



# EWELL CASTLE SCHOOL

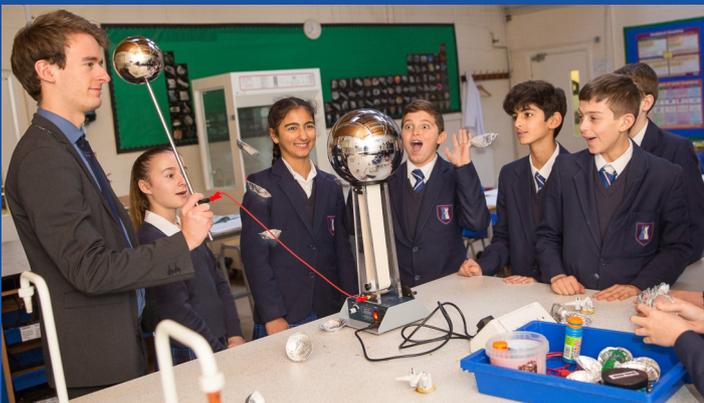
Where Children Thrive



Independent Co-Educational Day School  
for Boys and Girls aged 3 to 18 years

## Head of Philosophy & Religious Studies— Fixed Term

**Job Title:** Head of Philosophy & Religious Studies  
**Job Location:** Ewell Castle Senior School  
**Reporting to:** Assistant Head  
**Start Date:** April 2025—April 2026  
**Salary:** Ewell Castle Teacher pay scale plus  
Pension Scheme + Management  
points



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**Job Description:  
Head of Philosophy &  
Religious Studies  
(Senior School)**



The Head of PRS will take the lead in developing pupils' higher order thinking skills and their appreciation and respect for different perspectives, traditions and faiths, within the context of our diverse and inclusive learning community. Through a broad and inclusive PRS curriculum, the Head of PRS will build upon and develop, oversee and ensure a rigorous and challenging pupil experience through the Department's delivery of high-quality lessons, working within a high-performing team of middle leaders, and promoting exceptional levels of academic and personal development, attainment and wellbeing for Ewell Castle pupils.

In addition to the requirements of the Teacher's job description the main responsibilities for the post holder will be:

- To take a lead role in the maintenance of a transformational school community by developing and leading a rigorous and evidence-based curriculum which enables the highest level of progress and attainment at KS3 and within GCSE RS.
- To ensure the RS curriculum is 'future-proof' and remain abreast of the significant changes in the National Curriculum and GCSE and A-Level Examinations, developing a coherent KS3-5 curriculum pathway, which exemplifies best practice
- Track the delivery and impact of any statutory requirements within the PRS curriculum
- To model what it takes to be an outstanding teacher and subject leader and thus act as an example to all middle leaders
- To demonstrate the highest standards of professionalism at all times
- Lead and manage a professional community of subject teachers to ensure the highest student attainment and progress
- Monitoring and accountability for the progress and attainment of pupils in PRS
- To embrace best practice procedures for inducting and mentoring ECTs and training teachers into the department where applicable
- Contribute to the delivery of a high quality training program for teaching and learning, focusing on any areas of particular expertise
- To act as a coach or mentor for other teachers as required
- Modelling for all staff exemplary practice in terms of managing behaviour for learning for pupils, and establishing a culture of high expectations within the department
- Uphold and promote all wider school policies and procedures

**Leadership of PRS**

- Develop a broad, engaging and challenging curriculum that enables all pupils to enjoy and achieve at the highest level, supported by detailed schemes of work, to ensure consistency and coherence across all PRS lessons
- Establish a clear department development plan, monitoring and evaluating its delivery and effectiveness
- Facilitate rigorous and ongoing assessment as set out in the school assessment policy



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**Leadership of PRS (cont...)**

- Communicate effectively with all stakeholders including outside speakers, parents and staff
- Facilitate school trips and INSET days as required
- Monitor the effectiveness of teaching and learning, feedback and planning processes within the department
- Support the professional development of teachers and their training where appropriate
- Follow the school structure for mentoring, coaching and monitoring staff (including supervision of ECT's and teachers new to the profession)
- Manage the deployment of department resources effectively and efficiently
- Monitor the progress of all pupils and sub-groups of pupils with staff and plan appropriate support / interventions to remedy slow progress
- Produce, in line with the school self-evaluation cycle, Department Improvement
- Analyse pupil data to the highest possible standard, and ensure all members of the department engage with these where applicable
- Liaise with all appropriate personnel regarding support for student progress

**Other:**

To be aware of and abide by all the School's policies, in particular safeguarding.

To assist at school functions and with co-curricular activities.

To carry out teaching responsibilities as assigned in the School Timetable.

To perform such other duties as may be required by the Principal.

This job description will be reviewed as and when necessary in accordance with the needs of the School.

