

The Role

Title:	Teacher of Religious Education (with the ability to teach PSHE)
Contract:	Permanent
Hours:	Full time
Salary:	MPS/UPS
Start Date:	Easter or September 2026
Closing Date:	December 5th 2025
Interview Date:	Week beginning December 8th

An exciting opportunity has arisen for a highly motivated and enthusiastic teacher to join our RS department.

USH is a heavily oversubscribed community school with just over 1050 students and 140 staff. We are incredibly proud of our family ethos and our success in delivering values-led education. We are known for our excellent career progression routes, and we attract professionals who are willing to contribute to our sustained success. USH is a Leading-Edge School, consistently ranked high in Hampshire schools for overall achievement. The school was delighted to be awarded SSAT accreditation for Transforming in Principled Curriculum Design in 2023.

RS is taught to all students in Y7 and Y8 with the AQA full course a popular option choice at GCSE. Students also benefit from and enjoy the use of Philosophy for Children in a forward-thinking department that works alongside the Southampton RE Network, NATRE and AREIAC.

The successful candidate may also be expected to teach PSHE and where needed may teach within the humanities as a second subject.

We have a strong, fully resourced, PSHE curriculum delivered to all year groups which is also important in supporting the Personal Development programme delivered in tutor time.

You should have enthusiasm for education and the desire to make a real difference; good interpersonal skills; as well as energy, commitment and first-class teaching ability. You will be part of a dedicated team who believe in curiosity, exploration and discovery.

We can offer you:

- Excellent CPD opportunities and Training and Development programmes.
- In-house Teaching School.
- An individual induction programme supported by a mentor.
- Networking groups for Teachers, Business Managers, Site Teams and IT staff.
- Eligibility to join the Teachers' Pension Scheme or Local Government Pension Scheme.
- Generous holiday entitlement for staff working 52 weeks per year which increases with length of service.
- Free eye tests up to the value of £25 for users of VDU equipment and contribution up to the value of £60 towards the purchase of glasses specifically for the use of display screen equipment (where all conditions are met).
- Opportunity to become a school workplace Health and Wellbeing representative, meeting with other schools on a termly basis and feeding into the Health and Wellbeing strategy.
- Access to the Trust Health and Wellbeing pages.
- Access to a staff benefits portal through Sodexo and Portsmouth payroll.
- Free confidential telephone and face to face counselling for staff and family members.

The successful applicant will be welcomed and supported in our friendly environment where we have a passion for learning.

APPLICATION PROCEDURE

Full details and application forms can be downloaded from our website: http://uppershirleyhigh.org/staff_vacancies.

Please return your completed applications to recruitment@ushschool.org.

We positively encourage prospective candidates to inquire about our school prior to applying. To visit or if you would like to discuss the position or have any questions, please email: recruitment@ushschool.org

SAFEGUARDING

All schools within the Trust are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks.

THE JEFFERYS EDUCATION PARTNERSHIP

The Jefferys Education Partnership is part of an umbrella Trust called the Hamwic Education Trust. At the Hamwic Education Trust we offer unique opportunities for those individuals that excel in education.

We aim to deliver an outstanding education to our pupils and to do so we must employ **outstanding** people. We offer a training pathway for all employees including teachers, support staff and our middle and senior leaders.

Our staff have opportunities to work on cross phase projects and to work in other schools within the Trust in order to gain invaluable experience and enhance their skills.



CPD

01

Excellent CPD opportunities to support you through all stages of your career.



06

Vivup provides benefits and discounts for cinema trips, leisure activities, days out, travel bookings, high street vouchers and more.



INDUCTION



An individual induction programme for all new staff to support your transition to USH.

02



EYE TESTS



Free eye tests up to the value of £25 for users of VDU equipment and contribution up to the value of £60 towards the purchase of glasses.

07



NETWORK

We have strong network groups for all staff across the city and Hampshire to support all roles.

03



WELLBEING

Free confidential telephone and face to face counselling for staff and family members. Access to the Trust Health and Wellbeing pages.

08



FLU JABS



FREE Flu vaccinations for all staff on site.

04



FLEXIBLE TIME



All teachers are able to manage their PPA time flexibly and work off-site if they choose.

09



APPOINTMENTS

Flexible and generous approach to appointments and family events.

05



WELLBEING GROUP

A dedicated staff group looking at workload and wellbeing, meets regularly to review workload and develop the USH Wellbeing Charter.

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Job Description

Role:	Teacher of Religious Education (with the ability to teach PSHE)
Hours:	Full time
Salary Range:	MPS/UPS

Job purpose:

- To have commitment and enthusiasm and work closely as part of a team.
- To ensure the provision of an appropriately broad, balanced, relevant and adapted curriculum for students studying in your lesson, in accordance with the aims of the school.
- To aim to make your subject effective and high profile within the school and community.
- To prepare, develop and deliver appropriate schemes of work, which provide challenging lessons that stimulate students and allow them to succeed.
- To provide information to parents about the achievements and progress of their child as required through parents' evenings and reports.
- Have excellent subject knowledge and understanding of current developments.
- To effectively inspire students and improve their achievement.
- To be focused consistently, inspiring confidence and commitment from students and colleagues.
- To use self-evaluation in a well-informed manner and effective analysis of performance.
- To participate in collaborative planning and the effective sharing of good practice.
- To teach effectively across the full age and ability range.
- Have ambitious aims for the subject and its relevance to the students attending USH.
- To communicate these aims effectively to students and staff.
- To take on the role of a tutor within the team and be responsible for the academic and pastoral well-being of a tutor group.
- To take an active interest in their own personal development and keep professional skills up-to-date.
- To complete all other reasonable tasks as directed by the Headteacher or line manager.

