

# RS 2ic Head of Department

Information Pack  
[May 2026]

Dear Applicant

Thank you for showing an interest in a role at Kingsdown School, we have much to offer at this exciting stage in our journey. Every member of our team, from our inspiring teachers and dedicated support staff to our dynamic middle and senior leaders all share an immense sense of accomplishment in what we've built for our community over the past five years. And our students, in turn, are extremely proud to call Kingsdown their school.

Over the last three years Kingsdown School has become the school of choice in Swindon. So much so that we are now oversubscribed in our KS3 and this pattern is set to continue. We have recently received a further positive visit from Ofsted in March 2025 and encourage you to take a look at our recent inspection report.

By becoming part of our Kingsdown family, you will join a team that doesn't just work together but a team who deeply and genuinely cares. We know that staff and students thrive in a 'healthy work culture' and the wellbeing of staff and student outcomes is inextricably linked. We are committed to providing the best working and learning environment for all. The RLT embodies a staff charter and strong values, we uphold these values and commitments, and further build on these with our Wellbeing Strategy, this is evidenced in our recent staff survey where colleagues' wellbeing support is rated 29% higher than the national average.

Our staff are absolutely pivotal in shaping the Kingsdown experience for our students, compassionately unlocking student potential, fostering a sense of belonging and guiding them through their personal growth journey, we are looking for authentic, creative and inspiring colleagues that add value to our school community.

In return, our colleagues benefit from a wide variety of support including encouraged professional development opportunities, exceptional wellbeing support, free access to our gym and an excellent pension scheme. Each journey with us begins with a personalised induction programme that allows for new colleagues to feel supported, connected, welcomed and ready to make an impact from the moment you join.

Please take a moment to look at our website [www.kingsdownschool.co.uk](http://www.kingsdownschool.co.uk) to see what we are all about, here you will learn more about our vision - the Wheel of Excellence, understand the values we uphold; Respectful relationships, Everyone Learning and a Commitment to Excellence, and see why our mission is to champion each and every student.

In the meantime, I thank you for taking the time and interest in Kingsdown School and look forward to hearing from you and hopefully meeting you soon.

With best wishes



**Emma Leigh-Bennett**  
**Headteacher**

The River Learning Trust and Kingsdown School are committed to safeguarding and promoting the welfare of all children and preventing extremism. The Trust is required to conduct a variety of checks and online searches about you as part of their recruitment process in accordance with Keeping Children Safe in Education guidance. It is an offence to apply for certain roles within schools if you are barred from engaging in regulated activity relevant to children.

For all RLT Safer Recruitment Documentation candidates should click on the following link [RLT Safer Recruitment Documents for Candidates](#) Please see our website for up to date policies including our Child Protection and Behaviour Policies.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. For further guidance for applicants click on this link [List of offences that are not filtered](#).

[www.kingsdownschool.co.uk](http://www.kingsdownschool.co.uk)  
**We champion each and every student**

## RS 2ic Head of Department

### Role specific information

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Start date:	September 2026
Closing date:	Wednesday 13th May, 9.00am
Shortlisting date:	Wednesday 13th May
Interview date:	Wednesday 20th May
Contract:	Permanent
Working hours:	Full time, 32.5 hours per week
Salary Range:	Main scale/UP scale plus TLR 2(1) £3,527
Recruitment allowance:	£2,000

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As Second in Department, you will be a key architect of our Religious Studies curriculum, ensuring it remains academically rigorous and deeply relevant. You will work within an ambitious team at Kingsdown, where your leadership will directly remove barriers to learning and improve the life chances of our young people.

#### What You'll Bring

- **Proven Impact:** A track record of delivering excellent outcomes for students in Religious Studies.
- **Curriculum Expertise:** A creative and well-researched approach to RS, with the ability to develop and refine high-quality schemes of work.
- **Leadership Potential:** The resilience to tackle challenges head-on and the desire to mentor and develop colleagues.
- **Evidence-Informed Mindset:** A commitment to using professional research to improve classroom practice.

#### The "Why Us" Difference

- **Professional Agency:** We trust you as the expert in your domain. We provide the autonomy for you to lead in your context without micromanagement.
- **Leadership Training:** We don't just hire leaders; we build them. You will have access to bespoke leadership training and pathways to support your career progression.
- **Workload-Sensitive Culture:** We focus on what is genuinely impactful for pupils. This means prioritising effective feedback over "performative" marking and protecting your time for high-quality CPLD.

