



CRESSEX
COMMUNITY
SCHOOL



Coop Schools
Cooperative Schools Network

Head of Citizenship & 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

Dear Prospective Candidate,

Summer 2026

Head of Citizenship & Religious Studies (Range 1-9 - £32,916-£51,048) & TLR 1 (£10,174)

We are looking to appoint a passionate and highly driven Head of Citizenship & Religious Studies for the start of September 2026 (or soon as possible thereafter), who has the vision and ambition to lead core and successful subjects in the school. The successful candidate will have outstanding subject knowledge and an excellent understanding of the Citizenship & Religious Studies curriculum, with the ability to motivate students through inspirational teaching. We encourage experienced, skilled, and highly motivated practitioners to apply. We are committed to supporting the right person to develop within this position through high-quality leadership coaching.

You should be an experienced leader who can contribute to teaching and take the lead for Citizenship & Religious Studies as part of our popular Humanities department and help provide Cressex students with the chance to express their views, learn and understand the opinions of others, as well as develop skills and knowledge that will aid them throughout their adult life.

Interest in Citizenship & 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.

Students enjoy the strong teaching in the department and also relish the range of extra-curricular opportunities on offer.

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.

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

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We take great pride in the quality of education we offer and in our strong teamwork 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 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!

Our most recent Ofsted inspection was in 2024. We are a “good” school with a number of outstanding features. Our mission is to provide an outstanding education for the young people here.

In 2025, our students achieved the best results in the school's history, with the highest Attainment 8 on record.

Cressex is proud to belong to the growing family of Co-operative Schools. This means that, together with our partners in the Cressex Cooperative Learning Trust, we subscribe to the ethical values of openness, honesty, social responsibility, and caring for others. We also sign up to the co-operative values of self-help, self-responsibility, democracy, equality, and solidarity. We see state schooling as part of the common good that should remain rooted in the community it serves.

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Summer 2026

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.

Please apply via our website (link below). 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).

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 would be delighted to hear from you.

You can access the application via this link: <http://www.cressex.org/182/join-our-team>

With best wishes

Mr Khaiam Shabbir
Headteacher

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.



OUR PASSION FOR HUMANITIES

The Humanities Department

The Team

The Citizenship and Religious Studies departments are very well resourced to support learning at Key Stage 3 (Y7-Y8) and Key Stage 4 (Y9-Y11). Students enrol on a three-year GCSE programme at Cressex, giving them additional time to develop a secure understanding and mastery of the course content. For GCSE Citizenship, we follow the OCR specification, and for GCSE Religious Studies, we follow the Edexcel specification. At Key Stage 3, our curriculum exposes students to a wide range of experiences, alongside the knowledge and skills they need to make informed and confident choices at GCSE.

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

Citizenship & Religious Studies achieved very strong results in 2025, contributing to the excellent outcomes across the school. As results have improved, there has been a surge in student interest, with Humanities subjects now among the most popular option choices.

Interest in Citizenship & Religious Studies continues to grow. The department is very well resourced, and students respond positively to expert teaching, demonstrating strong enthusiasm for the subjects. Classrooms are equipped with interactive whiteboards, high-quality display opportunities, and ample storage space to support effective teaching and learning.



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:

Designated Member of SLT

Job Purpose

To promote the highest possible achievement of students in Citizenship & Religious Studies through consistently high level teaching and leadership

Who we are looking for:

We are looking for a leader who can contribute to teaching Citizenship & 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 leader, delivering/structuring and planning the curriculum to form 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 lead and teach Citizenship & Religious Studies across the age and ability range
3. To set high expectations which inspire, motivate and challenge students
4. To promote the best possible progress and outcomes for students
5. To demonstrate good subject and curriculum knowledge
6. To plan and teach well-structured lessons within a coherent curriculum that meets statutory and other relevant requirements
7. To adapt teaching so that it responds to the strengths and learning needs of all students
8. To assess students' attainment and progress regularly and accurately, in line with the school policy, and update school and department records as required
9. To liaise with parents/carers and to complete reports on students' attainment and progress in line with the school's procedures
10. To provide students with regular "formative" feedback to help them raise their attainment
11. To manage students' behaviour effectively to ensure a good and safe learning environment