Key Duties:

Achievement of students

- Enable almost all students, including, where applicable, disabled students and those with special educational needs, to make rapid and sustained progress in the subject over time given their starting points.
- To enable the students to develop and apply a wide range of skills to great effect, including reading, writing, communication and mathematical skills that will ensure they are exceptionally well prepared for the next stage in their education, training or employment.
- To focus where standards of attainment of any group of students are below those of all students nationally, to close the gap over a period of time.
- Supporting and owning excellent subject knowledge, resulting in planning astutely, setting challenging tasks based on systematic, accurate assessment of students' prior skills, knowledge and understanding.

Curriculum Provision

- To provide highly positive, memorable experiences and rich opportunities for high quality learning.
- To deliver a subject which impacts on student behaviour.
- To add to student achievement and where appropriate to moral, social and cultural development.
- To liaise with the Head of Department to ensure the delivery of an appropriate comprehensive, high quality and cost-effective curriculum programme which is in line with the school priorities.
- Deliver a subject which provides constant opportunities for discovery and challenge, where students take greater responsibility for their learning.

Curriculum Development

- To participate in, and contribute to, curriculum development for the whole department.
- To keep up-to-date with national developments in the subject area and teaching practice and methodology.
- To actively monitor and respond to curriculum development and initiatives at national, regional and local levels.
- To ensure that the development of the subject is in line with national developments.
- To work collaboratively with other departments to develop cross-curricular links.

Additional Duties

- To take responsibility for, and demonstrate commitment to, own professional development.
- To engage actively in the performance management review process.
- To undertake any other duty as specified by STPCB not mentioned in the above.

Supporting the school:

At an appropriate level, according to the job role, grade and training received, all employees in the school are expected to:

- Support the aims, values, mission and ethos of the school and participate in a team approach to all aspects of school life.
- Attend and contribute to staff meetings and INSET days as required and identify areas of personal practice and experience to develop.
- Take appropriate responsibility for safeguarding and children's welfare and be aware of confidential issues linked to home/child/teacher/school and keep confidences appropriately.
- Be aware of health and safety issues and act in accordance with the school's Health and Safety Policy.

Other Duties:

The postholder may be expected to carry out duties other than those given in the job description where the level of responsibility is similar and he/she has appropriate qualifications or receives appropriate training to carry out these duties.

The postholder must:

- Ensure that Trust policies and procedures are implemented and followed.
- Work as appropriate with the Trust Central Services team in matters relating to finance, HR, IT and Health and Safety.

Person Specification

Role: **Teacher of Religious Education (with the ability to teach PSHE)**

Line Manager: **Head of RS**

Salary Range: **MPS/UPS**

Candidate is able to provide pertinent evidence of their previous education, training and experiences

Essential or
Desirable

Professional experiences and qualifications:

1. A recognised degree qualification	Essential
2. Qualified Teacher Status	Essential
3. Experience of teaching RS/PSHE related subjects	Essential
4. Other recognised qualifications in RS/PSHE	Desirable
5. Evidence of a commitment to own professional development	Essential
6. Recent relevant in-service training in RS/PSHE	Essential
7. Professional development/mentoring of colleagues	Desirable
8. Development of partnerships with other schools, business and the community	Desirable
9. A keen interest in developing teaching of RS/PSHE	Essential
10. Evidence of achievement in teaching across the Key Stages	Essential
11. Contributing to the development of Schemes of Work across the Key Stages	Essential
12. Effective use of Assessment for Learning to engage students as partners in their learning	Essential
13. Development of partnerships with other schools, business and the community	Desirable

Knowledge & Understanding:

1. Use of assessment and attainment information to improve practice and raise standards	Essential
2. Use of strategies to promote good student relationships and high attainment in an inclusive environment	Essential
3. Clear vision for the teaching of RE/PSHE	Essential

4. Strategies to enhance teaching and learning of RE/PSHE	Essential
5. Sound knowledge of requirements for SOW at KS3/4	Essential
6. An understanding of PE/PSHE related subjects at KS3/4	Essential
7. An understanding of Emotional Literacy developments to support learning and teaching	Desirable
8. An understanding of Health and Safety regulations affecting the curriculum area	Desirable
Professional Skills and Abilities:	
1. Competent user of IT	Essential
2. Competent coordinator and motivator	Essential
3. Ability to plan and resource effective interventions to meet curricular objectives	Essential
4. Ability to use and promote a wide range of teaching methodologies	Desirable
5. An enthusiastic and effective leader and manager	Desirable
6. Excellent communication and presentation skills	Desirable
Commitments:	
1. To comprehensive education	Essential
2. To actively support the school's aims and commitment to ITT	Essential
3. Active participation in whole-school developments	Essential
4. To lead extra-curricular activities/educational visits/ out-of-school learning	Essential
5. Commitment to the value and promotion of vocational and work-related learning	Desirable
6. Innovative curriculum development and partnership with other schools and the wider community, including business and industry links	Desirable
Personal Skills and Abilities:	
1. Passion for teaching	Essential
2. Energy, enthusiasm and flexibility	Essential
3. Good health and attendance record	Essential
4. Sense of humour and a positive outlook on life	Essential
5. Ability to work under pressure and determination to succeed	Essential



UPPER SHIRLEY HIGH SCHOOL

