



THE KING'S ACADEMY

Emmanuel Schools Foundation

Teacher of Religious Education

VALUED, CHALLENGED, INSPIRED



WELCOME

Dear Applicant,

Thank you for your interest in applying for the post of Teacher of Religious Education at The King's Academy.

Since opening in 2003 the Academy has served the local community in south Middlesbrough, as well as providing specialist education for children with visual impairments, deaf and hearing impairments and cognition and learning difficulties from across the region. We are a fully inclusive school, believing that all students and staff are made in the image of God and are therefore infinitely precious. Our vision is for all to flourish in the knowledge that they are valued for who they are, whatever their gender, race, religion or ability.

The RE department plays a critical role in students' personal development, within the Academy's Christian ethos framework. Students study a range of world views through the curriculum, and have the opportunity to consider their own world view alongside the Academy's personal development programme.

We believe in high expectations for students, both in their academic studies and in their conduct. Our focus on character education encourages them to strive for personal best in all things, recognising that their character matters and that the person they choose to become is hugely important, both now and as they progress into adulthood. In lessons, students can expect to be challenged, recognising that hard work will enable them to achieve that personal best throughout their time in the Academy.

We aim for students to be inspired by high-quality teaching and learning in the classroom, led by our team of expert teachers and supported by our dedicated team of learning support assistants. We support students in identifying and growing their gifts and their talents, and encourage them to carefully consider how best to use these, for the benefit of others. We celebrate and share our students' achievements together, and are proud of the community that we are building in the Academy.

We encourage students to think deeply, not just about the academic content of their curriculum, but also about big questions in life. We believe that our Christian virtues of love, wisdom, fairness, self-control, courage, humility and integrity are universal and they embody the way we should behave and treat each other in order to ensure a successful and happy school experience and future after school. Students consider these virtues as part of our personal development programme and how they can apply them in their own circumstances.

We hope that, for all our children, the years spent at The King's Academy will be foundational, equipping them to become young men and women of good character who will be those who use their gifts and talents for the benefit of others.

If this sounds like the right fit for you, we would love to hear from you and to talk more about our school.

Simon Reader
Principal

MISSION

CHARACTER EDUCATION

We build good character. We learn about good character, why it matters and how to develop it.

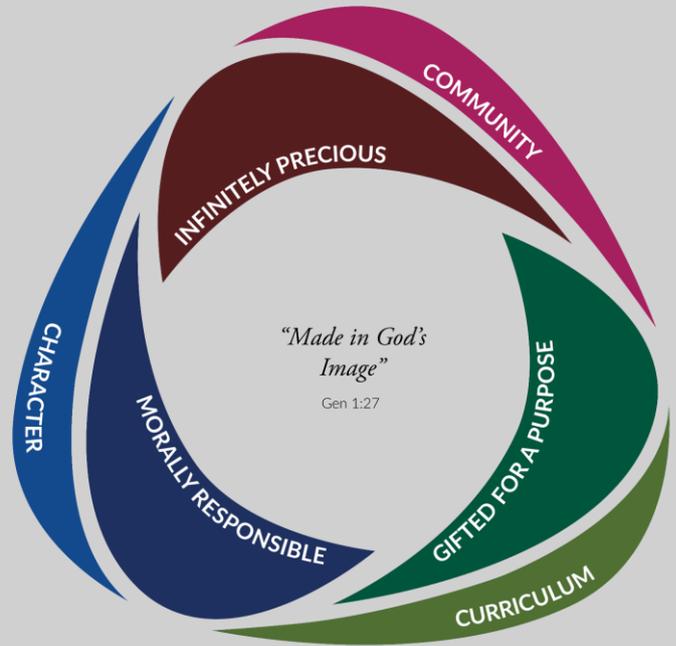
CURRICULUM EXCELLENCE

We are determined to achieve a personal best. We provide a broad ambitious curriculum that ensures excellent student learning, progress and future destinations.

COMMUNITY ENGAGEMENT

We serve with gratitude. We use our gifts to benefit the community and the environment.

OUR CORE VIRTUES



A young boy with short dark hair, wearing a blue hoodie, is shown in profile from the chest up. He is holding a black marker in his right hand and is writing on a whiteboard. The background is a blurred indoor setting with warm lighting.

