



*Nurturing good, happy and successful people who are prepared for life.*



# Teacher of Religious Education APPLICATION PACK



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## MESSAGE FROM THE HEADTEACHER

Wales High School is a thriving, inclusive, and highly successful community, providing outstanding education to over 1,800 students. I am incredibly proud to lead this vibrant learning environment as the recently appointed Headteacher.

At the heart of everything we do are our core values: Community, Ambition, Respect, and Excellence (CARE). Our mission is to nurture good, happy, and successful individuals, equipping them with the skills, confidence, and resilience to thrive in life and contribute positively to the world around them.

We celebrate each student as an individual and are passionately committed to unlocking their potential. With a dedicated and talented team, we ensure our curriculum, guidance, and care meet the diverse needs of every young person. High expectations form the foundation of our culture, embedded in focussed lessons full of knowledge and wonder. We empower students to become compassionate, organised, and ambitious individuals who strive for excellence.

As Headteacher, I am committed to building on our strong tradition of pastoral care to create a safe, calm, and inclusive learning environment where every student can excel. From those securing places at Russell Group universities or prestigious apprenticeships to those needing additional support, we provide tailored guidance to help every student succeed.

We encourage independence and leadership through a wide range of extracurricular opportunities, enabling students to explore their passions and develop confidence. Our Sixth Form, home to over 250 students, acts as a hub of inspiration, with older students serving as role models who empower and encourage their younger peers.

Strong partnerships with parents and carers are essential to student success. We value open, positive relationships to ensure that every child is fully supported. Wales High School is deeply connected to its local and wider community, instilling a sense of responsibility and service in our students. We believe they can be leaders who shape their communities and positively impact the world.

At the heart of our ethos is a genuine commitment to well-being and managing workload. I understand that the success of any school depends on its staff, and I am dedicated to creating an environment where teachers and support staff feel empowered, appreciated, and equipped to excel. This commitment is reflected in our policies, practices, and daily interactions.



Collaboration, professional growth, and a healthy work-life balance are key priorities. We regularly review workload demands and seek staff input to ensure efficient and purposeful processes. Well-being initiatives are woven into our culture, supported by a leadership team that listens, responds, and fosters a supportive environment.

By joining our team, you will become part of a school that values your expertise and invests in your development and happiness. Together, we strive to make a lasting impact on our students while fostering a professional community where everyone feels proud to contribute.

This is an exciting time for Wales High School as we plan for the design and eventual move to our state-of-the-art new building. We are seeking individuals who share our vision and values and are eager to help shape the future of our school.

I warmly invite you to visit us and experience first-hand what makes Wales High School such a special place to learn, grow, and succeed.



L. McCall

**MISS L McCALL, HEADTEACHER**



## MESSAGE FROM THE CHAIR OF THE GOVERNING BODY

Firstly, may I thank you for showing an interest in working at Wales High School. This is an incredible opportunity for an exceptional candidate to teach in one of the most respected and forward-looking schools in the North of England.

Now every school in the country is special in their own right, but here at Wales we pride and judge ourselves on how we ensure the school remains laser focussed on being rooted within our local community and as a force for good across the area we serve. As education has changed over the decades, the one constant has been our deep-rooted values and ethos, the Wales Way, that we would expect any candidate to protect and enhance.

Wales High School is a forward-looking school with an outstanding record of promoting high achievement. However, as important as academic achievement is, the school ethos prioritises preparing students for success and fulfilment in their futures as resilient, happy, and responsible young people who will make a positive contribution to society. Supporting students' emotional health and well-being is a key school priority as is projecting the school positively within the community.

As a former student and as a serving Councillor for the area in which the school resides, I see and feel every day the example the school sets and the high standards it promotes that truly does make a very real difference.

I hope that you find all the information you require in this pack and that it gives you an idea of what we are all about here at Wales High School.

  
Dominic Beck

**Cllr Dominic Beck, Chair of Governors**





# THE WALES WAY

# OUR VISION AND VALUES

*Nurturing good, happy and successful people who are prepared for life.*



**FOCUSED LESSONS** full of knowledge and wonder.



**WORLD CLASS OPPORTUNITIES** that enrich lives.



**ROLE MODELS** who empower and encourage.

We believe our young people can be **leaders** who **shape their communities** and who can **change the world**.

