



Curriculum Lead of Religious Studies Application Pack

Dear Colleague

Welcome to Kingsway Park High School and thank you for your interest in us.

Kingsway Park High School is proud to be a vibrant, inclusive and diverse school with approximately 1350 students, 47 different nationalities and 25 spoken languages. We have state-of-the-art facilities, and we provide an individualised and unique curriculum offer for all students regardless of their starting point, gender, ethnicity, faith or need.

We care for, nurture and develop the whole child while improving aspirations, learning and achievement for all. In addition to ensuring each student's academic potential, we also prepare them to be socially responsible citizens who can flourish in society and give back to their local community. We seek to remove any barriers of inequity, which prevent equality of opportunity so that all students can aspire and be inspired to realise their dreams.

Our school has a strong sense of community, purpose and belonging. We value our students and recognise that success looks and feels different for each one of them. However, what is consistent is our team of passionate, enthusiastic and committed staff who work relentlessly in the pursuit of excellence for the students and community we serve.

We have a strong commitment and belief in developing staff at all levels. We seek to recruit and retain colleagues whose drivers match our school ethos and are committed to their own professional development. Successful candidates will receive a high-quality induction, appraisal, continuous development programmes (including nationally recognised leadership qualifications), and opportunities to contribute to whole school impact projects throughout their Kingsway careers.

I hope you find this application pack helpful in making your decision to apply for this exciting career opportunity. If you have any questions for us, do get in touch, we are always here to help.

I would like to thank you for your application, investment of time and - whatever the outcome - I wish you well in the future.

Yours sincerely



Simon Ward
Headteacher

Making your application

I hope that when you read this pack you are inspired to apply for the post.

Application

- To apply, please visit our website and apply through **My New Term**.
- Our website: [Our Vacancies - Altus Education Partnership](#)
- Provide a supporting statement of no more than two sides of A4, addressing the criteria in the person specification.

Deadline

The deadline for the post is **Sunday 27th September 2026** (to arrive no later than 12.00 midnight).
Interviews are expected to be held **Friday 2nd October 2026**.

Shortlisting

Regrettably, we are unable to inform candidates who have not been shortlisted. If you do not hear from us, please consider your application unsuccessful this time.

Salary

The post will be paid on the **Main/Upper Teacher Pay Scale plus TLR2C**

Start Date

January 2027

For an Application Pack

1. Visit www.altusep.com
2. Contact Caroline Sullivan – HR Officer: recruitment@altusep.com
3. Telephone 01706 769999

Reward Package & Additional Benefits

We offer a comprehensive package, including membership of our outstanding Teachers' Pension Scheme; our 'Employee Benefits Programme' which provides a range of options including:

- Our Cycle to Work Salary Sacrifice Scheme
- Free access to Employee Assistance Programme, offering guidance, support and counselling on a range of subjects
- Generous holiday entitlement

Altus Education Partnership is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. This position is subject to an Enhanced DBS check under the Rehabilitation of Offenders Act 1974. In accordance with the recommendations set out in KCSIE the Trust carries out online searches on shortlisted candidates. It is also Trust policy to contact at least 1 reference prior to interview.

Background Information

Kingsway Park High School

Kingsway Park High School joined the Altus Education Partnership in February 2022. KPHS students live in and travel to us from communities all over Rochdale and the surrounding areas. We are very proud of the high-quality facilities, resources, and environment that we provide for both staff and students.

We hold our school values of **Trust, Professionalism, Integrity, Respect, Kindness and Effective Communication** at the core of everything we expect from our students. Students are awarded when they consistently demonstrate our values.

If you would like to visit the school to get a feel of who we are and where we are going, we would warmly welcome you.

Altus Education Partnership

Altus Education Partnership is a Multi Academy Trust and was established in 2017 through Rochdale Sixth Form College, an Ofsted Outstanding provider, and grew from the Trust's desire to improve education in the borough of Rochdale as a whole.

