

Dover Grammar School for Girls

Applicant Information



Subject Leader/Teacher of Religious Studies

Required: September 2023

MPS/UPS from 0.8 FTE



Dover Grammar School for Girls is an Outstanding Grammar School which fosters excellent academic standards combined with a strong and caring community. It is also an innovative school where staff are encouraged to look constantly at various ways of improving every aspect of our work. To summarise, it is a place where students can enjoy the very best education.

Dover Grammar School for Girls is committed to safeguarding and promoting the welfare of our students, so the interview will include questions relating to child protection.

Members of the interview panel have undergone Safer Recruitment training. This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974 and an enhanced DBS check will be required prior to appointment.

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 [dgs_info](#)





Applicant Information

Dear Applicant

Thank you for your interest in the post of Subject Leader or Teacher of Religious Studies. This is an exciting opportunity to join the team at one of Kent's highest performing grammar schools.

About the School

Dover Grammar School for Girls is a selective school with 684 girls in Key Stage 3 & 4 and a co-educational Sixth Form of 228 students. We have been oversubscribed for many years and have twice been rated 'Outstanding' by Ofsted, the latest inspection was 2013.

Dover Grammar School for Girls is an inclusive, selective school with over 100 years' experience of providing education for our local community. We are highly respected within the local community and are committed to providing top quality teaching and learning in an inclusive and high performing learning environment. We have been oversubscribed for many years and remain a popular choice with parents and students alike.

Our results in 2022 were outstanding, once again, with 30% of all grades at A level being A*-A and 57% being A*-B and a pass rate of 98%. At GCSE, 39% of all grades were at 7, 8 or 9 (equivalent to the old A and A* grades) with 58% of students achieving at least one grade 8 or 9 (equivalent to the old A* grades).

The school's Progress 8 score has historically been significantly positive. Although we are extremely proud of our students' past achievements, we recognise that there will always be areas for improvement, and each year we believe that we can do even better.

Our students are bright, articulate, fun to be with and rightly expect that their teachers will share and encourage their aspirations. As teachers, we all offer students every possible opportunity beyond the classroom with a wide range of extra-curricular activities, support and pastoral care. We offer wellbeing support and aim to develop not just the academic abilities of our students but also to give them the confidence, life skills and personal qualities and values to succeed in a fast moving and competitive world.

We think it is important, that we try to give you a feel for the school to assist you with your application, therefore, I will provide a brief summary of the school below, to give you a small snapshot into our DGGS community. I also wish to direct you to our school website, www.dggs.kent.sch.uk where we have several videos and information that may help to familiarise you with our expectations, standards and ethos.

Our foundations are built upon our vision tri-colon which is 'Building Character, Fostering Respect and Achieving Success'. We also practice 5 Character Values which we believe underpin good citizenship and are the qualities which we wish to celebrate within school. These were decided upon after consultation with the staff and students alike. The values represent what we as a community value in each other and are central to our ethos and practice. You can read more detail on our website regarding the vision tri-colon and Character Values of Mutual Respect, Intellectual Curiosity, Compassion, Courage and Moral Purpose.



About the Role

We are looking for an enthusiastic, innovative and forward Subject Leader or Teacher of Religious Studies, to lead or teach in our successful and dedicated Religious Studies department.

This post requires an ambitious, innovative, hardworking individual who is committed to leading other departmental staff. The successful candidate must be able to give our students the confidence and knowledge to reach their highest potential.

We are looking for a dynamic and forward-thinking individual who will be able to balance the demands of managing the day-to-day teaching and improve the opportunities available to our students and wider community. The successful candidate must demonstrate professionalism, be able to work on their own initiative, as well as working as a team member, and have a positive, collaborative and 'can do' approach.

DGGGS is a supportive and inclusive school community who are committed to working together to ensure that our students are provided with the highest academic standards. We work hard, but we enjoy what we do.

If you share our passion, energy, enthusiasm and determination to ensure the highest quality of education and support for our students then we look forward to receiving your letter of interest and completed application form, which can be downloaded from Kent Teach or by clicking the link: <https://www.kent-teach.com/Recruitment/Vacancy/VacancyDetails.aspx?VacancyId=115864>

To assist you in this process we have included a job description, person specification and a job description.

The closing date for receiving your application is 9am Thursday, 27th April with interviews taking place on Thursday, 4th May 2023.

