



TENBURYHIGH

ORMISTON ACADEMY



A role at Tenbury High Ormiston Academy offers a future working with extraordinary children within an exceptional team.

JOB TITLE: Teacher of RPE
(Full time – Maternity Leave Cover – January 2027)

START DATE: January 2027

SALARY: Main Scale/UPS



Tenbury High Ormiston Academy, Oldwood Road, Tenbury Wells, WR15 8EJ

www.tenburyhighormistonacademy.co.uk

T: 01584 810304





Teacher of Religion, Philosophy & Ethics

Tenbury High Ormiston Academy is a truly unique, small, rural 11-16 academy in the beautiful setting of North-West Worcestershire. It is part of Ormiston Academies Trust (OAT) which is one of the largest not-for-profit multi-academy trusts in England who educate over 30,000 pupils across six English regions, in 31 secondary schools, seven primary schools and one special school. It is one of the longest established trusts and has been sponsoring academies since 2009. OAT's mission is to become the Trust that makes the biggest difference, both inside and outside the classroom.

Our pupils at Tenbury High are happy, well behaved and proud of their school. The academy has a strong vein of moral purpose where the child is at the heart of all we do. We invest in our pupils and our staff to ensure all are supported to be the best they can be.

We are seeking to appoint a committed, inspiring and enthusiastic Teacher of RPE to join our successful and ambitious academy.

Tenbury High Ormiston Academy has many exceptional features and is a great place to work.

- Our pupils who are happy, well behaved, positive in outlook and genuinely proud of the academy;
- Staff and pupil relationships are excellent;
- We have a stable and very committed, welcoming and hardworking staff
- Our staff teams work collaboratively and supportively to provide the best provision for our pupils;
- We offer an effective and bespoke CPD model providing regular opportunities for professional development;
- We have a highly supportive and engaged board of governors and an equally supportive local community and multi academy trust;
- We are on an exciting and fast-paced improvement journey

We hope that you will apply if you:

- have a positive, caring and inclusive outlook;
- have excellent subject knowledge
- enjoy a challenge and making a difference to the life chances of all our pupils
- set high standards and inspire pupils to meet them

Please visit the school website tenburyhighormistonacademy.co.uk to find out more about us.



TENBURYHIGH

ORMISTON ACADEMY

Oldwood Road, Tenbury Wells
Worcestershire WR15 8XA
Tel: 01584 810304
Email: admin@tenburyhigh.co.uk

Principal: Mrs V Dean
Vice Principal: Mrs D Wall
Assistant Principal: Mr A Wilks



September 2026

Dear Applicant

Teacher of Religion, Philosophy & Ethics (Full Time – Maternity Cover

Start : January 2027

MPS/UPS

Thank you very much for the interest that you have shown in the above post at Tenbury High Ormiston Academy.

We are a truly unique, small, rural 11-16 academy in the beautiful setting of North-West Worcestershire. Our pupils are happy, well behaved and proud of their school. The academy has a strong vein of moral purpose where the child is at the heart of all we do. We invest in our pupils and our staff to ensure all are supported to be the best they can be. We are on a fast – paced improvement journey where we are seeing impact of our improvement strategy in terms of behaviour, attendance and outcomes. This is an exciting time to join our school and be a part of this journey.

We are looking for a driven and committed practitioner to teach Religion, Philosophy and Ethics to Key Stage 3 and Key Stage 4. The post sits within the Humanities department consisting of History and Geography as well as RPE. The team are organised, collaborative and passionate about providing the best possible provision for the children at Tenbury High. The academy is committed to delivering a whole school curriculum where the EBACC is central to the learning experiences of our pupils.

The postholder will be able to teach RPE across both key stages. The curriculum is designed help our pupils gain an appreciation of how religion, philosophy and ethics form the basis of our culture.

The Humanities curriculum creates opportunities which inspire pupil curiosity about their world and the people they share it with. In particular, the RPE curriculum is designed to provide children with the core knowledge they need for **success in education and later life**. By drawing on the breadth of Religious and Philosophical thought of the last 8000 years, we our curriculum enables children to appreciate and participate in the full richness of the human experience.

In order to understand our very special characteristics, you are welcome to visit the academy to tour and meet with members of our staff and our pupils. Please contact Christine Sheppard, Office Manager, to organise this (csheppard@tenburyhigh.co.uk).

I am grateful for the interest that you have shown and would urge you to apply for the post. I do not believe in making the recruitment process a task which is too arduous to complete. Therefore, I ask you simply to complete the application form and include the following information:

- your educational philosophy
- your experience to date and how it has prepared you for this role
- your perspective on the importance of extra-curricular learning and how you can contribute to this

Please note that the closing date for all applications is 25th September 2026. Interviews will be held the following week.