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<b>Person Specification: Head of Philosophy &amp; Religious Studies</b>		 <b>EWELL CASTLE SCHOOL</b> Where Children Thrive
	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Teaching qualification</li> <li>University Degree or higher academic qualification in relevant subject area(s)</li> <li>High standard of literacy and numeracy.</li> <li>Minimum 5 GCSE passes grade A-C (or equivalent) including English and Maths.</li> </ul>	<ul style="list-style-type: none"> <li>Middle Leadership training or qualification e.g., NPQML</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Experience of teaching relevant subject across Key Stage 3 and 4 and 5.</li> <li>Experience of dealing with both young people and adults.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of organising and running educational visits and co-curricular experiences.</li> <li>Experience of working with a (school) management information system.</li> <li>Experience of successfully line-managing and developing the performance of department staff</li> </ul>
<b>Knowledge &amp; Skills</b>	<ul style="list-style-type: none"> <li>A passion for teaching relevant subject and a commitment to high achievement.</li> <li>Be an effective and confident communicator, having a good command of English, both spoken and written.</li> <li>Ability to work as a team and on one's own.</li> <li>Ability to lead and inspire staff in the role of HOD.</li> <li>Ability to support the co-curricular life of the school including after school clubs and trips.</li> <li>Ability to use current Windows based packages including Office 365 Microsoft Word, Excel, Outlook and PowerPoint, software relevant to the subject.</li> <li>Ability to take an innovative and competent approach to the use of ICT in and out of the classroom including the use of our virtual learning resources.</li> </ul>	<ul style="list-style-type: none"> <li>Understand the workings of a high performing department.</li> <li>Understanding effective quality assurance of teaching and learning</li> </ul>

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*Parent, January 2022*

*“ Ewell Castle is like being part of a working family”*

*Staff member Jan 2022*



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<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Be aligned to the school’s values and ethos and be committed to the strategic development of the school and its curriculum.</li> <li>• Be able to teach and motivate very able students as well as those of more modest academic potential.</li> <li>• Be committed to the co-curricular life of the school.</li> <li>• Show a commitment to safeguarding and promoting the welfare of children.</li> <li>• Display the highest levels of integrity, complete trustworthiness, and discretion.</li> <li>• Be a problem solver, and to be able to reflect upon one’s own practice.</li> <li>• Be highly organised with the ability to prioritise and work to tight deadlines whilst retaining a professional composure.</li> <li>• Have an excellent punctuality and attendance record.</li> <li>• Be of smart professional appearance.</li> <li>• Show a commitment to continuing professional development.</li> <li>• Display excellent teamwork skills.</li> <li>• Be flexible, versatile, and self-motivated.</li> <li>• Be confident and authoritative.</li> <li>• Understand the ethos of the school and contribute positively to the pastoral life.</li> <li>• Possess an excellent sense of humour and perspective when required.</li> </ul>	<ul style="list-style-type: none"> <li>• Have an awareness of the importance of confidentiality and data protection.</li> <li>• Be conversant with relevant educational issues and developments within the specific field but also in more general areas.</li> </ul>



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## Head of Philosophy and Religious Studies

### Further Details

*Ewell Castle is a thriving, independent school located in leafy Ewell Village. The school is co-educational from Nursery to Sixth Form and enjoys small classes, averaging approximately fifteen pupils over the whole School. Ewell Castle has an excellent reputation for its family-friendly ethos, with a strong focus on pupil wellbeing and personalised learning. The School has a vibrant community spirit including regular events for staff, parents and friends of the School. Ewell Castle is a genuine mixed ability school with a focus on achieving each individual child's potential.*

We are seeking to appoint a highly motivated and suitably experienced professional to undertake the role of Head of Philosophy and Religious Studies. The purpose of this post is to continue developing the curriculum and achievement of the PRS department. You will be an innovative and forward-thinking individual, with a problem-solving approach and positive outlook. We will expect you to teach across the full age and ability range in the Senior School and take opportunities to work collaboratively with the Prep School, which teaches Religious Education and Philosophy for Children, in order to ensure the highest possible standards of pupil achievement and development.

In Years 7-8, pupils explore a range of philosophical and religious topics across six major world religions and worldviews. At GCSE we follow the AQA specification which explores two world religions and four ethical themes, covering a wide range of social and moral issues. Currently we are teaching the short course AQA GCSE however next year pupils not opting for a full GCSE in this subject will have the opportunity to take part in a non-examined 'Philosophy, Religion and Ethics' course. A-Level studies in the Sixth Form use the AQA syllabus focusing on Christianity, Philosophy and Ethics. This includes an in-depth study of Christian sources of wisdom, views of God, and self along with the examination of a huge range of the world's greatest thinkers, from Plato and Aristotle to Dawkins and Darwin and much else in between.

Class sizes range from approximately 15 - 20 in size at KS3 and KS4, with smaller groups at A-level. Pupils are taught in mixed abilities groups.

The PRS department enjoys a designated classroom and office space, with an interactive whiteboard; other digital resources and apps are available within the school as well as Office 365 and Teams. We are always open to the introduction of schemes and resources which will engage pupils in their reception of the Philosophy and Religious Studies curriculum. Currently the department consists of three members of staff.

The starting salary for this position will be according to the Ewell Castle Pay Scales which currently track in excess of the maintained school pay grades and will reflect the experience and qualifications of the successful candidate. Ewell Castle offers Management Allowances for positions of responsibility and there is an Enhanced (Upper) Pay Spine above the basic scale.



Click here to watch our video and learn more about us:

['Welcome to Ewell Castle School'](#)

**INSPIRE – ENGAGE - EXCEL**

## **Why join us?**

- Children of members of staff benefit by a 50% maximum (i.e. unaffected by scholarship or bursary) remission of school fees. (The remission is reduced pro rata for a part-time member of staff.)
- Lunches are provided during term time, free of charge.
- Appropriate Pension Scheme.
- Interest free loans are available for the purchase of computers through the school.
- Ride to work
- CPD opportunities are available to all staff. The School also part funds MQSL, NPQSL, NPQH and MA courses.

**Ewell Castle School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). Staff recruitment is also subject to the School's 'Equal Opportunities' policy and monitoring procedure.**

***Applicants invited for interview will be required to bring proof of identity e.g. passport, and qualifications to interview. Please note that we reserve the right to appoint before the closing date.***





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