



Head of Religious Studies

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| Reporting to: | Senior Leadership |
| Start date: | Easter 2026 |
| Contract: | Permanent, Full Time |
| Salary: | MPS/UPS £37,870-£56,154 FTE Outer London Pay |
| Allowance: | TLR2 – TLR1, depending on experience |
| Disclosure Level: | Enhanced |

About our School

Trinity Catholic High School is a mixed, voluntary aided Catholic school in the Diocese of Brentwood, proudly serving the community for more than fifty years. Situated in the heart of Woodford, Trinity provides a welcoming, calm and purposeful environment where students are nurtured, inspired and encouraged to flourish. Rooted in Gospel values and guided by the principles of Catholic Social Teaching, we are committed to forming compassionate, confident and socially responsible young people.

Our students benefit from a strong tradition of academic excellence, outstanding pastoral care and a wide range of enrichment opportunities that enable every individual to grow in character, develop their talents and make a meaningful contribution to society.

Line Management and Accountability

You are accountable to the Governing Body through the school's agreed line management structure, as set out in the Staff Handbook. You report to a member of the Senior Leadership Team and work in close partnership with the Headteacher in promoting and sustaining the Catholic life and mission of the school.

Purpose of the Role

You lead Religious Education as the core curriculum subject and a central expression of the school's Catholic identity. You secure strong academic outcomes while ensuring that Religious Education contributes decisively to the formation of pupils in faith, values, and moral responsibility. You ensure fidelity to the teachings of the Catholic Church, promote high-quality teaching and learning, and model professional excellence and visible commitment to the mission of the Church. You support the Headteacher and Governors in sustaining and developing the distinctive Catholic character of the school.

Core Professional Duties

You carry out the duties of a teacher in line with the School Teachers' Pay and Conditions Document. You undertake additional responsibilities reasonably delegated by the Headteacher in support of the Catholic life, mission, and strategic priorities of the school.

Key Responsibilities

Catholic Life and Mission

1. You place Religious Education at the heart of the school's Catholic life and mission.
2. You actively promote and develop the Catholic character of the school in line with its Mission Statement, the teachings of the Catholic Church, and the strategic direction of the Governors.
3. You articulate and model Gospel values of peace, justice, truth, and love in professional conduct and daily practice.
4. You work closely with senior leaders, chaplaincy staff, and clergy to ensure coherence between curriculum, worship, and pastoral life.

5. You contribute to and support the planning and delivery of liturgy, assemblies, including Celebrations of the Word, retreats, and prayer.
6. You ensure Religious Education is taught with **clarity, confidence, and integrity**, faithfully reflecting the doctrine and tradition of the Catholic Church.

Strategic Leadership of the Department

1. You communicate a clear and compelling vision for Religious Education which promotes professional collaboration, accountability, and commitment.
2. You lead regular departmental meetings and meet routinely with your SLT line manager to evaluate impact and progress.
3. You complete annual examination analysis and produce a rigorous departmental development plan aligned with whole-school priorities.
4. You submit termly middle leader reports that evaluate standards, curriculum quality, and Catholic formation.
5. You contribute actively to whole-school leadership as a middle leader, supporting the school's strategic development.

Curriculum and Standards

1. Design, implement, and review a coherent and ambitious Religious Education curriculum from Year 7 to Year 13.
2. Ensure full alignment with the Religious Education Directory, diocesan guidance, and examination specifications.
3. Secure strong progress and outcomes for all pupils at GCSE and A level.
4. Lead curriculum review to ensure depth, theological accuracy, challenge, and relevance.
5. Support effective transition into Key Stage 4 and Key Stage 5, including contributions to options processes.
6. Ensure the department contributes to enrichment activities that support spiritual, moral, social, and cultural development.
7. Manage the departmental budget and resources responsibly to support high-quality provision.

Teaching and Learning

1. You model consistently strong and reflective classroom practice rooted in sound pedagogy and theological understanding.
2. You ensure high standards of teaching and learning across the department.
3. You develop colleagues through appraisal, coaching, mentoring, and professional dialogue.
4. You support early career teachers and non-specialists to teach Religious Education with confidence and fidelity.
5. You ensure assessment, marking, feedback, and homework meet school expectations and support pupil progress.
6. You promote critical thinking, theological literacy, and respectful dialogue, including oracy, in Religious Education.

Assessment, Monitoring, and Intervention

1. You devise and implement assessment systems aligned with school policy and examination requirements.
2. You ensure staff have a shared understanding of assessment criteria and expected standards.
3. You oversee moderation to secure accuracy and consistency.
4. You monitor pupil progress regularly and act swiftly where underachievement is identified.
5. You coordinate targeted intervention strategies to secure expected outcomes for all pupils.

Inclusion, Behaviour, and Pupil Formation

1. You ensure Religious Education is ambitious, inclusive, and accessible to all learners.
2. You promote respectful engagement with other faith traditions while maintaining the integrity of Catholic belief.
3. You support pupils in developing moral courage, compassion, and responsibility in line with Gospel values.
4. You establish clear routines that promote excellent behaviour and purposeful learning.
5. You support staff in applying the school's behaviour policy consistently.

Safeguarding, Welfare, and Health and Safety

1. You play an active role in safeguarding and promoting pupil wellbeing.
2. You maintain a visible presence during the school day as required.
3. You actively support the implementation of health and safety procedures.
4. You contribute to a secure, calm, and purposeful learning environment.

Professional Expectations

1. You meet the Teachers' Standards at a consistently high level.
2. You engage fully in professional development, including formation appropriate to Catholic education.
3. You contribute positively to the wider life of the school and its community.
4. You act with discretion and maintain confidentiality at all times.
5. You demonstrate flexibility and a willingness to support duties beyond your immediate role when required.

Safeguarding Statement

Trinity Catholic High School is committed to safeguarding and promoting the welfare of children and young people. This post involves a high degree of contact with children and is subject to an enhanced DBS check.

Review

This job description reflects the role as it currently stands and will be reviewed annually through the appraisal process. This is not an exhaustive list. Duties may vary to meet the changing needs of the school while remaining consistent with the general character and level of responsibility of the role.

Person Specification

| Essential | Desirable |
|--|--|
| <ul style="list-style-type: none">➤ You are a practising Catholic with a strong personal commitment to Catholic education and formation.➤ You hold Qualified Teacher Status.➤ You possess strong subject knowledge in Religious Education.➤ You demonstrate successful experience teaching Religious Education at secondary level.➤ You show clear evidence of impact on standards and pupil outcomes.➤ You communicate with clarity, confidence, and conviction.➤ You lead others with integrity, humility, and purpose. | <ul style="list-style-type: none">➤ You have experience as a Head of Department or subject leader.➤ You have experience teaching A level Religious Studies.➤ You contribute to chaplaincy or wider faith leadership within a school community. |

How to Apply

See email details

Closing date for applications: Friday 27th February

Safeguarding and Recruitment Information

We are committed to safeguarding and promoting the welfare of our pupils. All candidates must be willing to undergo child protection screening, including the successful completion of an enhanced Disclosure and Barring Service (DBS) check. Further details can be found on our website:

 www.tchs.org.uk/about-us/safeguarding/

In line with Keeping Children Safe in Education (KCSIE) 2025, all applicants will also be subject to social media checks. Applicants must provide 2–3 referees, including one who can verify their employment records. Consent must be obtained from referees prior to submission. Please refer to the **Notes for Applicants** for full guidance.

We reserve the right to close the vacancy early should we receive a high volume of suitable applications.

Please note: Only shortlisted candidates will be contacted due to the expected volume of applications.