



BRIGHOUSE HIGH SCHOOL & SIXTH FORM COLLEGE



Job Application Pack

Head of Religious Studies (MPR/UPR & TLR 2G)

Full Time

Start Date: September 2026

'Pupils, including students in the sixth form, are proud to attend the school. They feel safe and cared for. Positive relationships are a cornerstone of the school'

Ofsted February 2022



Welcome to Brighouse High School



Thank you for your interest in joining Brighouse High School; we are very much looking forward to welcoming you to our school.

Our school is oversubscribed and has consistently served the community of Brighouse and the surrounding area, always developing and building on consistent good practice and ensuring that positive experiences of student and staff development are partnered with good outcomes for the students. Our School Direct Programme is also growing rapidly as we move to ensure that we engage, train and retain the best teachers for our students.

- **Pupils, including students in the sixth form, are proud to attend the school. They feel safe and cared for.**
- **Pupils feel they can speak to any member of staff if they have concerns or worries.**
- **Positive relationships are a cornerstone of the school and allow pupils to express themselves with confidence.**
- **Pupils believe the school takes their well-being seriously.**
- **One pupil told an inspector, 'Everyone cares at Brighouse.' The atmosphere around school and in lessons is calm.**
- **Pupils behave well and engage positively in lessons. Pupils are polite and respectful towards each other and staff.**

Ofsted 2022

Our commitment to a broad and balanced curriculum has never faltered; we have always ensured that students are offered the broadest range of opportunities to succeed in an inclusive and supportive environment. We are consistently amongst the highest achieving secondary schools in Calderdale for enabling our students to progress with the benchmark qualifications required to access their next steps in education, employment or training.

Our ethos is simple; we value and are proud to be a comprehensive school which serves all of our local community. The core purpose of our school is to raise achievement for all and to do this within a framework of positive behaviour and relationships. We consistently strive to ensure that Brighouse High School is a happy place to learn and work and that there is equality of opportunities for all. We put the welfare and achievement of our pupils at the core of all our decisions.

Our vision remains clear; we aim to provide for our students an education and support that is second to none.

Our sense of togetherness is important to us and to our community and it is often quoted that 'the best thing about Brighouse High is the people in it'.

Teacher of Religious Studies



An exciting opportunity to join a successful team in a forward thinking, high achieving school which focuses on raising attainment.

We are a stand-alone academy, which is proud to have retained its identity at the heart of the community. Our Ofsted inspection in February 2022 recognised that:

'There is an acute awareness of what pupils need to support them in their stage of learning or employment. This runs through the school from Year 7 to the sixth form. Leaders make sure all pupils, including those with SEND, access an ambitious curriculum that stimulates their minds and promotes curiosity. Subject leaders have a thoughtful approach to the curriculum, prioritising the needs of the pupils. They place a great deal of trust in the teachers, who are knowledgeable.'

Inspectors also reported that *"there are clear and high expectations for behaviour that pupils know and understand. Staff apply the behaviour policy consistently"*.

Religious Studies Department

The Religious Studies Department is a very successful and progressive department, which has a team of committed teachers who work together for the benefit of all our pupils.

We consider RS to be an important subject in a broad and balanced curriculum which promotes the "spiritual, moral, cultural and mental development of all pupils". All pupils have one lesson of RS per week at Key Stage 3, with the exception of Year 9, who have two hours a week in order to allow them to better adapt to the GCSE course. All students in KS4 continue to study RS for one hour a week, in preparation for the GCSE examination.

Our primary aim is to enable pupils to understand the nature of religious beliefs and practices and the importance and influence of these in the lives of believers. To this end, a multi-faith syllabus is followed in the first two years and is designed to take into account the needs of the pupils from a variety of religious backgrounds or, no religious background at all. We seek to create an environment in which pupils learn to appreciate the faith and practices of others and are challenged to examine their own beliefs and values. We see this as a development of our pupils' global perspectives: developing their own world view and their understanding of the world view of others. GCSE study begins in Year 9 and the course is grounded in moral and ethical questions as well as an intensive study of beliefs and practises of two world faiths.

At KS5 we teach the AQA A Level Philosophy, Ethics and Religion qualification.

Facilities

The department has the use of three classrooms, each of which are used almost exclusively for the teaching of RS on the main site. At the Sixth Form College, there is one further classroom.

Our Priorities

Brighthouse High School



Our People

As an inclusive comprehensive school, working in partnerships, we recognise that the single, most important resource we have is our people. As we have consistently stated, the best thing about our school is the people in it. They make our ethos a reality through their day-to-day work. By our people, we mean every person that works with us across our partnerships, irrespective of role.

