of excellence that are prominent in teaching across the school. This policy has been implemented this term, allowing faculties time to adapt and tailor their approach in lessons to suit their subject area. To support this focus, CPD this year at the school is centred upon providing expert support on the key areas and to give extra time for departments to fully embed the new approach. CPD and appraisal are closely linked at the school and the targets for our teaching staff reflect the implementation of the new policy. To monitor Teaching and Learning within the school, all teachers are observed at least twice, as well as the use of peer observations and a popular "Open classrooms" fortnight to encourage the sharing of good practice.



School Site

There has been a school on the site since 1953 when Woodbridge Secondary Modern opened. Farlingaye opened in 1988, and the school site has been gradually developed and extended since this date. The school currently consists of five main buildings, each housing well-maintained classrooms and specialist learning spaces as well as a large Sports Centre and separate Main Hall. The Sixth Form have their own block, containing a common room, study area, separate cafeteria and there is ample outside space including playing fields, a floodlit all-weather pitch and staff parking. The school is just reaching the end of a multi-stage project over several years to replace and restore the flat roofing around the site. Ready for the start of this academic year, one of our Drama spaces underwent significant renovations over the summer.

Pastoral Care



Farlingaye High School is organised into distinct year groups in terms of its pastoral structure. Each year group has a Year Learning Coordinator and two Assistant Year Learning Coordinators. There are eleven tutor groups in each year and tutors are managed by the Learning Coordinators in terms of daily pastoral care and tutor time activities. Students generally stay in the same form group between Years 7 and 11, and will have the same form tutor. Learning Coordinators work with tutors to be the first point of contact for parents and carers. For each Key Stage, there is an Assistant Headteacher who supervises and supports their respective year teams. Behaviour, both positive and negative, is recorded on the school's SIMS system, so early intervention can be conducted by the Learning Coordinators.

The year teams are supported by the SEND department which includes a SENCO, HLTA's and a large number of Learning Assistants who support students in a variety of ways – from day to day classroom support, to the provision of additional programmes of targeted support and parent/carer liaison. The department includes a number of members of staff with a variety of expertise that allows them to focus their intervention supportively.

Working alongside the year teams and SEND department is our Behaviour Support Team. They work in our Student Support 'Hub' and consist of a Senior Behaviour Manager, three Behaviour Support Managers and a Behaviour Support Assistant. They help students on a daily basis with one-to-one nurturing support, mentoring, individual behaviour plans and Thrive. The team also work with the Assistant Headteacher with responsibility for the school's behaviour strategy.

Farlingaye has a Safeguarding Manager, who works closely with all teams in the provision of support with oversight from a Deputy Headteacher who is the Designated Safeguarding Lead. The team provide support for LAC/PLAC students and those students who require mental health or safeguarding support. There are two members of staff who work with the Safeguarding Manager to further support students and families and provide administrative support. The school also employs a Family Liaison Officer to support with improving attendance of vulnerable students.

Extra Curricular

Enrichment at Farlingaye High School is a key part of the schools identity. The PE department actively encourages all students to regularly participate in lunchtime and after school clubs in everything from traditional school sports such as football and netball to table tennis, running and fitness clubs where everyone is welcome. We are one of the top performing schools in Suffolk for sport. The school is represented at local, county, regional and national level by teams in Athletics, Netball, Rounders, Cricket, Football, Rugby, Handball, Basketball, Tennis, Hockey and many other sports. We pride ourselves on our high levels of sportsmanship as well as competitive spirit.

The Arts are highly valued at Farlingaye with a strong musical tradition, these include upper and lower school productions, concerts and a Mini-Fest where students showcase their musical talents and an annual Christmas Concert at St Mary's Church. Students are able to take extra tuition in Drums, Brass, Guitar, Woodwind, Piano and singing and many students use practice rooms to rehearse with their bands at lunchtime and after school. Every two years the Music department runs a music tour aboard, most recently to Italy.

The school also runs a full range of weekly extra-curricular activities with over 80 clubs a week taking place. These currently include STEM Club (Science, Technology, Engineering and Maths), Books and Breakfast, Music and Drama clubs, Wellbeing club, Homework Club, Singing Choir, Christian Union, LGBTQ+, French Club, Art drop in and Art and Photography Club.

The Duke of Edinburgh's Award scheme is undertaken from Years 10 to 13 and many of our students go on to achieve bronze, silver and gold awards, with expeditions taking place in the Spring and Summer terms.