12. To facilitate and encourage learning experiences which provide students with the opportunity to achieve their individual potential
13. To develop effective professional relationships with colleagues, drawing, as appropriate, on advice and support
14. To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth
15. To participate in training and other learning activities and performance development as required
16. To take responsibility for improving own teaching through appropriate professional development and responding positively to advice and feedback from colleagues
17. To make a positive contribution to the wider life and ethos of the school
18. To appreciate and support the role of other professionals working in the school
19. To participate in performance management
20. To be aware of and support diversity and equal opportunities for all
21. To help and support the "can do", "will do" culture within all aspects of the service at the school
22. To carry out the professional duties of a Head of Department, under the reasonable direction of the Headteacher, as set out in the current School Teachers' Pay and Conditions Document (STPCD)

Duties & Responsibilities

Specific to the role:

The responsibilities listed below are specific to this role and in addition to the core responsibilities identified in the School Teachers' Pay and Conditions document. The list is not exhaustive. The requirements of the role may change over time to enable the developing needs of the school to be met.

- You will take responsibility of your curricular area to ensure high standards of Learning and Teaching, including working with the SEN Department Support staff and the Senior Leadership team, as required
- You will effectively monitor and track academic progress for your curricular area, to ensure high standards are established and maintained, providing intervention strategies as appropriate
- You will be responsible for providing and maintaining Schemes of Work, in line with the school's Learning and Teaching Policy. The Schemes of Work should provide stretch and challenge for all students, ensuring that the needs of all students are met. Opportunities for the teaching of Personal, Social, Health and Economic Education (PSHE) and careers information and guidance are encouraged
- You will be responsible for the assessment, including summative assessments, and moderation of work, to ensure standardisation of reported grades, including year 9, 10, and 11 mock exams. This will also include Year 7 standardisation testing
- You will liaise with the Examinations Officer, to meet the requirements of excellent assessment
- You will be responsible for attending the Year 11 Results Day
- To provide an annual audit of Key stage 3 and 4 Schemes of Work
- To carry out a full analysis of students' performance at GCSE



- You will be monitored on the standards of Learning & Teaching in the Department as well as producing a full Departmental Development Plan
- You will be responsible for the financial management of the department and decide on how the annual departmental budget will be used, monitoring expenditure regularly, to ensure the best values and appropriate maintenance of departmental resources
- You will be responsible for the implementation of Health & Safety policies in the department
- To provide activities that enrich the curriculum and the students' experience of learning
- To provide cross-curricular links with other departments
- To provide regular appraisal for departmental colleagues within the timeframe and extra training opportunities
- To promote the school to prospective new students and their families through Open Evenings/mornings and Information evenings, including an Options evening for Year 8 students and their families
- To attend Head of Department meetings (CLG) and to carry out other duties which the Senior Leadership Team consider to be appropriate to the post of Head of Department
- To provide and revise a departmental handbook for Key Stage 4 students
- You are required to communicate with the parents/carers of students, both as scheduled points in the school year, including Parent's evenings and provide written reports
- You are required to participate in the School's Duty Rota and provide supervision of students outside lesson time as detailed

What We're Looking For

| | Essential | Desirable |
|--|---|--|
| Qualifications | <ul style="list-style-type: none"> • Qualified Teacher Status. • Good honours degree relevant to the aspects of the role • Evidence of Continuing Professional Development in the specialist areas(s) | <p>Further academic or teaching qualifications</p> |
| Knowledge, Skills and Understanding | <ul style="list-style-type: none"> • A proven track record of excellent teaching abilities and classroom management skills • Knowledge of the GCSE Citizenship & Religious Studies specifications • Able to promote good progress in individual lessons and over time • Able to plan effectively and organise time and resources • Able to foster excellent relationships with students, parents/carers, and colleagues • Good communication, administration, and organisational skills • Evidence of the ability to create a challenging and effective learning environment for students • Have the ability to teach consistently good lessons that challenge and inspire students of all abilities • Recognition and understanding of the importance of partnerships with parents/carers • An interest in and knowledge of developing the use of ICT as a learning tool • Understanding the need for the school to play a full part in the community • Have a record of producing strong outcomes for students taught | |

What We're Looking For

| | Essential | Desirable |
|----------------------------|--|-----------|
| Personal Attributes | <ul style="list-style-type: none"> • Committed to safeguarding the welfare of young people • Warmth, resilience, and a sense of humour • Inspires young people and relates to them appropriately • Calm under pressure and able to maintain a sense of proportion • Strong desire to support the learning and achievement of students from a range of backgrounds | |
| 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



Coop Schools
Cooperative Schools Network

INVESTORS
IN PEOPLE

HASSLE-FREE COMMUTE

Easy 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.



CONTINUOUS PROFESSIONAL DEVELOPMENT (CPD)

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 an 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: <http://www.cressex.org/182/join-our-team>

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