**C**

COMMUNITY

**A**

AMBITION

**R**

RESPECT

**E**

EXCELLENCE

We care about our community. We cooperate with each other. We include everyone.

We care about our work and achieving great things. We aim high, try our best and dream big.

We care about respect. We respect ourselves, each other and our school. We are polite and kind.

We care about excellence. We strive for excellence and enjoyment in all we do.



## ABOUT OUR SCHOOL

Wales High School is a caring and aspirational learning community, situated on the edge of the villages of Wales and Kiveton Park, where students aged 11-18 from across the wider community thrive in an atmosphere of mutual respect and trust.

All staff follow a strong programme of professional learning which is matched to the school's improvement priorities and the interests of staff.

At Wales High School, we are proud of our first-class facilities, which enable us to deliver an enriched and varied learning experience across both traditional and vocational subjects. Cross-curricular links, and a strong focus on literacy and numeracy, are complemented by hands-on, practical experience at our specialist facility, the Kevin Shore Vocational Academy.



**“Everyone is welcome in this inclusive school. Leaders are steadfast in their commitment to inclusivity for all pupils and the wider community of Wales High School, they have created a positive culture that spreads through every aspect of the school community**

**- Ofsted**

Wales High School was founded in 1970 and in 2010 became a convertor academy. There are currently over 1,800 students on roll including Sixth Form students.

A high proportion of students continue into the Sixth Form after Year 11 and the school also attracts external students in Year 12. The Sixth Form curriculum is broad, with many enrichment and wellbeing options alongside a wide range of A Level and Level 3 Vocational subjects. As well as providing a quality education and a first-class academic experience, our outstanding pastoral system ensures the personal development, safety and welfare of all our students.





Staff commitment to extra-curricular and enrichment activities is very strong, with an extensive programme of opportunities to broaden our students' horizons including links with our partner schools in Paraguay, Romania and Zanzibar. The school offers a range of trips and residential including to Berlin, Paris, Geneva, Spain, Dubai and Italy.

*"The School's work to promote mental health is noteworthy. Students and staff are supported well by a team of counsellors and trained staff"* - Ofsted.

For those students who require additional support, help is given both in lessons and on a one-to-one basis. We work closely with our feeder primary schools to ensure that this support is in place immediately.

“

***The inclusive culture and ethos is lived, not laminated***  
***- Ofsted***

”



The school includes a range of different buildings from the original 1970s building, to the purpose-built millennium block. Just a short walk over the road is our state-of-the-art 3G Pitch facility, which opened in November 2022.

The school has also been prioritised for the School Rebuilding Programme to replace and refurbish the buildings at the school, setting Wales High School up for high educational standards for all students for decades to come.

To view feedback from our most recent **Ofsted** inspection (October 2023) please click [here](#).



# WHAT PEOPLE SAY ABOUT WALES HIGH SCHOOL

## PARENTS/CARERS:

- 'My daughter enjoys coming to this school'
- 'Fantastic - child extremely happy. He loves the school.'
- 'Wales High is a fantastic school: nurturing and caring'
- 'When your son walks into school saying he is worried about scraping through a particular subject and walks out with a 9 in it! Priceless!'
- 'What an amazing teacher. Thank you'
- 'Very supportive teachers and approachable'

“

***When your son walks into school saying he is worried about scraping through a particular subject and walks out with a 9 in it! Priceless!***

- Parent

”



## STUDENTS:

- 'I'm happy with everything - love the school'
- 'This is a lovely school to be at and it makes me feel grown up. So glad I came to this school'
- 'Teachers care and help me'
- 'Thank you so much for being the best teacher ever and making exams less stressful'
- 'Proud of myself'
- 'Over the moon with my results - the hard work has finally paid off'
- At Wales High School's Sixth Form, you will be empowered to unlock your full potential, embrace new challenges, and stretch the boundaries of your capabilities. You will have the opportunity to explore new realms of knowledge and interesting subjects that will challenge and engage you on creative levels.



# THE RELIGIOUS EDUCATION DEPARTMENT

We are seeking to appoint an inspirational and committed Teacher of Religious Education to join our successful and well-established RE Department in a large, oversubscribed secondary school.