Sixth Form

Farlingaye Sixth Form is Outstanding. Our students say that Sixth Form is one big happy family. Students in the Sixth Form achieve highly and progress on to fantastic post Sixth Form destinations, including University, Degree Apprenticeship programmes both locally and nationally, apprenticeships, employment and Further Education.

Farlingaye Sixth Form currently has 345 students on roll. This academic year we had 32 students who joined us from other providers specifically for Sixth Form.

All students study three A levels/Level 3 qualifications and are taught our enrichment programme over two years. A small proportion of students will start on four A levels. In Year 13 students can choose to complete the Extended Project Qualification.

Sixth Form students are part of our whole school community. Taking the lead in shows, raising money for charity, promoting and supporting all school events. Students are wonderful ambassadors for the school, they support students in lower school via Buddy Mentoring, the Student Hub, our 'adopt a teacher' programme, reading club and numerous other opportunities to act as role models for all students.



Careers



We are very proud of our innovative careers education programme that utilises a series of different delivery models, including tutor time sessions, curriculum information sharing and the UNIFROG digital platform. Our Careers Lead is supported by an administration assistant and a Careers Advisor, and working with the PHSE Lead, the programme is integrated across the curriculum. Supported by a number of events, the programme includes a Careers Convention for Year 10, mock interviews for KS4 students, Pop-up Careers Stands throughout the year, visiting speakers from the locality and a biannual Careers Fair. Our rate of NEETs is very low and we have an excellent record of progression, both in the main school and Sixth Form.

Our Curriculum



All students at Farlingaye have access to a full range of subjects and developmental experiences. Our aspiration is a curriculum that allows learning for all. Adapting what we do to suit our students is integral to our curriculum design. All subjects at Farlingaye are of equal value whatever the timetable allocation given to them.

Students undertake the full range of Key Stage 3 subjects until the end of Year 9, and choose their options in late February, ready to commence KS4 programmes of study in Year 10. Students have 4 options, of which at least one must be an EBacc 'bucket' qualifying subject. The most popular option subjects at Key Stage 4 are Geography, History, and Business Studies. We offer vocational KS4 courses in Child Development and Education, Health and Social Care, Sport Studies, Travel and Tourism, Music Practice, and Digital IT, alongside a very broad range of GCSE subjects.

At Key Stage 5, the vast majority of students follow 3 x 2-year courses. We offer a range of A Level subjects, vocational Level 3 courses. Alongside their Level 3 studies we deliver a taught enrichment programme, and in Year 13 students can choose to complete an EPQ.

Our Results

GCSE 2025 examination results demonstrated further improvement on the already strong outcomes of 2024, with a higher proportion of top grades achieved across key measures.

A Level results have consistently been some of the best in Suffolk. In 2025 the average points score for the best three A levels was 35 which was the best state school score in Suffolk. 73% of grades being A*-C and 27% A* or A. These put us amongst the highest performing schools in Suffolk.

Parents get regular reports on progress across all years. Attainment data is collected through a combination of ALPS, 4Matrix and our own systems in order to produce report summaries for year coordinators and subjects leaders 2 to 3 times each year.

Developing Professionals with Integrity & Autonomy



We feel that the size of Farlingaye offers the perfect context to provide development opportunities for our staff. We are well aware that our greatest resource is the people who work here, and that quality in the classroom and high standards in the wider school can only come from appointing the right people and then providing opportunities for staff to grow.

We are proud of the CPD routes on offer in school. Our in-house programme is bespoke to staff, and is flexible enough to be tailored to support both those new to the profession and colleagues who have been teaching for a sustained period of time. We also run a range of development programmes to ensure that colleagues at all levels have the chance to progress.

In the last few years these programmes have included:

- Our ECT induction programme: led by our Professional tutor and supporting those entering the profession.
- A 2nd and 3rd Year teacher programme: offering for those still developing in their career a chance to work alongside others in both our school and neighbouring ones to share good practice, learn through CPD and also focused project work
- Aspiring Middle Leaders and Secondment opportunities to leadership team: both designed to give a taste of leadership and a chance to take on wider responsibility

As well as our in-house programmes, the school supports colleagues through the National Programme of NPQs as well as enjoying the opportunities to offer joint CPD from within the EAST MAT.

There is also a range of progression opportunities within the school. Over 60% of teachers hold a position of paid responsibility across a range of areas such as subject leadership, pastoral care, extra-curricular provision or helping to support wider school issues. We feel that these opportunities are one of the reasons for our high staff retention, and we are proud that staff who come here are happy and thriving in the roles that they do. Whilst national statistics show a gloomy picture of those leaving the profession (over a third leave teaching within the first 5 years according to a recent study) at Farlingaye we are pleased to go against the trend, with 95% of the 15 staff new teachers appointed in the last 5 years still in teaching. Of those still at Farlingaye, 88% hold a promoted post.



