

Founded 1642



# New Hall School

The Best Start in Life



Appointment of  
**Teacher of Theology or Graduate of Theology**

From 1 September 2022

Closing date: Midday, Monday 6 June 2022

Early applications are welcomed, and interviews will be on a rolling basis

## The Theology Department

At New Hall School, Theology is a core subject in the school curriculum and is recognized as the “foundation of the entire educational process.”<sup>1</sup> The Theology Department firmly believes that the study of religion is both a rigorous academic discipline in its own right, as well as a journey of faith and self-discovery. As Anselm asserted, Theology is “faith which seeks to understand” and, at New Hall, students are encouraged to become “religiously literate young people who have the knowledge, understanding and skills to think spiritually, ethically and theologically, and who are aware of the demands of religious commitment in everyday life.”<sup>2</sup>

Our central aims are:

- to equip students with a sound knowledge, appreciation and critical awareness of religion in general and of the Catholic Christian faith in particular
- to create a learning environment in which the fundamental questions of human existence can be explored in a rigorous, engaging and respectful manner
- to make a significant contribution to fulfilling the Mission & Ethos Statement and vision of New Hall School as a place that enables students to meet confidently the challenges of the wider world, achieve academic excellence and the gospel values of care, trust and respect
- to contribute significantly to the moral and spiritual formation of our students
- to work collaboratively with other departments and areas of the School to ensure the Catholic ethos and Gospel values of New Hall are prevalent throughout the curriculum
- to promote equality and diversity across the curriculum and within lessons

### Facilities

The Theology Department has four spacious, well-resourced and air-conditioned classrooms which are designed to encourage focus and engagement in lessons. Two of our classrooms can be merged to create a large space for debating, presentations and visiting speakers; all of which are regular occurrences. All Theology teachers are equipped with a laptop and an iPad and are encouraged to make effective use of technology in the classroom. Furthermore, each student is given their own iPad to enhance their learning and the interactive nature of lessons.

Theology teachers are encouraged to make use of New Hall’s generous training budget and it is a departmental priority to ensure that teachers engage in regular professional development.

### The Curriculum

The Theology Department works closely with our colleagues across all Divisions to coordinate the provision for Religious Education across the School. Aiding this collaboration, the Department delivers subject specialist teaching to all children in Years 5 and 6. This provides an exciting development opportunity for our Theology teachers to expand their experience

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<sup>1</sup> *Religious Education in Catholic Schools*, Catholic Bishop’s Conference of England & Wales, May 2000, §4.

<sup>2</sup> *Religious Education Curriculum Directory for Catholic Schools*, Catholic Bishop’s Conference of England & Wales, December 1996, p. 10.



### **Key Stage 3 (Year 7 and 8)**

Year 7 and 8 follow a bespoke curriculum that includes the study of religions (Catholic Christianity, Islam, Hinduism and Judaism) and other topics such as ethics, the history of the Church and religion in the media



### **Key Stage 4 (Year 9, 10 and 11)**

All students at New Hall study the AQA GCSE Religious Studies (A) course (Christianity, Judaism and Thematical Studies)

### **Key Stage 5 (Year 12 and 13)**

Eduqas/WJEC A Level Religious Studies (Christianity, Philosophy of Religion and Ethics)

Theology is one of the most popular subject choices at A Level. In the present academic year, 55 students are studying A Level Theology. Our classes are typically between 10-14 students and this allows for effective, collaborative teaching with an emphasis on debate and the exploration of the subject at the highest level.

### **The Co-Curriculum**

The Department run Theology Society, a weekly discussion and debating group that tackles theological, ethical and philosophical issues.

We also organize an exciting biennial trip to India. Students are given the opportunity to explore places of religious significance through Jaipur, Delhi, Agra and Varanasi. Highlights include a visit to the Taj Mahal and the River Ganges.

On top of these opportunities, our students are encouraged to enter external and internal essay competitions throughout the year, and we regularly host talks from guest speakers such as Peter Vardy and diocesan seminarians.



## **Alumni and University Destinations**

Many New Hall students go on to study Theology or Philosophy at top universities, with a number of our students gaining offers from Oxford and Cambridge in the last three years. New Hallians who have studied Theology or Philosophy at University have begun successful careers in law, management and academia. The Theology Department has a good relationship with past students and we are often pleased to welcome New Hallians back to share their experiences with current students.

## **Achievements/awards**

Students outperform national expectations in public examinations. In 2019, the most recent year of normal examination processes, 86% of students achieved the top grades A\*-B at A Level. At GCSE, the Theology Department has achieved consistently excellent results over a number of years resulting in the 2015 Good Schools Guide Award for being the highest performing department in the country. In 2019, 55% of students achieved grades 8-9 (equivalent to A\*) and 96% achieved grades 5-9 (equivalent to A\*-B) with 23% of all Grade 9s achieved by New Hall students being achieved in Theology.

In 2021, at A Level, 90% of our students achieved grades A\*-B, with a third of the cohort achieving the highest A\* grade. At GCSE, 57% of students achieved grades 8-9 (equivalent to A\*), 98% achieved grades 5-9 (equivalent to A\*-B).