We are also committed to maintaining a high level of retention. This can be via our engagement with the Early Career Framework and a high quality CPD programme, as well as the numerous professional opportunities that we aim to offer; supporting our employees in seeking wider experience across our partnerships, supporting applications for further professional qualifications and to initiatives such as the leaders in education programmes. We are committed to recognising and rewarding high performance, as well as ensuring that the wellbeing of all staff is always considered in the decisions we make.

Of course, the people who make Brighthouse High School what it is are also our students who, alongside the staff, are at the forefront of every decision we make. What we do, we do because it is right for our students, our staff and our community.

Our Systems

We have never subscribed to the 'one size fits all' approach in our school and have repeatedly described our approach as being led by 'systems with a heart'.

We believe that what works exceptionally well should be rolled out across our organisation and consistently applied as it drives continuous school improvement, but we are always mindful of the need for a heart in all we do. We value our identity as an inclusive school that works relentlessly to raise the aspirations and achievement of all of our students.

Our focus for some time has been on developing our practice in areas such as curriculum, Quality Assurance and Monitoring (QAM) processes, effective assessment and use of data, intervention strategies and developments in teaching and learning, with high quality in-house CPD and appropriate BfL policies.

All of our systems are under constant review and amended if necessary. If something does not work, we change it; if it does, we invest in it and promote it for the good of all of our community.

Our Priorities

Brighouse High School



Our Organisation

Our primary concern has always been, and will always be, Brighouse High School but real strength and real potential to improve the outcomes for our students lies in our partnerships. We had a modest growth plan where the Valley Learning Partnership was concerned, but our reputation was strong and has grown and we have built on our strengths to continue to work with other schools across the authority and beyond, ensuring that we continue to secure support and challenge. Our work is also to shape effective policies and procedures concerning finance and HR services, as well as H&S and facilities management support, which will not detract from the main concerns of improving the outcomes of the young people in our school and those who work with us.

Governance is strong but we continue to seek expertise to bring onto our board to keep momentum for improvement and address areas of need. . We are strengthened by the partnership with the University of Huddersfield and a broader pool of expertise feeding into our own school, but we have also focused the effectiveness of our LGB; the next step is to embed further training to inform and support effective governance.

Our Wider Partnerships

A strength of our school is the partnership between home and school as well as the many other partnerships we are developing across our organisation. Our own school improvement work, as well as school improvement across our partner schools, remains our primary focus for the coming years but alongside this important work are a number of initiatives including work focusing on improving recruitment and retention through the school direct programme.

We understand the importance and benefits of real collaboration and are building a network of partners as well as deploying our own colleagues to further support other schools in SLE and SIP work across neighbouring authorities. We will continue to build these networks and partnerships where they will benefit our school and enhance the wider opportunities of our staff and young people.

What We Can Offer You



If appointed, you will be joining a strong and dedicated team and a focused and supportive wider staff body who are fully committed to delivering the best outcomes for our students. We aim to both challenge and support our students and staff to push the boundaries of their achievements, to contribute to the wider life of the school and its community and to be role models in all that they do.

We offer you the opportunity to join a strong and developing team at a time when challenge and reward are in abundance; most of all we offer you a happy place to work in a role which can really shape futures.

You will be joining a vibrant and committed wider staff body who work together for the good of all both in and beyond the classroom. You will see opportunities to join trips and visits to local, national and international destinations and will also be enrolled in our Employee Assistance programme which gives all staff access to:

24/7 GP service / Flu Vaccines / Balancing Parenthood
Nurse Support Service / Surgical Assistant Programme / Stress Management
Mental Health First Aid Training / Grief and Resilience / Financial Wellbeing Coaching
Men's Mental Health / Support Staff in the Workplace / Menopause Counselling
Menopause Blog / Symptoms Tracker / Guidance for Partners
Neurodiversity Training / New Employee Assessments / Occupational Health Hub
Deloitte Legal Services

This is a fantastic opportunity to make a real difference.

We are looking for a candidate who is seeking to establish themselves in an exciting role and we can fully support you on that journey.



Our Staffing Profile



The school currently employs 97 members of teaching staff and 86 members of support staff.

Senior Team

The senior team currently comprises of the Headteacher, three Deputy Headteachers and five Assistant Headteachers.

Curriculum Leaders

Heads of Department lead curriculum areas, with core curriculum areas also having additional TLR holders within the leadership of that area.