I do understand the effort required to submit an application and appreciate the time that you will take to do so.

Kind regards

A handwritten signature in black ink, appearing to read 'V. Dean', with a stylized flourish at the end.

Vicki Dean
Principal

Tenbury High Ormiston Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. This post is covered by the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 and you will be required to declare whether you have any criminal convictions. Tenbury High Ormiston Academy is an equal opportunities employer and welcomes applications from all sections of the community. All successful appointments will be subject to suitability checks in accordance with KCSIE, including identity, Right to Work, qualifications, online searches, Prohibition check, two references and enhanced DBS check including Children's Barred List.



JOB DESCRIPTION

Teacher of Religion, Philosophy and Ethics (Maternity Cover)

Start: January 2026

MPS/UPS

Core purpose of subject teachers

- Under the reasonable direction of the Principal, carry out the professional duties of a school teacher as set out in the School Teachers' Pay and Conditions Document
- To secure and develop a high quality of education
- To improved standards of learning and achievement for *all* pupils in relation to prior attainment

Key outcomes of subject teachers

Effective subject teaching results in pupils:

- improving subject knowledge, understanding and skills in relation to prior attainment
- showing sustained improvement in pupil progress and personal development
- being well prepared for tests/examinations
- who are enthusiastic about the subject and can articulate their learning
- can demonstrate skills of independence and ambition

The postholder should:

- be able to teach RPE to groups of pupils from all abilities across at Key Stage 3 and Key Stage 4
- be able to teach RPE to GCSE level (or equivalent)
- ensure that all lessons are planned with clear aims and objectives and follow the THOA non-negotiables and whole school curriculum aims
- ensure that all lessons are delivered in line with the departmental schemes of work and academy policies
- challenge all learners to achieve their potential
- encourage and foster a thirst for learning as a lifelong process
- develop a strong extra-curricular offer within the faculty
- implement all whole academy policies on discipline and rewards within the department
- deal with inappropriate behaviour quickly and effectively according to the academy behaviour policy
- provide timely and meaningful feedback to all pupils in line with the academy feedback policy
- ensure development of pupils' learning through effective assessment systems designed to heighten expectation, promote confidence and encourage higher achievement in line with the academy's assessment policy
- keep careful records of student progress in line with departmental and academy policy
- use data to identify under-achieving pupils and implement effective plans to support those pupils
- promote positive attitudes, good behaviour and successful learning
- create an attractive and stimulating learning environment which is refreshed frequently
- attend scheduled meetings in departments and the academy
- take a keen and proactive interest in developing your own learning
- work with colleagues in the department to formulate plans which have coherence and relevance to the needs of the individual pupils and to the aims and objectives of THOA
- ensure that all work in the department reflects the distinctive ethos of THOA
- engage faculty trips and learning outside of the classroom
- help develop resources for the department
- be a form tutor

PERSON SPECIFICATION FOR TEACHER OF RPE

Attributes	Essential	Desirable	Evidence
EDUCATION AND QUALIFICATIONS	- Enhanced DBS certificate, vetting, disclosure and barring service checks - PGCE or equivalent 11-18	First degree in a relevant subject	Production of evidence by candidate and subsequent verification
KNOWLEDGE AND EXPERIENCE	- Knowledge and understanding of Safeguarding - Familiarity with National Curriculum requirements - Ability to teach in a wide range of styles - Knowledge and experience of differentiated approaches to teaching the whole ability range - Understanding of the role of the form tutor - Understanding of the value of extra-curricular and cross curricular activities	- Experience of using ICT - Successful experience of form tutoring - Experience of organising academy productions and willingness to participate	- Application form and subsequent verification - Interview - Observed lesson on interview
TRAINING	Enthusiasm for engaging in relevant in-service training and development of self	Recent relevant in-service training	- Application Form - Interview
SKILLS AND ABILITIES	- High level of teaching and classroom management skills - Good oral and written communication - Excellent organisational skills	Car/minibus driver	- Application Form - Interview - Observed lesson on interview - References
QUALITIES	- Enthusiastic - Energetic - Innovative - Optimistic; positive outlook - Flexible - Team player, able to build on achievements of existing team - Passionate about supporting the wider personal development of our pupils	- Ambitious - Keen to play a part in other aspects of the life of the academy	- Application Form - References - Interview
VALUES	- Commitment to comprehensive education - Commitment to teaching approaches and an environment which secures success for pupils of all abilities - Commitment to close home-academy partnership		- Application Form - Interview