Religious Education is a popular and thriving subject at both GCSE and A Level. Student numbers have remained consistently high in recent years, GCSE RE is taken as an option choice and the Department consistently have around 80 students opt to take it. The Department is ambitious and keen to build on this success further. The RE Department is well resourced and benefits from:

- Three dedicated classrooms, all equipped with interactive whiteboards and teacher PCs
- A dedicated staff office with workspace and internet access
- A wide range of high-quality resources and audio-visual materials to support learning at all key stages

The Department currently consists of four RE Specialist Teachers, bringing a wealth of experience, subject knowledge and enthusiasm. The team is friendly, supportive and highly collaborative, working closely together to ensure the best outcomes for students. Staff share a strong commitment to improving attainment and enhancing students' learning experiences. The Department prides itself on the high level of support offered to students, including:

- Excellent outcomes in both KS4 and KS5
- Extra classes and revision sessions
- Essay technique workshops for KS5 students
- A varied programme of enrichment activities and visits, including a Year 10 visit to London places of worship

There is a strong desire to further develop learning beyond the classroom, and the successful candidate will be encouraged to contribute new and innovative ideas to this area. The Governors are seeking to appoint a teacher who:

- Is an enthusiastic and talented practitioner
- Has the ability to teach GCSE Religious Education (essential)
- Has experience of teaching A Level RE (desirable)
- Is committed to playing an active role in the wider life of the school

In return, we offer:

- A supportive and collaborative department
- Excellent resources and facilities
- High-quality professional development
- The opportunity to work in a happy, well-respected and ambitious school

This post would be suitable for both experienced teachers and ECTs who are passionate about Religious Education and keen to make a positive impact on students of all abilities.

**Mrs Sian Roberts-Commons**  
**Head of Religious Education**



# TEACHER OF RELIGIOUS EDUCATION (MPS / UPS / TLR HOLDER)

**We welcome applications for the following full-time, permanent post -  
with effect from September 2026**

We are seeking a highly motivated and enthusiastic teacher of Religious Education to join this innovative and exciting department. The successful candidate will be energetic, inspiring and will demonstrate a passion and commitment to teaching.

It would be an advantage for applicants to have the ability or potential to teach Religious Education across all Key Stages.

We welcome applications from both experienced and recently qualified teachers to join this successful team.

**Mrs Sian Roberts-Commons  
Head of Religious Education**



# TEACHER OF RELIGIOUS EDUCATION

## JOB DESCRIPTION

<b>JOB TITLE</b>	Teacher of Religious Education
<b>SALARY</b>	MPS / UPS / TLR Holder
<b>CONTRACT TYPE:</b>	Full time - Permanent
<b>REPORTING TO:</b>	Head of Religious Education

<b>JOB PURPOSE</b>
To teach Religious Education as directed by the Head of Department.
<b>DUTIES AND RESPONSIBILITIES</b>
<ul style="list-style-type: none"> <li>• To plan, prepare and deliver stimulating and imaginative lessons to classes of different age groups and abilities - incorporating differentiation, as appropriate.</li> <li>• To develop appropriate Schemes of Work.</li> <li>• To mark, check and assess students' work and provide feedback.</li> <li>• To routinely track and monitor students' progress in accordance with school procedures and Assessment Points.</li> <li>• To prepare students for qualifications / examinations.</li> <li>• To manage pupil behaviour within lessons and the wider school premises.</li> <li>• To attend staff and department meetings, as appropriate.</li> <li>• To manage and co-ordinate extra-curricular interventions and activities.</li> <li>• To liaise with parents and carers, as appropriate.</li> <li>• To maintain up-to-date subject knowledge and keep up with changes in the National Curriculum.</li> <li>• To engage in continuous professional development, including INSET opportunities.</li> </ul>

### NOTE

This job description is not an exhaustive list of responsibilities of the post. It may be subject to amendment from time to time as deemed necessary by the Headteacher of Wales High School, in order to meet the changing needs of the school as it develops in the future.