We value our staff greatly and support them in a variety of ways which include the Employment Assistance Scheme, and a genuinely compassionate approach to all those in the school community.

- Staff children are prioritised for school places at Farlingaye even if you do not live within catchment.
- Staff have 24-hour access to our Employee Assistance Programme including free counselling, financial and pensions advice, legal advice, home and well-being support.
- All staff have complimentary access to excellent gym facilities and we enjoy close ties with a local health club who offer staff a generous discount on membership.
- Complimentary access to flu vaccinations every year.
- Access to salary sacrifice scheme (for existing members) for additional support in childcare costs.
- Professional development and bespoke CPD package for every member of staff including external and internal courses.



- Training is scheduled across the whole year, so staff know what is happening and can select opportunities that are most relevant to them.
- Each department has their own administrative support to cut down on unnecessary admin tasks for teachers
- We welcome applications from colleagues who would like part-time or job shares. Flexibility keeps good teachers in the school.
- All our recruitment processes are open and transparent. We develop leadership positions and undertake shadow-staffing and succession opportunities to encourage and invest in our staff to gain promoted posts within our school and elsewhere.
- Opportunities will be offered to staff to undertake developmental roles / work across our academies in the East Anglian Schools Trust if they choose to.
- Our appraisal is developmental and constructive.

Our Culture and Ethos



At Farlingaye we are rightly proud of the fantastic results that our students achieve, but we realise there is more to school than examinations and strive to ensure that all our students find school a memorable, formative and engaging experience that prepares them for their next steps in life.

- Teaching and learning is at the heart of all we do. We want all our teachers focused on developing their craft in the classroom to ensure lessons are engaging and stimulating for learners.
- To support this, CPD has a huge role in what we do. Our in-house CPD programme is rich and varied, bringing in the best practice and latest research to support our staff grow. We offer bespoke routes through our CPD programme to develop staff at all levels.
- We teach just three lessons a day and staff have a maximum of 84% timetable, with ECTs teaching less than this.
- Meetings are kept to a minimum after school. Teaching staff without responsibility within the school attend only 11 meetings a year outside of the school day.
- Lesson observations are for the purpose of teacher development and sharing of best practice. We discuss how to get better.
- Team Rooms for all departments help build supportive collaborative relationships and facilitate shared planning time.
- There is no prescribed template for lesson planning. Our Teaching and Learning Principles focus on Subject Knowledge, Challenge, Modelling, Review & Retrieval, Questioning and Feedback.
- Students value being a member of our community. They take pride in being a Farlingaye student, and we work closely with our supportive parent body.

Our Community & Local Area



Farlingaye is a creative school with excellent resources, lovely students and great results. We are part of East Anglian Schools' Trust (EAST) alongside Kesgrave High School, Bungay High School, Holbrook Academy and Castle EAST School as well as Aldeburgh, Easton, Leiston, Saxmundham, Wickham Market and Kyson Primary Schools.

We have been graded Good in our 2022 OFSTED and aim to achieve Outstanding again. We are a Teaching School Hub partner, which allows us to improve teaching and learning on a continuous basis. We are committed to providing excellent staff opportunities through developing and promoting our staff and offering an excellent CPD and support programme for new staff.

We are also extremely pleased to have launched EAST's own teacher training provider: EAST SCITT. This allows us to award QTS and also QTS + PGCE Programmes within both Primary and Secondary schools.

Our Location

Our Location: Farlingaye is located in Woodbridge, an idyllic market town situated on the River Deben in Suffolk. In 2021, The Times newspaper placed the town at the top of the list of best places to live in the East of England, with judges having described it as 'arty, creative and historic'.

The school enjoys a prominent role in the local community, with strong ties to the town through arts, music and sport.

Who are EAST?

EAST was established on 1 September 2019. At its inception, three secondary academies were formally partnered together: Bungay, Farlingaye and Kesgrave High Schools. In 2020, we applied to establish a Free Special School in Bungay, for children with interaction and communication needs. Demonstrating our commitment to local, inclusive education, we are proud to announce that Castle EAST School is open. EAST SCITT, our 'School Centred Initial Teacher Training' is an accredited Provider offering secondary (11-16) and primary (5-11) school-based initial teacher training awarding Qualified Teacher Status (QTS). We see this as the most effective way to find and develop future teachers to work in this vibrant county. We are delighted with the popularity and quality of EAST SCITT!

