



BARKING ABBEY SCHOOL

TEACHER OF RELIGIOUS EDUCATION MATERNITY COVER RECRUITMENT PACK



WE ARE AN **OUTSTANDING** SCHOOL



BELONG
BARKING

ASPIRE
ABBAY

SUCCEED
SCHOOL

www.barkingabbeyschool.co.uk



GIVE
AND
EXPECT
THE
BEST



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Headteacher's Welcome

Welcome to Barking Abbey school and thank you for expressing an interest in applying for the position of Teacher of Religious Education.

For me there are three simple things that I want us to achieve at Barking Abbey school.

First, our motto 'Give and Expect the best' leads us to want to be the best in everything we do. We have some of the best results in the area, we have pupils at the best universities, we have the most pupils on apprenticeships in the entire country, we have basketball players in the best leagues and so much more. We have all of this because we push our pupils and each other to excel. All of us try to be our best every day.

Second, I firmly believe that if you can't see it you can't be it. We want to give our pupils the chance to see successful people of every religion, colour and background whilst they are at school. Whatever their dreams we want to support them and provide the networks and contacts to help them to achieve.

Finally, we want our pupils to have a voice in the world. To be confident enough to express their views and also to have the knowledge to be able to make an effective contribution. The more you know the more powerful you can be in the world.

Sir Tim Brighouse said "If a teacher makes the weather the school creates the climate." and I firmly believe this. It is our role as a leadership team to create the best possible learning environment for our teachers to teach in. In return we expect the best possible teaching from them and our results show this over time. We have created systems and structures that support high quality learning, whilst minimising workload and maximising impact.

If you share our ethos and values and absolutely believe in the potential of all young people then we can offer you the chance to make a difference and change our community for the better, and look forward to receiving your application form and welcoming you to our school.



Tony Roe
Headteacher

The Recruitment Process

All interested applicants must complete the online application form on the MyNewTerm website.

The interview process will be organised to provide a range of assessment tasks and opportunities for candidates to find out more about the school and demonstrate their ability to fulfil the role.

Key Dates

Closing Date for Applications Friday 8th May 2026

Interviews week commencing Monday 18th May 2026

Please note all dates are subject to change.

We warmly welcome visits to the school. To arrange this please email: jobs@barkingabbeysschool.co.uk



Advertisement

Teacher of Religious Education KS3-KS5 Maternity Cover

Commencing: September 2026

Salary Scale: ECT/MPS/UPS

Open to NQT's and Experienced Teachers

Part time will be considered

Do you want to join a highly successful, popular, well-resourced and well led department?

Are you prepared to work hard with exceptional young people and staff committed to going the extra mile?

We are seeking to appoint an enthusiastic, well qualified, highly effective and inspirational Teacher of Religious Education who has the commitment to academic excellence and in helping every child succeed across the ability range and in all Key Stages. The teacher should be willing to teach Key Stage 3 and GCSE RS, and OCR A Level.

The Barking Abbey RE Department is an exceptionally successful department with a small, close-knit team of excellent teachers who work together in a supportive and collaborative manner. Our teachers are passionate and have motivated students and driven RE forward to be a popular option at both Key Stage Four (over 120 students) and Key Stage Five (70 students studying RE at A level), achieving excellent results well above national average (92% 9-4 at GCSE 2025.) The students at Barking Abbey have high aspirations and a willingness to learn.

We are seeking to find an innovative and motivational teacher of RE who is an exceptional practitioner who wants to make a real difference to the lives of our pupils through their teaching. We are seeking find a teacher who is able to plan and teach interesting and inspirational lessons with excellent subject knowledge. You will be welcomed into a hardworking, collaborative department and given many opportunities for professional development as the department takes part in frequent CPD in the school, borough-wide and nationally.

Barking Abbey is an Ofsted Outstanding heavily over-subscribed dual campus secondary school in the London Borough of Barking and Dagenham, with a well-deserved reputation for academic excellence and a supportive professional environment.

The school is located less than 10 minutes walk from Upney tube and 15 minutes from Barking mainline station.

Barking Abbey celebrates its diversity, and we positively welcome applications from all sections of the community. If you are interested in making a difference in young people's lives whatever your background or history please apply.

In return we offer:

- A supportive and encouraging staff team
- The opportunity to access a wide range of CPD opportunities within and beyond school
- A school which understands the importance of staff well-being and workload management
- A positive ethos with excellent behaviour reinforced by highly visible SLT and centralised behaviour systems

We are proud that Ofsted recently judged the school to be Outstanding in all areas. The report states; “This is a large and diverse school where difference is valued. Pupils, and students in the sixth form, are supportive and respectful of each other. Pupils’ conduct is exemplary, both inside lessons and around the school. Leaders have established simple and clear rules that everyone understands. Pupils are focused, engaged and participate well in lessons. Staff feel that their workload and well-being has been carefully considered by leaders. They appreciate their open-door policy”. (Ofsted, February 2024)

Please click here to find out more information about what it is like to work at Barking Abbey:
<https://www.barkingabbeyschool.co.uk/home/join-us/staff-vacancies/>

Barking Abbey is committed to safeguarding and promoting the welfare of children and is an Equal Opportunities Employer.