A £2,000 recruitment incentive (R&R) payment for successful candidates applying directly to RLT for this role, is payable after a qualifying period of two full terms in this role. This includes a 2-year retention period.

For more details, please see the Job Description below. If you would like to know more about this opportunity, or to arrange visit or a call please contact [recruitment@kingsdownschool.co.uk](mailto:recruitment@kingsdownschool.co.uk)

**This role includes regulated activity relevant to children.**

[www.kingsdownschool.co.uk](http://www.kingsdownschool.co.uk)

**We champion each and every student**

## Kingsdown School and the River Learning Trust

By joining our Kingsdown family you will join a team who genuinely cares and champions each and every student and each and every member of the Kingsdown team.

At Kingsdown, we know that staff and students thrive in a 'healthy work culture' and the wellbeing of staff and student outcomes is inextricably linked. We are committed to providing the best working and learning environment for all. The RLT has a staff charter and strong values, we uphold these values and commitments, and further build on these with our Wellbeing Strategy.

One of the core values of the RLT is that 'everyone is learning' and at Kingsdown we ensure each person has the personalised CPLD that they deserve. We do this through a variety of programmes that allows all staff to take a lead on their own professional development, with the support of colleagues within the school. We are also very excited to be launching our coaching model this year, to allow staff the opportunity to be coached and develop their teaching practice further, whatever stage of their career they are in. High quality CPLD and training are an integral part of our meeting schedule and time is given to curriculum teams to collaborate and learn from each other. Alongside this we have a personalised induction programme that allows for new staff members to join us feeling supported and welcomed from day one.

Education has the power to change lives, communities and society for the better. At RLT we believe that we can achieve more for our pupils, trainees, staff and communities by working together rather than alone. Schools in RLT are united by a common belief in the benefits of working together, and by our commitment to shared principles.

**OUR VISION** is for our schools and SCITT to improve rapidly, continuously and sustainably: to be better faster together.

**OUR 'WHY?'** is that children and young people 'only get one go' in school and therefore as part of RLT we aim to ensure the best possible 'go' for our pupils.

**OUR 'HOW?'** is through the highest support and challenge for our schools and each other, underpinned by our principles.

Our employees benefit from a wide variety of support including extensive continuing professional learning and development opportunities, wellbeing and staff networks and access to Defined Benefit Pension Schemes (TPS and LGPS) for all staff. For more information on what it is like to work for the Trust, and the benefits you could access, please see our "[Working in RLT](#)" guide.

## TLR2.1 (Teaching & Learning Responsibilities)

TLR Holder: **2 i/c:**

### **Main Responsibilities:**

- Model high expectations as the lead of a Key Stage within RS committing to doing the Kingsdown Basics Brilliantly at all times
- Develop the Curriculum to allow all students to know and remember more across their learning journey
- Support with embedding our TEMPO - teaching and learning framework
- Support with embedding our Behaviour for Learning framework
- Devise Knowledge Organisers that link to DNAs and Home Learning to support knowledge being secured into the long-term memory.
- Develop robust assessments that test the right knowledge at the right time and allow all students the opportunity to accelerate their progress
- Review and evaluate progress data to ensure students are identified and supported with barriers to their learning
- Support with our Quality Assurance Processes as a vehicle to measure the effectiveness of the curriculum; learning walks, work reviews, home learning data and RAP processes.
- Support team members in their development subject knowledge and delivery of the curriculum
- Lead on the strategy for enrichment activities beyond the RS classroom
- Develop and maintain departmental Highly Intentional Practice (HIPS) Documents and Plans Of Attacks (POAs) to maximise learning opportunities
- Meet with the Head of Department to discuss and review curriculum, learning, progress and barriers
- Communicate with parents with clarity
- Communicate with students with clarity
- Meet school calendar and departmental deadlines
- To lead the RS team in the absence of the Head of Department

### **Other Responsibilities:**

- Be a model of excellent practice, maintaining a clear focus on outstanding delivery to learners which lead to excellent results and outcomes and always having your classroom open for others to observe and learn
- Support with embedding of all KDS - Doing the Basics - Brilliantly
- Demonstrate a commitment to your continued professional learning through wider research and collaboration beyond Kingsdown School
- Up-date and inform the SLT & Governors on the strategic direction of your area of strategic responsibility and any barriers / strategy to accelerate the strategy further
- Contribute to the MLT - middle leadership team - the engine room of innovation and change in the school
- Network with the RLT and other Swindon Schools as needed and appropriate