The Trust currently comprises five academies, including ourselves. The other four academies are:

- **Rochdale Sixth Form College**, opened in 2010 to address the significant underachievement in A level performance in the borough. Since then, it has dramatically raised achievement in the area and is recognised nationally as a centre of excellence. The College is Ofsted Outstanding, Sixth Form College of the Year 2021, and regularly ranks among the highest performing colleges in the country in both the DfE's Performance Tables and the National Achievement Rate Tables.
- **Edgar Wood Academy** opened in 2021 under Wave 13 of the Free Schools Programme. While the school was judged Requires Improvement at its first inspection, Ofsted has since recognised that the school is improving, and we are confident in the direction of travel. The Academy is building a strong reputation locally and benefits from a committed staff and leadership team focused on rapid progress.
- **Bamford Academy** is an Ofsted-rated Good primary school providing a caring and nurturing environment. It is a popular first choice for many families in the area.
- **Caldershaw Primary School** joined the Trust on 1 July 2025. It is Ofsted Outstanding and one of the most oversubscribed primary schools in Greater Manchester.

Altus is on the cusp of further growth, with three additional schools currently considering academisation in the autumn term.

We also benefit from strong local partnerships. Most notably, and uniquely within the post-16 sector, Altus has a Memorandum of Understanding with Hopwood Hall College, coordinating curriculum and supporting seamless transition for students into post-16 education.

Role Description

Job Title:	Curriculum Lead for RS
Reports to:	Faculty Lead
Contract:	Permanent – Full Time
Salary:	Main/Upper Teacher Pay Scale plus TLR2C
Start Date:	January 2027

Primary Purpose:

We are looking to appoint an ambitious and experienced Curriculum Lead for Religious Studies to provide strong subject leadership and drive the continued development of Religious Studies at Kingsway Park High School. The successful candidate will be an excellent classroom practitioner with a genuine passion for their subject and the leadership skills, vision and determination to secure high-quality provision and excellent outcomes for students across Key Stages 3 and 4.

The Curriculum Lead will have responsibility for the strategic development of Religious Studies across the school, encompassing both the statutory Religious Studies curriculum and GCSE provision, and will lead on curriculum design, teaching and learning, assessment and standards within the subject. They will ensure that the curriculum is ambitious, engaging and well sequenced, supporting students to develop secure knowledge and understanding of religion, belief and worldviews alongside the critical thinking skills needed to explore complex religious, philosophical and ethical questions.

Religious Studies has an important place within the curriculum and wider life of Kingsway Park High School. As a diverse school community, we recognise the important contribution the subject makes to students' understanding of different beliefs, cultures and perspectives. The successful candidate will champion the subject across the school, developing its profile and ensuring that students recognise its relevance to their lives, their community and the wider world.

The Curriculum Lead will set high expectations for teaching, learning and student achievement and will use assessment and performance information effectively to identify priorities and drive improvement. They will support and develop colleagues delivering Religious Studies, promote consistency and high-quality practice, and ensure that appropriate support and challenge are in place to enable all students to succeed.

This is an exciting opportunity for a confident and forward-thinking subject leader who wants to take ownership of Religious Studies and shape its future at Kingsway Park High School. We are looking for someone with the energy, credibility and ambition to lead the subject effectively, inspire colleagues and students, and ensure Religious Studies continues to develop as a strong and valued part of our curriculum.

Leadership Responsibilities

- Provide effective leadership and strategic direction for Religious Studies, establishing high expectations for teaching, learning, curriculum and student outcomes across Key Stages 3 and 4.
- Develop, implement and regularly evaluate an ambitious and coherent improvement plan for Religious Studies, informed by student outcomes, quality assurance and wider school priorities.
- Lead the development and implementation of the Religious Studies curriculum, ensuring it is ambitious, well-sequenced and appropriately challenging for all students.
- Ensure colleagues delivering Religious Studies have a clear understanding of curriculum intent, subject content, assessment requirements and, where applicable, examination specifications.
- Monitor standards of teaching, learning and student outcomes within Religious Studies, identifying strengths and areas for development and taking timely and effective action where improvement is required.
- Analyse assessment and performance information to evaluate the progress and attainment of individuals and groups, identify priorities and implement appropriate strategies to improve outcomes.
- Ensure assessment within Religious Studies is purposeful, consistent and used effectively to inform teaching, curriculum development and intervention.
- Maintain high expectations for student behaviour, engagement and achievement and ensure school policies and expectations are implemented consistently within the subject.
- Lead, support and develop colleagues delivering Religious Studies through effective communication, collaboration, coaching, quality assurance and professional development.
- Ensure appropriate resources are available and used effectively to support high-quality curriculum delivery.
- Champion Religious Studies across the school, promoting the value and relevance of the subject and seeking opportunities to strengthen student engagement and its contribution to the wider curriculum.
- Work collaboratively with other Curriculum Leads, faculty and senior leaders to contribute to whole-school improvement and ensure the school's vision, values and priorities are implemented consistently.
- Communicate effectively with parents/carers and relevant colleagues regarding student progress, achievement and any concerns requiring additional support.
- Work collaboratively with SEND, pastoral and other colleagues to ensure barriers to learning are identified and appropriate strategies are implemented for students requiring additional support.