This post is exempt from the Rehabilitation of Offenders Act 1974 and a comprehensive screening process, including Disclosure check, will be undertaken on all successful applicants.

Online searches may be conducted for all shortlisted candidates and will be conducted for all successful candidates as part of our due diligence checks.



Job Description

POST PURPOSE

- Under the reasonable direction of the Head Teacher, carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document (STPCD).
- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.
- To monitor and support the overall progress and development of students as a teacher.
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- To contribute to raising standards of student attainment.
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.

TEACHING

- To teach students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure that ICT, Literacy and Numeracy are reflected in the learning experience of students.
- To undertake a designated programme of teaching.
- To ensure a high-quality learning experience for students which meets internal and external quality standards.
- To prepare and update subject materials.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus.
- To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of students as requested by external examination bodies, departmental and school procedures.

OPERATIONAL/STRATEGIC PLANNING

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Curriculum Area and Department.
- To contribute to the Curriculum Area and department's development plan and its implementation.
- To plan and prepare courses and lessons.
- To contribute to the whole school's planning activities.

CURRICULUM PROVISION

- To assist the Head of Department in ensuring that the curriculum area provides a range of teaching which complements the school's strategic objectives.

CURRICULUM DEVELOPMENT

- To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of students, examining and awarding bodies and the school's Mission and Strategic Objectives.

STAFFING

- To take part in the school's staff development programme by participating in arrangements for further training and professional development.
- To continue personal development in the relevant areas including subject knowledge and teaching methods.

- To engage actively in the Appraisal process.
- To ensure the effective deployment of classroom support.
- To work as a member of a designated team and to contribute positively to effective working relations within the school.

QUALITY ASSURANCE

- To help to implement school quality procedures and to adhere to those.
- To contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed school procedures, including evaluation against quality standards and performance criteria.
- To seek/ implement modification and improvement where required.
- To review methods of teaching and programmes of work.
- To take part, as may be required in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.

MANAGEMENT INFORMATION

- To maintain appropriate records and to provide relevant accurate and up-to-date information for SIMs, SISRA, ALPS, registers, etc.
- To complete the relevant documentation to assist in the tracking of students.
- To track student progress and use information to inform teaching and learning.

COMMUNICATIONS & LIAISON

- To communicate effectively with the parents of students as appropriate.
- Where appropriate, to communicate and co-operate with persons or bodies outside the school.
- To follow agreed policies for communications in the school.
- To take part in liaison activities such as parents' evenings, review days and liaison events with partner schools.
- To contribute to the development of effective subject links with external agencies.

MANAGEMENT OF RESOURCES

- To contribute to the process of the ordering and allocation of equipment and materials.
- To assist the Head of Department to identify resource needs and to contribute to the efficient/effective use of physical resources.
- To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the School, department and the students.

PASTORAL SYSTEM

- To be a Tutor to an assigned group of students.
- To promote the general progress and well-being of individual students.
- To liaise with a Pastoral Leader to ensure the implementation of the school's Pastoral System.
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
- To evaluate and monitor the progress of students and keep up-to-date student records as may be required.
- To contribute to the preparation of action plans and progress files and other reports.
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- To communicate as appropriate, with the parents of students and with persons or bodies outside the school, concerned with the welfare of individual students, after consultation with the appropriate staff.
- To apply the Behaviour Management systems so that effective learning can take place.

HEALTH AND WELL-BEING

- To ensure staff know the current legal requirements, national policies and guidance on the safeguarding and promotion of the well-being of children and young people.
- To ensure staff know the local arrangements concerning the safeguarding of children and young people and know how to identify potential child abuse or neglect and follow safeguarding procedures.

- To ensure staff know how to identify and support children and young people whose progress, development or well-being is affected by changes or difficulties in their personal circumstances, and when to refer them to colleagues for specialist support.

SCHOOL ETHOS

- To play a full part in the life of the school community, to support its distinctive ethos and vision, ‘Ours’ is a school where everyone gives and expects the best and everyone can say, “I belong” and to encourage and ensure staff and students to follow this example.
- Promote actively the school’s corporate policies.
- Comply with the school’s health and safety and safeguarding policies and undertake risk assessments as appropriate.

Whilst every effort has been made to explain the main duties and responsibility of the post, each individual task undertaken may not be identified.

The above-mentioned duties are neither exclusive nor exhaustive and the post holder may be called upon to carry out such other appropriate duties as may be required by the Head Teacher within the grading level of the post and the competence of the post holder.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date below but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade.