Pastoral Structure

Each Year group is headed by a Head of Year, Assistant Head of Year and has the support of a member of the senior team. Each key stage has the additional support of a non-teaching Pastoral Assistant. HOYs move with their Year group throughout KS3 or KS4. A team of tutors works with each HOY and remains with their form group through each key stage.

The Sixth Form is led by the Assistant Headteacher - Head of Sixth who works with an Assistant Head of Sixth Form. The Sixth Form team are supported by a part-time administrator and a Sixth Form receptionist.

Support Staff

The school has an extensive array of support staff in student support, administration, IT, technical support and premises. Student support includes:

- Children with additional needs who are supported through the SEND department which includes 10 Learning Support Assistants.
- Vulnerable students are supported through our counselling partners, safeguarding team and the Pupil Premium Champion.
- Underachieving students are also supported through various support structures across the key stages.
- Safeguarding Leads and Counsellors to support EWB and Child Protection.
- Pastoral Administrators to support our extensive pastoral structure.

Job Advert



HEAD OF RELIGIOUS STUDIES

MPR/UPR & TLR 2G (£5867pa)

Full Time Post

Required from September 2026

Religious Studies is taught as a subject throughout Key Stages 3 & 4 and it is a popular choice at Key Stage 5. This is an exciting opportunity for a dedicated, energetic and inspirational teacher to lead and make a significant contribution to this successful and hardworking department.

Brighouse High School and Sixth Form College is a successful, ambitious and inclusive school. We are proud of our place at the heart of the community and of our academic, sporting and pastoral successes. An exciting opportunity has arisen to join a forward looking RS department, in a high school which focuses on raising the achievement of all students. The school continues to be oversubscribed and has over 1300 students on roll.

What we are looking for:

- A dynamic, committed and inspirational teacher and lead of Religious Studies
- A commitment to supporting all students achieve
- A candidate with high expectations and ambition for their self and for others

What we can offer you:

- An opportunity to work in a happy school with strong relationships
- Full support from a highly experienced and dedicated senior leadership team
- Induction and mentoring from a welcoming whole staff body
- A strong pastoral support framework and behaviour system to work within
- CPD and early careers support
- A range of colleague benefits including wellbeing and Employee Assistance programme, giving access to family healthcare, counselling and a range of other services

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment. All appointments are made subject to an enhanced DBS check before the appointment is confirmed. We are an equal opportunities employer.

The information can also be downloaded from the school website

<https://brighouse.calderdale.sch.uk/join-us/work-for-us/>

Closing date for all applications: Midday on Friday 15th May 2026

Job Description

For the full Job Description, please see the attached document.

Person Specification

Range of Duties	Essential	How Identified
Qualifications	<ul style="list-style-type: none"> • Clear and expressive voice • Smart appearance 	I I
Experience	<ul style="list-style-type: none"> • Appropriate degree • Qualified Teacher status 	A / R A / R
Skills	<ul style="list-style-type: none"> • Experience of teaching Science in Key Stages 3 and 4 OR successful teaching practice in a secondary school 	A / R / I
Attitude	<ul style="list-style-type: none"> • Enthusiasm for teaching Science and developing cross-curricular links • Interest in and enjoyment of working with children • A willingness to teach SEN pupils • Orderly, methodical and well-structured approach to teaching, including punctuality to school and lessons and care of the classroom and resource materials • Commitment to the job, lesson preparation, marking, assessing, recording, researching attendance at meetings • Willingness to become involved in and contribute to the department and take some responsibility for some aspects of its work • Initiative, creativity and flexibility • Evidence of having given thought to the teaching of Science and recent developments in the subject • Commitment to equal opportunities • Ability to work independently as well as part of a team 	A / R / I A / R / I A / R / I R / I A / I R / I A / R / I I
Skills	<ul style="list-style-type: none"> • Good relationships with pupils • Good classroom discipline • Co-operative relationships with staff • Good organisational skills 	R / I R / I R / I R / I
Other	<ul style="list-style-type: none"> • Interest in and willingness to contribute to extra-curricular activities of some kind • Recent INSET (if not ECT) - desirable 	A / R / I A

Application Process

Please note, all applicants must complete the application form, downloadable from the school website: <https://www.brighthouse.calderdale.sch.uk/join-us/work-for-us/>

Completed applications should be emailed by Midday on Friday 15th May 2026 using the following address: vacancies@brighthouse.calderdale.sch.uk

Candidates wishing to visit the school prior to application should contact the Headteacher's PA, Jane Pyrah, using the following address: vacancies@brighthouse.calderdale.sch.uk