



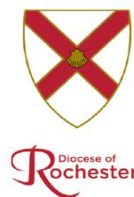
**Saint George's**  
Church of England School

**WORKING AT SAINT GEORGE'S C OF E SCHOOL**

# Join our Team



For Appointment of:  
**Teacher of Religious Education**







## CEO's Welcome

### Stephen Carey CEO

**Thank you for your interest in the role at Saint George's C of E All Through School.** I hope that the information within gives you an insight into our school, Aletheia Academies Trust and the unique opportunity this position offers.

Aletheia Academies Trust's vision is rooted in a determination to **improve the life chances of local children**. Aletheia has grown with devotion to a principle of geographical proximity; knowing, caring for, and understanding the areas we operate in are important to us. Since our inception, the Trust has adopted an operational model based upon the notion of a family of schools; understanding that like any family member, each school, and each community that it serves, is unique. Schools are encouraged to celebrate and explore this dimension. The role of the Trust is to act in a parental capacity; to ensure that each school is well-supported and individual strengths are shared to improve the outcomes of all; to provide wider experiences to Trust pupils beyond the capabilities of any individual school; to develop and share staff expertise; to provide expert leadership and governance.

Saint George's was one of the founding schools within Aletheia Academies Trust and continues to play a significant part in the development of the organisation. As the only current open provision with a secondary phase, the school has a pivotal role in the co-construction of an all-age learning journey for pupils. The school has excellent staff retention rates and is deservedly proud of the palpable sense of community that stakeholders and visitors encounter and regularly comment upon. The school provides an exemplary model of the highly ethical and inclusive Trust vision and values.

It is these values and principles that make me feel so proud and privileged to serve as the CEO of the Aletheia Academies Trust.

**Our Executive Headteacher, Simon Murphy and I look forward to receiving your application.**



PROUD TO BE  
**Aletheia**  
Academies Trust

**All Different • All Equal • All Flourishing**



# Saint George's Church of England All Through School



We consider our school to be highly inclusive, welcoming students of all backgrounds and beliefs, unified by our commitment to their well-being and sense of achievement.

Saint George's has developed a reputation as a high achieving school providing excellent outcomes for all students academically and in terms of their personal growth. We have exceptionally high expectations of how our students behave, speak, and present themselves. This is underpinned by our Christian values, our worship and school ethos. Everyone who wishes to learn is welcome.

Our motto **'All Different, All Equal, All Flourishing'** emphasises our Christian belief that the God-given talents of all students should be encouraged and developed, recognising, and valuing their unique worth.

We have had a long-held belief in the potential of an all-through school to further enhance the educational provision on our site. We are delighted that this vision has now become a reality for Saint George's. A shared philosophy ensures that there is greater consistency around expectations, ethos and pedagogy which eliminates any unsettling transition between the primary and secondary phases. We facilitate teachers working together in the primary and secondary phases which raises aspirations still further and ensures that children are not able to fall through the gaps. Our primary pupils benefit from having specialist subject staff available and economies of scale allow greater spending on teaching and learning and the sharing of specialist and enhanced facilities for all pupils.

At Saint George's, we strive for all students to have learnt new skills, to have developed their talents and with this, a love of learning; making them confident, articulate, sensitive and caring citizens for the future.