Teaching and Learning Responsibilities

- Model consistently high-quality classroom practice and demonstrate strong subject knowledge and a passion for Religious Studies.
- Plan and deliver engaging, challenging and inclusive lessons that enable students to develop secure knowledge, understanding and disciplinary skills.
- Ensure the Religious Studies curriculum is effectively mapped and sequenced across Key Stages 3 and 4, with clear progression in knowledge, understanding and skills.
- Support colleagues to translate curriculum plans into effective classroom practice, ensuring appropriate challenge and support for all students.
- Promote teaching approaches that enable students to think critically, engage with different religious and non-religious worldviews and explore complex religious, philosophical and ethical questions.
- Ensure teaching is responsive to students' different starting points and needs, including those with SEND and other identified barriers to learning.
- Establish a positive and purposeful learning environment in which students are encouraged to participate, question, reflect and develop independence.
- Ensure assessment and feedback are used effectively and proportionately to identify misconceptions, inform

future teaching and enable students to understand how to improve.

- Evaluate the quality and impact of teaching within Religious Studies through appropriate quality-assurance activities and use findings to support continuous improvement.
- Maintain a clear understanding of the strengths and development priorities within Religious Studies and be able to articulate these effectively to senior leaders and other relevant stakeholders.
- Ensure students are appropriately prepared for internal and external assessment and, where applicable, public examinations.
- Promote an inclusive curriculum which reflects diversity, challenges stereotypes and enables all students to see Religious Studies as relevant and meaningful.

Curriculum Leadership and Professional Development

- Lead regular subject development time, ensuring meetings have a clear focus on curriculum, pedagogy, student outcomes and improvement priorities.
- Attend and contribute effectively to Extended Leadership and other curriculum or strategic meetings as required.
- Lead and support the professional development of colleagues delivering Religious Studies, identifying opportunities to strengthen subject knowledge and classroom practice.
- Engage actively in relevant subject networks, research and professional development to ensure curriculum and pedagogical practice remain current and effective.
- Reflect critically on own leadership and teaching practice and respond positively to feedback and identified areas for development.
- Contribute to whole-school CPL, sharing effective practice and subject expertise where appropriate.
- Support the development of Religious Studies beyond the classroom through appropriate enrichment, wider curriculum opportunities and links with the school community.

General Responsibilities

- Be an ambassador for Kingsway Park High School and consistently model and promote the school's vision, values and expectations.
- Establish and promote a culture of excellence, inclusion, equality and high expectations for all students.
- Make a positive contribution to the wider life and ethos of the school.
- Work collaboratively with colleagues across the school and contribute to the development, implementation and evaluation of school policies, practices and improvement priorities.
- Respond professionally and appropriately to unplanned situations, incidents and emergencies, prioritising the safety and wellbeing of students and staff.
- Attend meetings with parents/carers, external agencies and other professionals where appropriate to the role.
- Participate in the school's daily duty rota and other reasonable whole-school responsibilities.
- Support enrichment, trips, visits and other activities that enhance students' wider educational experience where appropriate.
- Undertake any other reasonable duties commensurate with the nature and level of the post as directed by the Headteacher, Line Manager or Senior Leadership Team.

Safeguarding, Health and Safety

- Promote the safety and wellbeing of students and fulfil safeguarding responsibilities in accordance with Keeping Children Safe in Education, the school's Child Protection Policy and other relevant policies and procedures.
- Maintain a safe learning and working environment and ensure appropriate health and safety procedures are

followed within the subject area.

