ST TERESA'S **EFFINGHAM**

DAY & BOARDING SCHOOL FOR GIRLS

Appointment of Teacher of Religious Studies

January 2027 / April 2027

Information for Applicants



Welcome from Headmaster



Dear Applicant,

Thank you for your interest in St Teresa's. Appointing the right staff is one of the most important elements of my role as Headmaster.



We are a thriving and nurturing school, located in beautiful grounds; St Teresa's is a stunning place both to teach and to be taught. I am proud of our caring community, where staff are valued and encouraged to develop professionally. We embody our five core values of Faith, Community, Character, Compassion and Intellect. Every staff member plays an important role in our success, and I hope that you will feel inspired to apply and become part of our community.

St Teresa's is part of the Effingham Schools Trust, a family of schools working collaboratively to provide a coherent and ambitious educational journey. The Trust comprises of St Teresa's (girls, Years 6–11), Cranmore (boys, Nursery – Year 11), Manor House (Nursery –Year 6), and Effingham Sixth Form (co-educational, based on the St Teresa's site). Collectively, these settings provide a continuous pathway from early years through to Sixth Form



Stuart Field
Headmaster

St Teresa's School

St. Teresa's sits in 55 acres of beautiful countryside and the school benefits from excellent facilities. In recent years the school has carried out a significant development programme and further exciting projects are in the pipeline. The school is centred around the original eighteenth century manor house, which has evolved over the years and now proudly boasts some outstanding facilities.

St. Teresa's offers a strong, caring community based on its Catholic traditions but remains an inclusive environment that welcomes pupils and staff from all backgrounds. With recognised strengths spanning academia, sport and the creative and performing arts, we focus on the individual, allowing the pupils to achieve their best and enabling them to follow their own unique path to happiness and success.

A number of facilities are provided to meet the needs of a modern education. These include a Sixth Form Centre, Equestrian Centre, Tennis Academy, a Performing Arts Centre comprising a large theatre, drama studios, music classrooms, practice rooms and recording suite. In addition, pupils at St. Teresa's enjoy a 25m indoor swimming pool, five netball courts, a multi-sport sports hall and newly revamped astroturf pitch.









Teacher of Religious Studies

St. Teresa's is seeking an engaging and outstanding Teacher of Religious Studies with strong subject knowledge to join our department from January 2027 *(however a later start date could be considered for the right candidate),* teaching pupils from Year 7 to A level.

St Teresa's fosters a love of learning through student-led enquiry, thoughtful discussion and debate. Beginning with pupils' own experiences, questions and personal narratives, we explore religious and non-religious responses to human questions and contemporary ethical and global issues. Pupils develop religious literacy, independent thinking and the confidence to engage with a diverse and rapidly changing world.

At Key Stage 3, pupils study world religions, philosophy and ethics, examining how beliefs shape lives and connect their learning to the wider world. Religious Studies is a very popular optional subject at GCSE, following AQA Religious Studies A: Christianity and Judaism, alongside Relationships and Families; Religion and Life; Religion, Peace and Conflict; and Religion, Human Rights and Social Justice. We also follow AQA at A Level.



Roles & Responsibilities

General

- Maintain professional, positive and fair relationships with pupils, colleagues and parents, contributing collaboratively to the department and wider school.
- Undertake form tutor responsibilities (if required), supporting pupils' wellbeing.
- Contribute to extracurricular activities and school events, and attend departmental meetings, CPD meetings, parents' evenings and INSET days.
- Apply professional development to improve teaching and learning.
- Support the Catholic ethos of the school, respecting pupils and colleagues of all faiths and none.
- Work with the School Chaplain, where appropriate, to support pupils' learning through reflection, community engagement and social responsibility, contributing to the wider life of the school.

Subject & Departmental

- Plan and teach engaging, challenging and well-structured lessons across Key Stages 3, 4 and 5, following departmental schemes of learning and examination specifications.
- Adapt lessons to pupils' knowledge, abilities and learning needs, providing appropriate challenge for all.
- Explore religious and non-religious worldviews through discussion and debate, making links between human experiences, ethical issues and modern life.
- Develop pupils' subject knowledge, religious literacy and ability to analyse, evaluate and construct well-supported arguments.
- Create an inclusive classroom in which pupils can ask meaningful questions, express their views and examine different perspectives.
- Establish a calm, purposeful learning environment through positive relationships, clear routines and fair, consistent application of the school's behaviour policy. Maintain high expectations of conduct, effort, participation and quality of work, encouraging pupils to listen respectfully and take responsibility for their learning.
- Consistent marking in line with departmental and school policies, providing timely feedback on strengths and next steps.
- Maintain accurate progress records and use assessment information for planning and to provide targeted support.
- Prepare pupils for examinations through regular practice, teaching of examination technique and structured revision.
- Work reliably and in an organised manner, meeting deadlines for planning, marking, assessment and reporting, and sharing resources with colleagues.
- Use technology to support learning and independence.
- Be accountable to the Head of Religious Studies and Deputy Head (Academic).