We are very confident that EAST will create a stronger future for our schools and continue to improve outcomes for our students. It is through a commitment to working together that we will continue to collectively and individually achieve great things, providing a first-class educational experience for our students and an excellent working environment for staff.

Our Vision: Where everyone can achieve

We measure our **success** through a combination of **performance, growth and happiness**, as individuals and collectively.

Our **cornerstones** are the foundations of our vision; they underpin all that we do and shape the way we work with everyone in our trust and our extended educational community; from parents & carers to partners, suppliers and local government.



#1 Learning

We will continually strive to deliver the best possible experience for quality learning and personal development for everyone at EAST through our curriculum, engaging teaching, the resources & support we have available and the quality of the physical environment in which we work.

#2 Inclusivity

We believe a great quality education, opportunities for personal development and participation should be available to everyone regardless of their personal circumstances. That's why our schools today already cater for many specialist needs and our trust is committed to developing the teachers of the future.

#3 Opportunity

We exist to enable everyone in our schools to realise their true potential through an academic or professional experience within our schools that achieves the outcomes they seek. We do not believe there is a one-size-fits-all for success and achievement and will always do our best to support the aims and ambition of the individual.

#4 Community

We are a significant contributor to our local communities, we understand the role we play and will always seek to enable everyone at EAST to be considered, active, positive citizens of the world around them. Our sense of community begins in our schools and we nurture a respectful, supportive culture.

JOB INFORMATION

HEAD OF PHILOSOPHY, RELIGION & ETHICS

SALARY RANGE:

MPS - UPS + TLR2C

REPORTS TO:

Headteacher

JOB LOCATION:

Farlingaye High School,

Ransom Road,

Woodbridge



We are looking for an inspiring and ambitious individual to become the next Head of Philosophy, Religion & Ethics (PRE) at Farlingaye. This is a full-time, permanent post starting in September 2026.

You will be leading a popular and successful PRE department with a high quality uptake at GCSE, excellent outcomes, and a committed team of talented and experienced teachers. The department benefits from well-resourced teaching facilities and a thriving programme of extra-curricular activities.

The PRE department is ready for a dynamic leader with the vision and energy to continue the work done on developing the curriculum, build on existing strengths and take the subject forward in exciting new directions. As Head of PRE you will provide strategic leadership across all key stages, shaping and re-invigorating the curriculum, championing innovative approaches to teaching and learning, and relentlessly driving up standards and outcomes for every student. You will be an outstanding classroom practitioner and a supportive leader, able to inspire, mentor and develop colleagues while forging strong partnerships within and beyond Farlingaye.

You can be assured of excellent support. You will benefit from regular guidance and meetings with your line manager, and you will join a collaborative and supportive middle-leadership team who work together to sustain and enhance the high standards of the school. Farlingaye also provides an outstanding support programme for newly appointed staff, with an innovative CPD offer and plentiful opportunities for professional growth and development. This is a fantastic opportunity for someone with a passion for PRE and a clear vision for their future to make a real impact. You will lead by example, raising aspirations and outcomes across the faculty and helping to ensure every student at Farlingaye has the chance to excel in PRE and beyond.



The Humanities Faculty

In Humanities we aim to develop an enthusiastic, progressive and challenging learning environment for all students, by providing interesting and stimulating lessons and using a range of engaging teaching & learning styles, both inside and outside the classroom. We will enable students to investigate and understand the world's past and present, in order to make them better citizens and decision-makers for the future.

The Humanities Faculty consists of Psychology, History, Ancient History, Geography, Politics, Criminology, PRE (Philosophy, Religion & Ethics) and Sociology. Individual subjects are important in their own right, but faculty identity is strong. Humanities subjects are taught in their own purpose-built block which has recently been refurbished, where there are subject specific classrooms and excellent ICT provision.

The faculty seeks to employ the Humanities to:

- develop and extend students' understanding of the world and its diversity;
- make a significant contribution to students' spiritual, moral, social and cultural development;
- help students to understand their roots as individuals and as members of larger social groups, whatever their ethnic and cultural background;
- help students to come to terms with their own hopes, fears, beliefs and achievements by seeing them in the wider context of the hopes, fears, beliefs and achievements of other people past and present.