# PERSON SPECIFICATION

A - Application   C - Certificates   I - Interview   R - References

	CRITERIA	ESSENTIAL / DESIRABLE		WHERE ASSESSED
		E	D	
1	QTS and suitable experiences or qualifications as a Teacher of Religious Education.	✓		A,C
2	To have a good honours degree in Religious Education or related subject.		✓	A,C
3	Proven IT skills.	✓		A,I
4	Experience of teaching Religious Education.		✓	A
5	To like children and have high expectations of them, with good standards of discipline.	✓		A,I
6	To have taught the full ability range in a mixed comprehensive school.		✓	A
7	Have strong public presence.	✓		A,I
8	To be able to deal with students, parents, staff and the wider community.	✓		A,I
9	Managerial / Leadership skills.	✓		A,I,R
10	Experience of being a form tutor.		✓	A,R
11	To have participated in extra-curricular activities		✓	A
12	To be efficient, well organised and able to work to deadlines.	✓		A,I,R
13	To have shown a strong interest and success in dealing with young people and their pastoral welfare.	✓		A,I,R
14	To demonstrate effective communication skills - written and verbal.	✓		A,I,R
15	To have a 'whole school' perspective.	✓		A,I
16	To be reliable, have the ability to work hard and give freely of your time.	✓		A,I,R
17	People focused with a friendly, yet professional, and respectful approach - which demonstrates support and mutual respect.	✓		I
18	To have experience of working in more than one school.		✓	A
19	Smart appearance / professional dress.		✓	I
20	To have a good sense of humour.		✓	A,I
21	Flexibility and willingness to work unsociable hours occasionally.	✓		A,I



# HOW TO APPLY

## APPLICATION DETAILS

**Your application should include a fully completed application form including your personal statement of no more than two sides of A4 detailing how your knowledge, skills and experiences meet the criteria on the person specification.**

**The closing date for receipt of applications is**

**Friday 27 February 2026, 9.00am**

**Please email your completed application, equal opportunities monitoring form and personal statement to [vacancies@waleshigh.com](mailto:vacancies@waleshigh.com).**

## HOW TO APPLY

**Our Wales High School application form can be accessed [here](#).**

**Our Wales High School Equal Opportunities Monitoring form can be accessed [here](#).**

## SAFEGUARDING AND SAFER RECRUITMENT

**We operate Safer Recruitment and do not accept CV applications. All applicants must complete our application form in full.**

**Wales High School is committed to safeguarding and promoting the welfare of our children, young people and vulnerable adults. Our policies and practices in relation to safeguarding can be viewed [here](#).**

## SELECTION PROCESS

The selection process and formal interview will take place at Wales High School on:

**To be confirmed**

If you would like to discuss the role or arrange a visit to the school, please contact:

**Mrs Sian Roberts-Commons  
Head of Religious Education  
on 01909 771291 or by email on  
[vacancies@waleshigh.com](mailto:vacancies@waleshigh.com)**

Successful candidates will be required to apply for a disclosure of criminal records check at an enhanced level.

Full details of this post can be found on the Vacancies section of our website, [www.waleshigh.com/vacancies/](http://www.waleshigh.com/vacancies/).





## LIVING AND WORKING IN SOUTH YORKSHIRE

The school is located in the semi-rural area of Kiveton Park, South Yorkshire, and is easily accessed via the M1/M18 motorway networks and the A57.

The area has strong public transport links to Sheffield, Rotherham, Worksop, Nottingham and Leeds via bus and train.

Just a short drive away is Sheffield, which offers plenty to do both in the city and surrounding areas. Music is a big part of the city, with annual events and festivals. Some of the UK's biggest indie bands emerged from South Yorkshire including Wales High School Alumni, musician, 'Self Esteem'.

You'll also find award-winning theatre, exhibitions, activities and attractions

- Annual Tramlines Festival
- Kelham Island Museum's industrial history
- Sheffield Botanical Gardens



- The Millennium Gallery
- The Yorkshire Wildlife Park
- Wentworth Woodhouse

### The Great Outdoors

The Peak District, the UK's fifth largest National Park is just a short bus or car journey from Sheffield. Known as one of the best loved National Parks in the UK, the Peak District offers plenty of things to do such as walking, cycling, camping, horse riding, climbing, caving and more.

### Housing

From houses to flats, the cost of living is affordable as compared to other cities. The price range may vary from area to area but South Yorkshire had an overall average price of £198k over the last year.



FOUNDED IN 1970



**CELEBRATING 50 YEARS OF EXCELLENCE**

Wales High School Academy Trust  
Storth Lane, Kiveton Park, Sheffield, S26 5QQ

Tel : 01909 771291  
Email : [contact@waleshigh.com](mailto:contact@waleshigh.com)  
[www.waleshigh.com](http://www.waleshigh.com)

 @WalesHigh  Wales High School Academy Trust