Several of our students win, or are shortlisted for, external essay competitions run by reputable universities. Student representatives from the New Hall Theology Department are current regional champions and national finalists of the PhilosothonUK competition.

## **Department contacts/social media**

For further details regarding Theology at New Hall School, please contact the Head of Theology, Miss M Webb ([m.webb@newhallschool.co.uk](mailto:m.webb@newhallschool.co.uk))

Instagram - @newhalltheology

## Training to teach at New Hall School

As well as qualified teachers, this role is available to graduates who are wishing to begin their teacher training.

As a graduate/trainee teacher at New Hall School, you will enjoy working in a vibrant community with a strong sense of teamwork. Our team of dedicated and experienced mentors have a long record of success in developing and nurturing new teachers, many of whom have continued to become Heads of Department or have taken on other leadership roles. New Hall offers the perfect environment for new talent to flourish with a commitment to professional development and a focus throughout the school on learning and teaching. Our polite, enthusiastic students and the beautiful, tranquil surroundings complement the expertise of our teaching staff, giving our graduate/trainee teachers the perfect platform to learn their craft and to realise their potential.

Graduate/trainee teachers at New Hall will teach a reduced timetable designed to help them fully develop their teaching. Those undertaking formal teacher training will do so typically through the PGCE with QTS route offered via the University of Buckingham. A dedicated subject mentor will support all graduate/trainees, and further support is also offered by our Learning and Teaching group.

New Hall is a busy, fast-paced environment with curriculum lessons taking place Monday to Friday and there is a busy co-curricular and social programme of activities at the weekend. There are long School holidays and generous remuneration and benefits. The Pay Scale for trainee teachers is £24,488-£28,548pa (NH1-3 at September 2021 rates). Qualified Teachers start on £30,743pa (NH4 at September 2021 rate). The School fully funds the PGCE training and there is no requirement to repay training costs.

Staff undertaking the PGCE are offered a fixed-term contract to cover the duration of their training (typically from 1 September to 31 July of the following year). In their second term of training, trainee teachers may be able to apply for a role at New Hall. This would either be a further fixed-term contract to complete the Early Career Teacher (ECT) year or a permanent teacher contract (subject to the normal 2-year probation process).

### Further academic study

New Hall has a generous continuing professional development fund and supports staff who may wish to undertake post-graduate study. If a candidate wishes to study a relevant post-graduate course, the School would be able to consider offering the teacher training PGCE over two years, part time, together with time and funding, to continue with academic study and research.

# Job Description

Key responsibilities:

## 1. New Hall Teachers' Standards

It is expected that all teachers will engage in the performance management process and strive for excellence in the following standards:

- 1.1. sets high expectations which inspire, motivate and challenge students
- 1.2. promotes good progress and outcomes by students
- 1.3. demonstrates good subject knowledge and curriculum knowledge
- 1.4. plans and teaches well-structured lessons
- 1.5. adapts teaching to respond to the strengths and needs of all students. This includes ensuring EAL, SEND and MAT students are supported within lessons
- 1.6. makes accurate and productive use of assessment
- 1.7. knows how to assess relevant subject and curriculum areas, including formative and summative assessment
- 1.8. marks books to a high standard, ensuring regular and constructive feedback
- 1.9. manages behaviour effectively to ensure a good and safe learning environment

## 2. Within the Department

All teachers are expected to:

- 2.1. support colleagues, to ensure good working relationships and to contribute to the work of the Department
- 2.2. maintain and develop a sound knowledge of the subject area, including developments in the teaching of that subject
- 2.3. bring to the attention of colleagues' relevant INSET needs and opportunities
- 2.4. ensure a safe, purposeful and happy working environment for students
- 2.5. deliver and clearly communicate the requirements of the examination specification and the Department's schemes of work, including coursework requirements (this will necessitate a thorough knowledge of the published specification, and careful attention to detail, on the part of the teacher)
- 2.6. monitor, assess and record students' progress, using strategies in accordance with Department and School policies (these will include formal reporting to parents in written form and orally at Parents' Meetings)
- 2.7. work closely with colleagues to evaluate and develop the courses offered to students and the teaching strategies used (this will include contributing to the Department Development Plan)
- 2.8. initiate and support cross-curricular and cross-divisional links
- 2.9. contribute to the promotion of the Department (e.g., through displays and Open Mornings)
- 2.10. co-operate fully and professionally in parental contact

## 3. Within the School

All teachers are expected to:

- 3.1. support and contribute to the Catholic ethos of the School, as outlined in the Mission & Ethos Statement and Aims of the School
- 3.2. liaise and work with Tutors, Heads of Year and Heads/ Assistant Heads of Boarding
- 3.3. be aware of and contribute to the School Development Plan and to promote the strategic aims of the School

- 3.4. be a Tutor, facilitating class prayer, ensuring students are accurately and promptly registered, delivering PSHEE lessons and acting as the first point of contact for parents
- 3.5. contribute to the co-curricular programme on a weekly basis (e.g. run a club) or as otherwise arranged
- 3.6. contribute to the weekend boarding provision on a termly basis or as otherwise arranged
- 3.7. supervise students outside of lesson time, including a weekly duty
- 3.8. cover lessons for absent colleagues
- 3.9. attend assemblies each week

All staff are responsible for promoting and safeguarding the welfare of students at New Hall School by ensuring compliance with the School's Safeguarding & Child Protection Policy at all times. It is a requirement of all staff to report any actual or potential risks to the safety or welfare of students to the Designated Safeguarding Lead.