“

ALL PEOPLE ARE INFINITELY
PRECIOUS, MORALLY
RESPONSIBLE AND GIFTED
FOR A PURPOSE”



“

SUPPORTING STUDENTS
AND STAFF TO BECOME
THE PERSON THEY HAVE
THE POTENTIAL TO BE”

THE ROLE

Teachers make the education of their pupils their first concern and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

As well as maintaining the Teachers' Standards, all teachers are responsible, through their head of department, to the Principal for:

- Creating the very best opportunities for learning and the pursuit with a particular emphasis on:
 - carrying out effective planning and instruction ensuring that teaching is responsive to students' needs and thus suitable to stretch all students in every teaching group;
 - providing appropriate homework and class work tasks for students that will promote effective learning and ensure rapid progress;
 - marking work, providing honest but motivational feedback to students and ensuring that feedback is acted upon.
- Striving for the personal best achievement of every child with a particular emphasis on:
 - supporting students effectively in their preparation for internal and external examinations;
 - communicating effectively with parents by providing clear, accurate and informative information to through the Academy reporting system, and at other times as necessary;
 - providing timely, accurate information regarding any concerns regarding academic progress to their Head of Department.
- Developing students' character with a particular emphasis on:
 - cultivating responsibility for learning and intellectual discipline;
 - promoting exemplary standards of discipline, deportment and dress within and beyond the classroom in line with the Academy's discipline policy;
 - providing students with quality opportunities for servant hearted leadership.

Applicants will be considered on a part-time or full-time basis.

THE PERSON

We are looking for a passionate and committed teacher to join our RE team at The King's Academy. The successful candidate will work as part of a team of subject specialists, led by the Head of RE, with the potential to teach across Key Stages 3 to 5. The ability to teach outside of the RE department is not essential, but would be advantageous, particularly in law and/or sociology at Key Stage 5.

We are seeking someone who is well-qualified, motivated, adaptable and creative, and someone who strives for academic excellence whilst teaching students of all abilities.

As a teacher at The King's Academy, your priority will be the care and development of young people. You'll see each student as an individual with unique talents and potential, regardless of their background, ability or behaviour. We expect high standards, a deep understanding of the subject and a strong classroom presence, you should believe that challenges such as special educational needs or socio-economic background should never be barriers to success.

While you do not need to be a Christian, we ask that all staff embrace and support our mission, values and ethos. Our team is united by a strong sense of purpose, believing that every student is valuable, gifted and responsible for their future. A desire to work with the most deprived in our communities and those with low academic starting points, as well as with the most able and those from more privileged backgrounds, is an essential prerequisite.

If you would like to visit The King's Academy before applying to learn more about the role, we would love to welcome you.



SUPPORT

Investing in the development and growth of staff is something we believe passionately about. In doing so we seek to see the flourishing of all staff. Staff who are thriving support students to do the same, we therefore seek to do all we can to support staff in the endeavour of being an exceptional classroom practitioner.

All colleagues have access to a well-structured programme of continuous professional learning. Each member of staff has a line manager who is committed to their colleagues' development, as well as being deeply interested in their wellbeing.

In addition to the normal remuneration package, which includes a contributory pension scheme, company sick pay, and maternity/paternity leave, Academy staff also receive additional benefits, which include: a daily lunch allowance, free parking on site, and access to Care First, a free, confidential and independent resource available to all staff.

THE DEPARTMENT

The RE department is formed from a team of specialists, supported by other colleagues in Key Stage 3 as appropriate. Students follow a KS3 programme examining a range of world views and issues, before progressing to the AQA GCSE Religious Studies course. Almost all students are entered for the full GCSE course, reflecting the value that the Academy and Trust places on the teaching of RE.

The department also offers A level Religious Studies, and teachers within the department may undertake other KS5 teaching in areas such as law and sociology as appropriate.



APPLICATION DETAILS

Vacancy Details

Salary: M1 to UPS3

Start date: September 2026 (or earlier)

Location: The King's Academy

Working Terms: Full-time or part-time

Deadline

Closing date: **Monday 23 March, 9:00am**

Interviews to be held week commencing Monday 23 March

How to apply:

For further information, please visit www.thekingsacademy.org.uk or call HR on **01642 577 577**. A CV may be submitted to supplement your application but will not be accepted instead of a completed on-line application

[APPLY ONLINE HERE](#)

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment. This post will involve daily contact with children and is subject to an enhanced DBS check. In addition, as part of the shortlisting process, and in accordance with statutory guidance, we may carry out an online search (for publicly available material) to help identify any incidents or issues that have happened which we may want to explore with shortlisted applicants at interview.

Please note that this detail is indicative and can be amended, updated or replaced as felt appropriate at any time and in order to remain in line with any future legal requirements or expectation.



THE KING'S ACADEMY
Emmanuel Schools Foundation

VALUED, CHALLENGED, INSPIRED