



CHRIST THE KING

CATHOLIC HIGH SCHOOL AND SIXTH FORM CENTRE

WITH THE POWER TO ACT

Second in Department for Religious Education

RECRUITMENT PACK



MPS 1 - UPS 3 + TLR 2B £5,872 | Full time, permanent

Required as soon as possible

• GROW

• LEARN

• SERVE

• PRAY



Welcome to Christ the King

Catholic High School and Sixth Form Centre

Thank you for your interest in joining our dedicated team at Christ the King Catholic High School and Sixth Form Centre. As Headteacher, I am immensely proud of our school community, where our Catholic ethos shapes everything we do, inspiring both our staff and students to achieve their full potential.

At Christ the King, we believe that education extends beyond academic success. We are deeply committed to nurturing the whole child – spiritually, morally, and intellectually. Our mission is to provide a safe, inclusive, and ambitious learning environment where Gospel values are lived out daily, and every individual is valued as a unique child of God.

Our mission to Grow, Learn, Serve and Pray guides us in all that we do to ensure our pupils have access to an outstanding educational experience, rooted in Catholic values.

For our staff, Christ the King offers a deeply rewarding place to work. We are proud of our collaborative culture, characterised by:

- A supportive community of staff who share a passion for high-quality education and pastoral care.
- Excellent professional development opportunities to help you grow and thrive at every stage of your career.
- Engaged and respectful students who are eager to learn and contribute to our vibrant school life.

We are looking for a Second in Department for Religious Education who shares our vision, models excellent teaching and helps colleagues secure the best possible outcomes for our pupils.

I look forward to receiving your application.

Erin Wheeler

Headteacher



Our school and Religious Education

Our mission

We are Christ the King with the power to act: growing in resilience, learning with wisdom, serving our community, and praying together in faith.

Our vision

Guided by God's love, we honour the uniqueness of every person and inspire hope as we realise our gifts and potential.

Our motto

"Do not withhold good to others, when it is in your power to act." (Proverbs 3:27)

Religious Education at Christ the King

Religious Education is central to the life and mission of our Catholic school. Our curriculum develops pupils' religious knowledge and understanding, encourages thoughtful engagement with questions of belief and values, and helps pupils recognise their dignity and responsibility towards others.

The Second in Department for Religious Education will support the Director of Religious Education in developing a coherent curriculum, consistently strong teaching and effective assessment. The post has a particular focus on KS3 curriculum and outcomes, developing KS5 Core RE and linking the subject to careers and life beyond school.

The CTK Way

Our pupils are encouraged to become confident and resilient, ambitious and independent, respectful and courageous, compassionate and honest. These values shape how we learn, work together and serve our community.



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Full time, permanent • Required as soon as possible

Reporting to the Director of Religious Education

The opportunity

We are seeking an excellent classroom practitioner who is ready to contribute to the leadership and development of Religious Education. The Second in Department for Religious Education will support the Director of Religious Education and lead agreed areas of departmental improvement, with responsibility for KS3 curriculum and outcomes, the development of KS5 Core RE and the RE careers link.

The successful applicant will model ambitious, inclusive teaching, use assessment to identify and address gaps in learning, and work constructively with colleagues to improve pupils' experience of RE. They will support the Catholic ethos of the school and help pupils develop secure knowledge, thoughtful reflection and confidence in discussing religious and ethical questions.

What the role involves

- Leading the development, sequencing and evaluation of the KS3 RE curriculum under the direction of the Director of Religious Education.
- Supporting consistent teaching, assessment and intervention to improve outcomes for all pupils.
- Developing engaging KS5 Core RE and strengthening links between RE, careers and pupils' wider lives.
- Supporting colleagues through collaborative planning, sharing effective practice and professional development.

Applications and interviews

Applications close at 3pm on Wednesday 18th November 2026. Interviews will take place on Wednesday 25th November 2026.

Please complete the CES application form and provide a supporting statement of no more than two sides of A4, explaining how your experience meets the job description and person specification.

For an application form, to arrange a visit or for further information, contact Miss Denner, Headteacher's PA, on 01704 565121 or dennern@christtheking-school.com.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. Appointment is subject to social media checks, two verified references and a fully enhanced DBS check.



Job description

Second in Department for Religious Education

Role details	
Job title	Second in Department for Religious Education
Pay scale	MPS 1 - UPS 3 + TLR 2B £5,872
Contract	Full time, permanent
Reporting to	Director of Religious Education
Key responsibilities	KS3 RE curriculum and outcomes; development of KS5 Core RE; RE careers link.

Purpose of the post

The Second in Department for Religious Education will support the Director of Religious Education in leading the department, securing high-quality teaching and improving learning and achievement for all pupils. The postholder will lead agreed curriculum and improvement responsibilities, especially at KS3, coordinate targeted intervention and develop KS5 Core RE.

Strategic direction and KS3 leadership

- Under the direction of the Director of Religious Education, develop and implement RE policies and practices that promote high achievement, effective teaching and an inclusive curriculum.
- Lead the development and review of KS3 programmes of study, ensuring clear sequencing, progression and appropriate challenge in line with the Religious Education Directory.
- Use pupil work, assessment information, relevant research and evaluation evidence to identify priorities, set clear actions and evaluate their impact on learning.
- Coordinate and monitor KS3 intervention, with particular attention to pupils with SEND, disadvantaged pupils and others at risk of underachievement.
- Contribute to departmental self-evaluation and development planning, including short-, medium- and long-term plans for the curriculum, reading and resources.
- Promote a shared understanding of how RE contributes to pupils' spiritual, moral, social and cultural development and prepares them for adult life.