At Farlingaye, we are proud of the role the Humanities plays in the KS3, GCSE and A Level curriculum. The Humanities Faculty at Farlingaye High School consists of hard-working, well-qualified and very friendly group of teachers who want the Humanities subjects to be seen as lively and exciting. We are proud of the way we work together as a team, sharing good practice across the faculty, writing schemes of work together in departments and generally supporting each other. We are at the forefront of developing the use of new teaching and learning strategies to enhance student progress, which makes the department a very stimulating and enjoyable place to work and learn.



Interview Lesson



If you are invited for interview, you will be asked to teach a lesson: -

TIMING: 40 minutes

STUDENTS: Approx 26 mixed ability Yr 9 students

TOPIC: **“Religious artefacts”** Please note that this topic is also completely stand alone and is designed to see how creative, stimulating and interesting the learning activities devised by you can be.

NB: We cannot give prior information about particular students and their learning needs within any teaching groups.

The lesson will be taught in a standard classroom with a whiteboard and data projector or an electronic screen linked to a laptop. If you require the use of one of our laptops, please let us know. Other resources are available on request.

We will also undertake reasonable amounts of photocopying if required.

If you would like to discuss your ideas, please contact Nick Webb, Head of Humanities at the school on 01394 385720 before the day of your interview or email: nwebb@farlingaye.suffolk.sch.uk

When watching candidates teach their interview lesson, we look for the following qualities:

- Strong subject knowledge
- Effective questioning and capacity to engage students with the subject matter
- Ability to be flexible and adapt to student needs rather than adhere rigidly to the lesson plan
- Good use of the formative assessment that enables them to be a responsive teacher

Advertisement - Head of Philosophy, Religion & Ethics

Salary Range: M1 - U3 (£32,916 - £51,047 per annum) plus TLR2C

Appointment for September 2026

We wish to appoint an enthusiastic, motivated and well-qualified teacher to lead our Philosophy, Religion & Ethics (PRE) here at Farlingaye. The postholder will be responsible for leading PRE across all key stages.

We are a high-achieving comprehensive school with over 1,900 students. Farlingaye enjoys a well-established reputation both within Suffolk and in the local community. We are situated in the picturesque town of Woodbridge, approximately 10 miles north of Ipswich, and are proud to be part of the exciting and developing local Trust, EAST.

As Head of PRE you will act as an advocate for the subject, promoting its importance in the wider school through events, assemblies and whole-school initiatives. You will enthusiastically and vigorously promote PRE as a subject of choice at GCSE and A Level, inspiring students to continue their studies. You will also take the lead on curriculum development, ensuring our curriculum is engaging, knowledge-driven and rigorous, and that it meets the needs of all learners.

We would like to hear from you if:

- you are a committed and reflective practitioner who delivers consistently high-quality teaching and learning
- you are an experienced teacher with the capacity to lead and inspire colleagues to bring about effective change
- you have experience of leading initiatives or change in a school setting
- you have the ability to challenge, inspire and motivate students of all abilities
- you set and model high standards and expectations of yourself and others
- you can build and maintain trusting relationships with staff, parents and students
- you are confident in leading PRE across all key stages, including GCSE and A Level
- you use assessment and progress data effectively to drive up standards and lead targeted interventions
- you support, coach and develop colleagues at all stages of their career, fostering a culture of continual professional growth

- you are keen to develop enrichment opportunities, such as clubs, visits and outreach work, to broaden students' experiences PRE
- you share our passion for education and can clearly communicate a love of your subject
- you are able to work collaboratively and contribute to the wider life of our school community
- you are committed to inclusion and safeguarding, and have a genuine desire to make a difference

Potential candidates are encouraged to visit the school, and will be warmly welcomed. Please contact our HR team on hr@farlingaye.suffolk.sch.uk or 01394 385720 should you wish to visit the school or have any question.

Applications should be submitted via our on-line recruitment site which can be found on our school website vacancies page.

We ask that your supporting statement is written in your own words; we value an authentic and honest response far more than a polished, AI-generated one.

Closing date for applications: Monday, 2nd March at 9 am
Interview date: Thursday, 5th March 2026

Should you wish to discuss the job role in further details, please contact Peter Smith, Headteacher or Nick Webb, Head of Faculty either at the school or on psmith@farlingaye.suffolk.sch.uk, nwebb@farlingaye.suffolk.sch.uk

We are committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment.

We are an equal opportunities employer welcoming applications from all sections of the community.

The post is exempt from the Rehabilitation of Offenders Act 1974 and a comprehensive screening process will be undertaken on successful applicants including an enhanced disclosure check.