Person Specification

Qualifications and Experience

- A good honours degree in Religious Studies, Theology, Philosophy or a closely related subject, and a recognised teaching qualification.
- Experience of teaching Religious Studies at GCSE, with A Level teaching experience or the subject knowledge and readiness to teach it.
- Experience of planning engaging lessons, adapting teaching and assessing progress.
- Evidence of relevant CPD and a commitment to continued professional learning.

Knowledge and Skills

- Strong subject knowledge across world religions, philosophy, ethics and non-religious worldviews, with an awareness of contemporary ethical and global issues.
- Secure understanding of relevant examination specifications and a willingness to develop familiarity with AQA requirements.
- Ability to inspire pupils, explain complex ideas clearly and lead inclusive discussions and debate that encourages independent thinking and evidence-based arguments.
- Effective behaviour management, combining positive relationships and encouragement with clear expectations and a calm, consistent approach to disruption
- Highly organised planning, record-keeping and time management, alongside reliable marking and feedback.
- Ability to follow established schemes of learning, adapt thoughtfully and contribute to their improvement, sharing resources and responding constructively to feedback.
- Clear, timely communication with pupils, parents and colleagues, including information about progress.
- Sound judgement, care and impartiality when handling sensitive issues, maintaining confidentiality and professional boundaries.

Personal Qualities

- Engaging, creative and reflective, with a commitment to fostering a love of learning.
- Reliable, organised, punctual and well prepared, taking responsibility and following agreed tasks through to completion.
- Supportive and collaborative, contributing positively to a small department and the wider school.
- Resilient, adaptable and respectful of different beliefs and backgrounds.
- Follow School and Trust policies, committed to safeguarding and promoting pupils' welfare.
- Willing to support the Catholic ethos of the school.

Remuneration and Benefits

Our staff enjoy working as part of a strong school community.

We reward our talented staff with a range of benefits.

Salary
Salaries are competitive and in line with independent school teaching scales.

Continued Professional Development
All staff have access to professional development training as part of the school's performance development and appraisal process. Individuals are encouraged to continue to develop their skills to provide high-quality teaching and learning for our pupils.

Fee Remission
Discounts may be available on school fees. Full terms and conditions provided by the Director of Finance.

Pension Scheme
Generous contributory pension scheme.

Refreshments and lunch
Refreshments and lunch provided during term time.

Cycle to work
Cycle to work scheme for staff members.

Parking
Parking for staff members is provided on site.

Counselling Service
A free, confidential 24-hour telephone service available 365 days per year.

Use of School sports facilities
Staff may use the school's sports facilities when available.

Application and Selection Process

All applicants are required to complete an **application form** containing questions about their academic and employment history and their suitability for the role. A Letter of Application addressed to Mr Stuart Field (Headmaster) should accompany the application form.

The letter should indicate your suitability for the post and your motivation for submitting the application. Further information including examination results and the Independent Schools' Inspection Reports can be found on the Schools' websites www.st-teresas.com,

As part of St. Teresa's commitment to safeguarding and promoting the welfare of children, any offer of employment to this post will be subject to receipt of a satisfactory Enhanced Disclosure and Barring Service check, along with qualifications, two satisfactory references and a satisfactory response to a Health Questionnaire. **Please note that references will be taken up on short listed candidates prior to interview.**

Closing Date for Applications:	**Monday 16h November 2026**
Applications should be sent to:	Mrs Karen Babler (Recruitment Manager) k.babler@st-teresas.com St Teresa's School Effingham Surrey RH5 6ST

St Teresa's School is committed to safeguarding and promoting the welfare of children. Our recruitment process follows the guidelines in KCSIE. Applicants undergo enhanced screening including checks with past employers, the DFE and the disclosure and barring service.

St Teresa's reserves the right to interview at any stage of the selection process.