This document summarises the main responsibilities of the post. All staff are required to undertake whatever else may reasonably be requested by the Principal. All staff are expected to uphold, support and realise the Catholic ethos of the School, as outlined in the Mission & Ethos Statement and Aims of the School. Job Descriptions are subject to annual review.

## Person Specification

This role would suit:

- a Theology graduate wishing to undertake a one-year school-based PGCE
- a qualified/experienced teacher wanting professional experience at a large, diamond model, independent school
- a teacher wanting experience in a boarding school

There may be the possibility of applying for a permanent post from year two.

	Essential	Desirable
<b>Education</b>	University graduate (or equivalent) with an ability to teach Theology from Key Stage 3 to A Level	Qualified Teacher Status Ability to teach another subject on the New Hall curriculum
<b>Experience</b>	Experienced or Early Career Teacher, or graduate wishing to begin teacher training	Experience of independent and/or boarding education and/or Catholic education  Experience of marking or moderating for public examination boards and/or the preparation of students for examinations (e.g. tutoring)
<b>Skills and Aptitudes</b>	Excellent communication, IT and organisational skills	Candidates who are able to teach a second subject or offer help with coaching a sports team should state this in their application, giving details of second subjects, sports, and any coaching qualifications/willingness to undertake coaching training
<b>Disposition and personal qualities</b>	Be a practising Catholic  Understanding of the importance of promoting and safeguarding the welfare of children  Initiative, drive and enthusiasm to develop students' interest in Theology  Willingness to participate enthusiastically in aspects of boarding school life  Ability to relate effectively to students and to motivate them  Flexibility to adjust to change and development	Willingness to contribute to wider Chaplaincy provision

New Hall is committed to increasing the number of staff from ethnic minorities, across all roles and at all levels, to reflect our diverse student population. Applications from practising Catholics are particularly welcome. The Equal Opportunities Policy is available on our website.



# School Tour

Click [HERE](#) to view our Open Day virtual tour.

## Hours of Work, Salary & Benefits

### Salary

New Hall School has its own salary scale up to a current maximum of £49,800pa. The Pay Scale for trainee teachers is currently £24,488-£28,548pa (NH1-3). Qualified Teachers typically start on at least £31,050pa (NH4).

### Hours of Work

There may be occasions where you are required to work additional hours for the proper performance of your duties, taking account of the nature of the work in an independent boarding school. A degree of flexibility is required.

For example, teachers are expected to:

- be in School from 8.00am to at least 4.30pm each day, with one day working until 6.00pm
- run one after-School co-curricular club
- attend after-School staff meetings that may run until 6.00pm
- undertake boarding duties on a rota (currently one per term, on a Saturday/Sunday, usually for half a day)
- attend Saturday Open Days, after-School Parents Evenings (until around 8.00pm), Prize Giving Open Days, Taster Days and staff INSET Days

### Pension

Teaching staff are able to join the national Teachers' Pension Scheme (TPS). Pension contribution rates are variable, currently between 7.4% per annum and 11.7% per annum, dependent on salary (employee), and 23.68% (employer). New Hall Governors keep membership of TPS under review.

### Training

New Hall is committed to professional development of staff and will support further in-service training as required. The School has a strong track record in teacher training, which will be fully funded and delivered in partnership with the University of Buckingham. There are generous INSET and Continuing Professional Development (CPD) budgets.

### Accommodation

Rented School accommodation may be available.

### School fee remission (for qualified teachers)

School fee remission for staff children is granted in accordance with the provision at the time of commencing employment at New Hall. If your child is aged 4-11 and joins New Hall Preparatory Divisions, there is a reduction of one third of the day fees. Please note that there is no staff fee remission for New Hall Nursery/Pre-School (ages 1-4). If your child is aged 11-18 and joins New Hall Senior Divisions, there is a reduction of two thirds of the day fees.

### Sports teams

Contributions to the sporting life of the School by leading a team attracts a competitive remuneration package for weekend fixtures. This will be paid at a rate of £60 when on site (including home fixtures) and £90 when accompanying away fixtures.

### **Sport Club Membership**

As an employee, you will be able to make use of an annual membership for the New Hall Sport Club (currently £20pa plus £5pa for family members), with effect from your start date. Membership includes Club time use of:

- 25-metre, 6-lane indoor swimming pool
- 10 floodlit tennis/netball courts
- Fitness Suite, which comprises a range of cardiovascular equipment and free weights
- Athletics track
- 12 golf practice bays

### **Technology**

New Hall is committed to promoting the digital literacy of our students. All teachers are provided with a School laptop and iPad to aid their delivery of lessons and students in Years 3-13 have a School iPad.





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