Employees Signature		Date	
Head Teacher Signature		Date	



Person Specification

	Criteria	Essential	Desirable	Assessment Method		
				Application A Interview I Task / LO T		
				A	I	T
Knowledge & Skills	Good Teaching Experience.	√		√	√	√
	Excellent subject knowledge.	√		√		
	Good classroom management skills and rapport with pupils.	√		√	√	√
	A strong, dynamic character.		√		√	
	Good communication and inter-personal skills.	√			√	
	Demonstrate the ability to enthuse and encourage others.	√			√	√
Qualifications	A good standard of general education.	√		√		
	Good Honours Degree.	√		√		
	A recognised teaching qualification, such as a PGCE.	√		√		
	Further professional study.		√	√		
Experience	Have high personal and professional standards and well-developed pastoral skills and instincts.	√			√	
	Work well in a team.	√		√	√	
	Demonstrate the ability to enthuse and encourage others.	√			√	
Attitude & Personal Qualities	Flexible, motivated, able to work unsupervised and an ability to deal with unpredictable situations.	√		√	√	
	Tact, discretion and listens whilst maintaining confidentiality.	√			√	
	Willingness to take part in the wider life of the School.	√		√	√	
	Commitment to safeguarding and promoting the welfare of children and young people.	√		√	√	
	Motivation to work with children and young people.	√		√	√	
	Ability to form and maintain appropriate relationships and personal boundaries with children and young people.	√			√	
	Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.	√			√	
	Honesty and Integrity.	√		√	√	
	Ability to demonstrate an awareness of equality and diversity and to promote these through working practices.	√		√	√	
	Ability to work flexibility and outside of normal school hours.	√			√	
Current driving license and car for travel and transport between Sandringham & Longbridge.		√		√		

About the Department

The RE curriculum at Barking Abbey school intends to develop in students an understanding of a religious, ethical, moral understanding of the world as well as a secular/humanist of the world around them. This will involve the study of different religious and non-religious interpretations of the world as well as understanding how religious interpretations feed into ethical and moral reasoning on a wide range of issues in society and on the lives of individual students. Students are encouraged in this by exploring their own views and beliefs as well as understanding and respecting the beliefs and what is held sacred by others. At the same time students are encouraged to consider a range of ethical and moral issues in society and how a religious perspective of life influences an outlook on these matters. The department plan collaboratively to ensure all pupils receive the same learning experience. This is implemented through the planning of high quality lessons. Staff have regular access to professional development/training to develop subject knowledge. Resources are selected carefully and reviewed regularly. Staff are subject specialists and are experienced examiners.

KS3 Religion and Ethics

- Students are offered a period each week of Religion and Ethics. The course is designed to cater for those who hold a religious belief and those who do not. Lessons are planned in line with the locally agreed syllabus.
- Students are introduced to the concept of Ethics with the aim of developing thought processes in complex situations and appreciating a religious dimension to this.
- They are also encouraged to understand a religious and non-religious dimension to life and to respect things that might be deemed as sacred to others.
- Encouraged to develop an understanding of some of the big questions in life such as whether God exists, is there a life after death, why do we suffer.
- To express own viewpoints and to evaluate the beliefs of others.

GCSE Religious Studies

- GCSE RE is an exceptionally popular options choice. The course provides excellent preparation for higher study and covers the areas of ethics and what it means to follow a religion, in this case it is Christianity and Islam AQA Religious Studies A.
- Students develop their knowledge and understanding of religion.
- Students are expected to study a number of underlying thematic ethical issues.
- Students are required to appreciate that a broad range of beliefs and views can exist within the same religion.
- Evaluation skills are developed to a high level and students are encouraged to appreciate and respect differences in belief.
- Students are encouraged to understand a religious and ethical view of the world and how such views/beliefs shape the world around them.

KS5- Religious Studies – Philosophy, Ethics and Development in Religious Thought

- We follow the OCR A level course which comprises of 3 units.
- Students are required to appreciate that a broad range of beliefs, philosophical views and ethical views.
- High level evaluation skills.

Our Ethos and Values

BRAVERY **E**XCELLENCE **S**ELF-DISCIPLINE **T**EAM-BA

The Barking Abbey way is to give and expect the **BEST**.

We asked pupils to select three words that describe Barking Abbey to them. The most popular responses became the core values of our school.

BELONG
BARKING

ASPIRE
ABBNEY

SUCCEED
SCHOOL

Our vision is to provide a happy, caring and stimulating environment where all students will recognise and be given opportunities to maximise their potential – academically, spiritually and socially - and ensure that they are well equipped to meet the challenges of education, work and life.

Barking Abbey aspires to:

- Develop confident, articulate, assertive young people.
- Foster well-rounded, empowered, resilient, independent young people.
- Nurture young people who will go out and change the world for the better.
- Enhance opportunities through creating an inspirational learning environment where all students aspire to achieve their potential - ensuring that no student is left behind.
- Raise aspirations – giving students the necessary tools to explore and be who they want to be.
- Encourage individuals to be adaptable, aspirational and unafraid to question and evaluate.
- Engender a sense of belonging, and of pride in the school, themselves and their wider community.

Barking Abbey is a heavily over-subscribed split site secondary school in the London Borough of Barking and Dagenham, and has a well-deserved reputation for its friendly and supportive atmosphere and its excellent academic achievements. With a large KS5 provision and an Additional Resourced Provision (ARP) on both of our campuses, the school provides a varied role for the right individual.



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 Sandringham Road
 Barking
 Essex
 IG11 9AG

Longbridge Campus
 Longbridge Road
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