Teaching and learning

Second in Department for Religious Education

Curriculum and classroom practice

- Model excellent RE teaching and support colleagues in planning lessons with clear learning intentions, appropriate challenge and a coherent sequence of learning.
- Ensure KS3 curriculum coverage, continuity and progression for all pupils, including pupils with SEND, pupils with English as an additional language and pupils who need greater challenge.
- Provide practical guidance on subject teaching, literacy, disciplinary vocabulary and opportunities for pupils to explain, evaluate and reflect.
- Support the Director of Religious Education with quality assurance through agreed reviews of teaching, pupil work, assessment and pupil voice; identify effective practice and areas for development.
- Work with colleagues and the SENCO to use relevant pupil information and education, health and care plans to adapt teaching and improve access to the curriculum.

Assessment and pupil progress

- Maintain a clear KS3 assessment plan and support consistent assessment, moderation, recording and reporting of pupil achievement.
- Analyse assessment information to identify misconceptions, gaps in knowledge and pupils needing additional support or challenge.
- Coordinate timely intervention, monitor its effect and use the findings to improve curriculum planning and classroom teaching.
- Help colleagues use assessment and feedback to recognise achievement, set meaningful targets and secure sustained progress.

KS5 Core RE and careers

- Develop a coherent KS5 Core RE programme that enables students to explore religious, moral and ethical questions and apply their learning to contemporary life.
- Prepare and review accessible resources and approaches that encourage thoughtful discussion, reflection and active participation in KS5 Core RE.
- Act as the careers link for RE, connecting curriculum learning with transferable skills, further study, training, employment and opportunities to serve others.



Professional responsibilities

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Supporting colleagues and resources

- Build constructive working relationships with colleagues, pupils and parents, promoting teamwork, mutual support and a positive attitude towards RE.
- Support professional development through modelling, collaborative planning, coaching and sharing subject expertise under the direction of the Director of Religious Education.
- Support trainee teachers and early career teachers as directed, contributing to their development and sharing effective subject practice.
- Ensure KS3 programmes of study, assessment arrangements and resources are clear, accessible and used effectively; support the Director of Religious Education in deploying departmental resources.

Teaching responsibilities

- Plan, prepare and teach courses and lessons that meet the educational needs of assigned pupils, and assess, record and report their attainment and progress in line with school and departmental policy.
- Promote pupils' progress and wellbeing; provide guidance and communicate with parents and other appropriate colleagues or agencies as required.
- Maintain secure subject knowledge and review teaching methods and resources through continuing professional development.
- Contribute to departmental courses, teaching materials, assessment and systems for recording and reporting achievement; participate in relevant meetings.
- Maintain good order, positive behaviour and pupils' health and safety, and contribute to the preparation of pupils for public examinations and associated assessment arrangements.

Wider professional expectations

- Uphold the school's Catholic ethos and values, safeguarding expectations, equality policy and individual health and safety responsibilities.
- Respect confidentiality, follow school policies and working practices, and undertake training and development appropriate to the post.
- Participate in the performance and development review process, identifying professional learning needs with the Director of Religious Education.



Person specification

Second in Department for Religious Education

A = Application • I = Interview • R = Reference

Qualifications and experience

Criterion	Essential	Desirable	Evidence
Degree or equivalent qualification in a relevant subject.	✓		A
Qualified Teacher Status.	✓		A
Successful experience teaching RE across Years 7-11.	✓		A / I / R
Evidence of effective teaching that improves pupils' learning and outcomes.	✓		A / I / R
Experience of contributing to curriculum planning, assessment and moderation.	✓		A / I / R
Experience of using assessment information to plan support and evaluate progress.	✓		A / I / R
Experience of supporting colleagues or leading an agreed curriculum or improvement responsibility.		✓	A / I / R
Experience teaching or contributing to post-16 RE.		✓	A / I / R
Experience of developing KS3 RE schemes of work or resources.		✓	A / I / R
Experience of contributing to enrichment or careers-related learning.		✓	A / I / R

Curriculum and professional knowledge

Criterion	Essential	Desirable	Evidence
Secure RE subject knowledge and understanding of curriculum progression across KS3 and KS4.	✓		A / I
Understanding of the Religious Education Directory and RE in a Catholic school.	✓		A / I
Understanding of effective assessment, adaptive teaching and support for pupils with SEND.	✓		A / I / R
Secure understanding of safeguarding and the responsibilities of school staff.	✓		A / I
Understanding of the purpose and development of KS5 Core RE.		✓	A / I
Awareness of relevant educational developments and how to evaluate their use in RE.		✓	A / I



Person specification

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Skills and personal qualities

Criterion	Essential	Desirable	Evidence
Ability to model excellent classroom practice and establish a purposeful learning environment.	✓		I / R
Ability to turn curriculum and assessment priorities into clear actions and evaluate their impact.	✓		A / I / R
Ability to support colleagues through constructive feedback, collaboration and sharing effective practice.	✓		I / R
Strong communication, interpersonal and organisational skills, with effective use of ICT.	✓		A / I / R
High expectations of pupils and a commitment to inclusion, equality and achievement for all.	✓		I / R
Initiative, sound judgement and the ability to manage time and agreed responsibilities effectively.	✓		I / R
Commitment to the Catholic ethos and values of Christ the King and to pupils' spiritual and personal development.	✓		A / I / R
Commitment to professional learning, safeguarding and constructive teamwork.	✓		I / R

Working arrangements

The Second in Department for Religious Education reports to the Director of Religious Education. The post carries responsibility for agreed curriculum and teaching improvement work.

The duties described are neither exclusive nor exhaustive. Other appropriate duties may be allocated within the scope and grade of the post. The job description may be reviewed following consultation to reflect the school's needs. The appointment is subject to the relevant contract, school policies and applicable conditions of employment.

Visit us or find out more

Miss Denner, Headteacher's PA | 01704 565121
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