- Maintain appropriate confidentiality and handle information relating to students and staff in accordance with school policy and data protection requirements.

Professional Development

- Maintain up-to-date subject, curriculum, pedagogical and leadership knowledge through ongoing professional development and reflective practice.
- Take responsibility for identifying and addressing own professional development needs and engage positively with opportunities provided by the school and Trust.
- Participate fully in the school's appraisal and professional development processes.

Personal and Professional Conduct

- Uphold public trust in the teaching profession and maintain high standards of ethics and professional conduct both within and outside school.
- Demonstrate professional regard for the ethos, policies and practices of the school and maintain high standards of attendance and punctuality.
- Model positive attitudes, behaviours and professional relationships with students, colleagues, parents/carers and the wider school community.
- Promote equality of opportunity, respect individual differences and value the cultural, religious and wider diversity of the school community.
- Demonstrate accountability for the quality of leadership, curriculum provision and student outcomes within Religious Studies.

Person Specification

No.	Criteria	E/D	App	Interview	Lesson	Refs	Results
Qualifications and Subject Expertise							
1	A degree in Religious Studies, Theology, Philosophy or a relevant related subject	E	✓				
2	Qualified Teacher Status (QTS) or QTLS	E	✓				
3	Strong subject knowledge and a passion for Religious Studies	E	✓	✓	✓		
4	Ability to teach Religious Studies successfully at Key Stages 3 and 4	E	✓	✓	✓	✓	
5	Strong knowledge and understanding of the Religious Studies curriculum and relevant examination requirements	E	✓	✓			
Teaching, Learning and Outcomes							
6	A strong and successful classroom practitioner who can engage, challenge and inspire students	E	✓	✓	✓	✓	
7	Evidence of securing strong student progress and outcomes, including at Key Stage 4	E	✓	✓		✓	✓
8	Ability to plan and deliver an ambitious, well-sequenced and inclusive curriculum	E	✓	✓	✓		
9	Ability to adapt teaching and resources effectively in response to students' different starting points and needs	E	✓	✓	✓		
10	Effective use of assessment to identify misconceptions, evaluate learning and inform future teaching	E	✓	✓	✓		
11	Knowledge of effective pedagogy and current developments relevant to Religious Studies	E	✓	✓			
Leadership and Improvement							
12	Ability to provide effective subject leadership and establish high expectations for curriculum, teaching and student outcomes	E	✓	✓		✓	
13	Ability to evaluate the quality of curriculum provision and identify and implement priorities for improvement	E	✓	✓			
14	Ability to analyse assessment and performance information and use this effectively to drive improvement	E	✓	✓			✓
15	Ability to lead, support and develop colleagues positively, promoting collaboration and consistent high-quality practice	E	✓	✓		✓	
16	Ability to communicate a clear and ambitious vision for Religious Studies and champion the subject across the school	E	✓	✓			
17	Ability to organise, prioritise and manage workload effectively and meet deadlines	E	✓	✓		✓	
Professional Skills and Attributes							
18	Effective interpersonal and communication skills, with the ability to build positive professional relationships with students, colleagues and parents/carers	E	✓	✓		✓	
19	High expectations for student achievement, behaviour and engagement	E	✓	✓	✓	✓	

20	Commitment to inclusion, equality of opportunity and meeting the needs of all learners	E	✓	✓	✓	✓	
21	Commitment to professional learning, reflective practice and continuous improvement	E	✓	✓		✓	
22	Ability to work collaboratively, share effective practice and contribute positively to the wider leadership of the school	E	✓	✓		✓	
23	High standards of personal and professional conduct and a commitment to safeguarding and promoting the welfare of children	E	✓	✓		✓	
24	Adaptability, resilience and the ability to respond positively to change	E	✓	✓		✓	
Desirable Criteria							
25	Previous experience of leading a subject, curriculum area, key stage or significant area of improvement	D	✓	✓			
26	Experience of developing curriculum and/or leading improvements in teaching and learning beyond own classroom practice	D	✓	✓			
27	Experience of examining, moderation or other relevant external assessment work in Religious Studies	D	✓	✓			
28	Experience of contributing to wider-school improvement or enrichment	D	✓	✓			



Kingsway Park
HIGH SCHOOL

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