Yours sincerely,

RCF Benson
Headteacher

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Person Specification



Required

- Qualified Teacher Status
- Education to degree level in an appropriate subject
- Evidence of successful and innovative teaching
- Strong subject knowledge
- ICT proficiency
- Energy and enthusiasm
- Highly organised
- Evidence of commitment to Continuing Professional Development
- Evidence of commitment to extended learning for students beyond the classroom

Desirable

- Evidence of contribution to whole school development
- Knowledge and understanding of current educational
- Experience as a form tutor, including academic monitoring and support
- Experience of teaching in a selective school
- Evidence of networking within and beyond school
- Evidence of providing extra-curricular activities

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Subject Leader Job Specification

- Subject Leaders are line managed by a member of the Senior Leadership Team
- The department's subject teachers are line managed by the Subject Leader
- The Subject Leader will carry out the professional duties as set out in the current School Teachers' Pay and Conditions Document, subject to any amendments due to government legislation
- This role also requires you to be a subject teacher and a form tutor, as set out in the Staff Handbook

Academic Success

- Setting appropriate but challenging departmental targets for the subject with the department members and for the students
- Ensuring effective and accurate assessment
- Ensuring the department's public examination results are maintained and consistent with our ongoing high standards
- Choosing and developing appropriate courses across the age and ability range

Building Character

- Team building through delegation and consultation
- Planning and evaluating own and departmental CPD
- Ensuring a departmental contribution to extended school activities (subject club, trips, revision sessions, etc.)
- Managing change, resolving conflict and empowering individuals and teams

High quality teaching and learning

- Monitor the quality of teaching within the department
- Promoting positive attitudes with students, parents and colleagues and generating subject enthusiasm
- Setting high standards for the department in terms of teaching and punctuality of records/paperwork
- Maintaining high standards by reviewing how students learn and keeping practices current by means of training, observations and the sharing of good practice
- Selecting new staff and deploying staff appropriately and effectively
- Managing departmental performance reviews and contributing to own performance review
- Ensuring subject learning continues when colleagues are absent

High quality environment

- Ensuring subject rooms are conducive to learning
- Deploying and managing departmental resources effectively, appropriately and fairly
- Utilising subject display boards in corridors and classrooms to celebrate, inform and challenge

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Commitment to the school, the local and the global communities

- Ensuring that all departmental documentation, including programmes of study and schemes of work give appropriate reference and relevance to equal opportunities, citizenship, work-related learning and enterprise
- Communicating, where possible, the subject's relevance and importance to our community
- Ensuring departmental contributions to whole school events, policies and overall school ethos
- Liaising with other departments, primary schools, other secondary schools, the local community and relevant outside organisations, institutions and professional bodies

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Religious Studies Department



Students at Dover Grammar School for Girls place a strong emphasis on their success in Religious Studies. Religious Studies is a popular subject at both GCSE and A level. The main objective of the department is to provide varied and enriching lessons that effectively prepare our students for life in a culturally diverse modern world. Students examine the theological, philosophical and social science aspects of religion. Students learn to express their own beliefs and to listen to the views of others which is an important life skill.

Students follow the Kent Agreed Syllabus at Key Stage 3 during years 7, 8 and 9 with one period of 50 minutes per week. Integrated into the lessons are stretch and challenge activities to explore selected topics or issues in greater depth.

At GCSE the option group follow the AQA Christianity and Islam Spec A syllabus. Of the three members of staff who are all RS specialists, one is an SLT member, one supports the SEN provision at DGGS and the other is the Head of Department.

The Religious Studies A level follows the OCR syllabus. Religious Studies lessons at A Level require students to adopt an enquiring, critical and reflective approach to the study of three papers: Philosophy, Ethics and Theology. They can then reflect on and develop their own values, opinions and attitudes in the light of their study. Students are supported in developing their skills of critical analysis in order to construct balanced, informed arguments and responses to religious, philosophical and ethical ideas.

To support this goal our students are provided with a wide range of excellent resources in lessons, all resources are also placed on the OneDrive (Office 365 Platform), and an outstanding and impressive range of scholarly books and journals kept in the DGGS Library.

Staffing

The Religious Studies department comprises 3 teaching staff.

This year will be the first year with the full course GCSE group taking their examination.
A level results for 2022

A*- B = 50%