**"Visitors most often comment upon the profound sense of community within the school."**



Diocese of  
**Rochester**

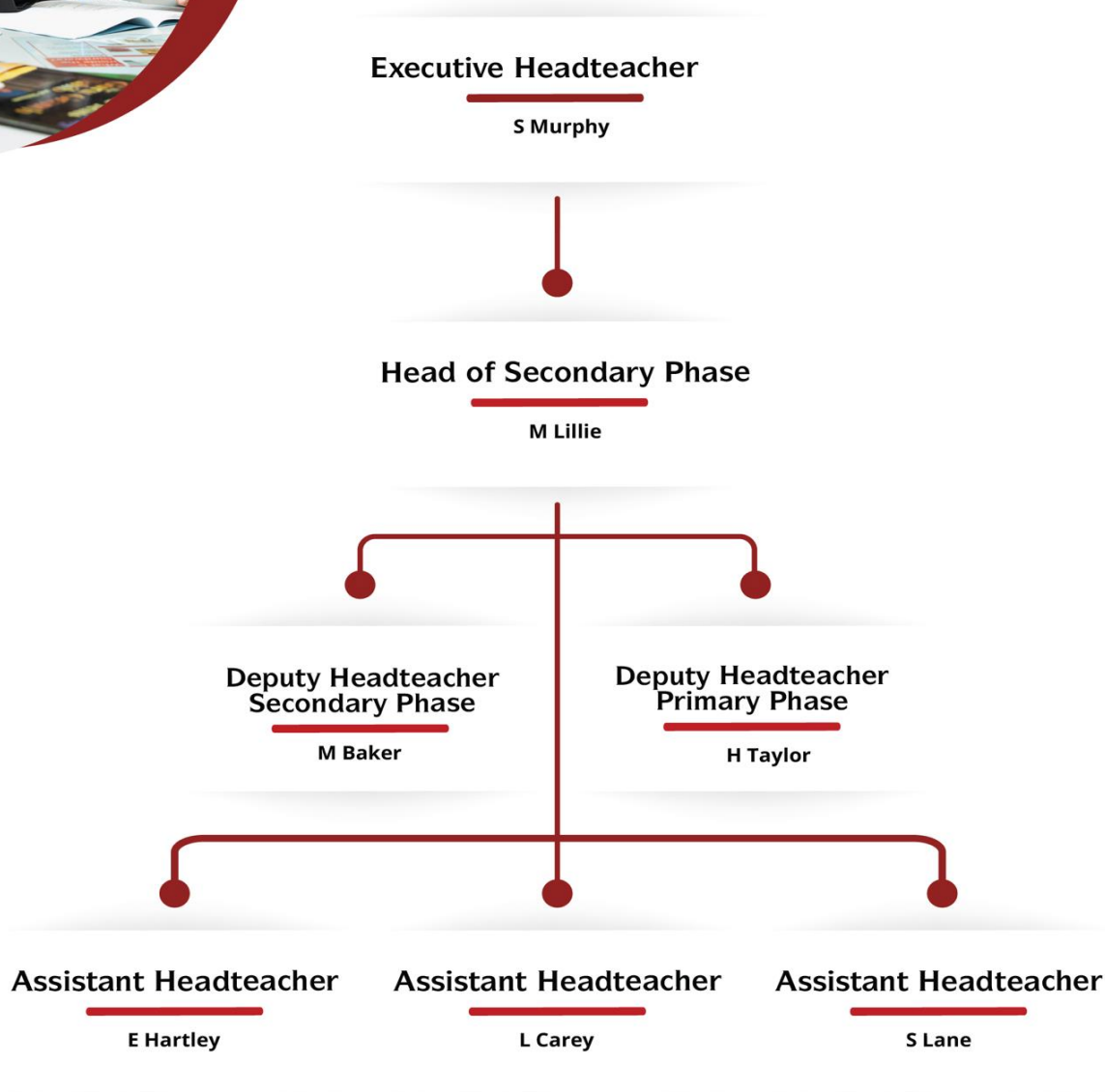
SIAMS INSPECTION 2019



**EXCELLENT**

**Ofsted**  
Good  
Provider

# School Structure



# Job Description

<b>Job Title</b>	Teacher of Religious Education
<b>Location</b>	Gravesend, Kent
<b>Duration</b>	Permanent
<b>Work Hours</b>	Full-time/Part-time
<b>Reporting to</b>	Head of Humanities
<b>Salary</b>	MPS/UPS
<b>Pension</b>	Teachers' Pension Scheme



## About the Role

**Job purpose:** To facilitate and encourage learning which enables students to achieve high standards; to share and support the corporate responsibility for the well-being, education and discipline of all students.

### Accountabilities

Prepare and teach lessons of a high standard to the students assigned to him/her:

### (Actions)

- Following designated programmes of study
- Carrying out the necessary assessments
- Providing information/comments for records
- Monitoring students in accordance with agreed departmental strategies
- Maintain discipline in accordance with school policies and demonstrate good practice in the classes taught with regard to attendance, appearance, uniform, punctuality, behaviour, homework etc
- Contribute to the corporate tasks of development, record keeping, monitoring, and evaluation of lessons and maintenance of materials
- Participate in the applications of the departmental homework policy which includes setting, marking of homework and monitoring homework diaries
- Work closely with and consult those teachers who are responsible for similar curriculum areas, ensuring continuity and progression for students
- Engage in continuous profession self-development in relevant areas.



# Person Specification



**E D**

## Qualifications and Experience

Qualified teacher status. Degree

X

Evidence of continuous professional development

X

Proven ability as an excellent classroom Teacher.

X

## Skills and Knowledge

Principles and practices of effective teaching and learning

X

Preparation of schemes of work and lessons

X

Knowledge and understanding of subject area(s)

X

Principles and practices of monitoring/assessment/evaluation

X

The application of information and communications technology (ICT) to learning and teaching in subject area(s).

X

## Personal Qualities

The ability to command respect from others

Ability to initiate and manage change

Ability to build and sustain effective working relationships with a range of stakeholders and external partners

Ability to demonstrate enthusiasm and sensitivity while working with others

Ability to make considered decisions

Be creative, flexible and innovative

Promote a well reasoned educational philosophy in relation to the school ethos

Be encouraging and supportive in the development of others

Be emotionally self-aware

Have high personal aspirations and inspire the same in all members of the school community

Demonstrate a high level of integrity, honesty and fairness

Readiness to reflect on, evaluate and improve practice and to hold self and others to account

Humour, warmth and energy.

**All Essential Criteria**

# How to Apply



If you are interested in this position and would like to have a more detailed conversation or arrange a visit to the school before making the decision to apply for the post, please contact:

**The People and Culture Team**

**[HR@aletheiastrust.org.uk](mailto:HR@aletheiastrust.org.uk)**

**01474 533 082**

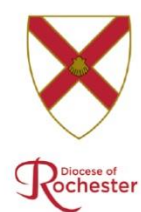
To apply for this role, please visit [MyNewTerm](#).



Aletheia Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers, and governors to share this commitment. All successful candidates will be subject to an enhanced DBS check along with other relevant employment checks, including overseas criminal background checks where applicable. Our policy statement on the recruitment of ex-offenders can be found on our website. All new employees, volunteers and governors will be required to undertake safeguarding training on induction which will be regularly updated in line with statutory guidance.

**Please click here to view: [Our Trust policies](#) or [Our recruitment of Ex-Offenders policy](#).**





PROUD TO BE  
**Aletheia**  
Academies Trust

# Contact Us

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Gravesend,  
DA11 7LS

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## **Telephone:**

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