

CARE  
ASPIRE  
INCLUDE



CURRICULUM  
LEAD  
of  
RE & SOCIOLOGY  
*Join Us*

The Romsey School  
Greatbridge  
Romsey  
Hampshire  
SO51 8ZB

01794 512334  
[jobs@gatewaytrust.org](mailto:jobs@gatewaytrust.org)  
[www.romsey.hants.sch.uk](http://www.romsey.hants.sch.uk)

**#WEAREROMSEY**

# Key Information / Gateway Trust

## We have one role available.

The Curriculum Lead of RE & Sociology role is suitable for experienced teachers

### The Position

**Post Title:** Curriculum Lead of RE & Sociology

**Academy:** The Romsey School

**Pay Range:** Main /Upper pay range

**Line Manager:** The Headteacher and designated SLT line manager

**Team:** Teaching Team

**Year Group:** KS3 / KS4

**Start Date:** September 2025

**Closes:** Midnight 23<sup>rd</sup> February 25

**Final Interview:** TBC

**School Visit** Contact HR to arrange

### HR Administrator - Applications & Procedure

[jobs@gatewaytrust.org](mailto:jobs@gatewaytrust.org)

Hazel Hampton: 01794 517007



[www.gatewaymat.org](http://www.gatewaymat.org)

*'If you have the knowledge, let others light their candles in it' - Margaret Fuller.*

The Gateway Trust was established in 2019 and is a small multi academy trust consisting of The Romsey School, Cams Hill School, Oakfield Academy, Foundry Lane Primary School and Gateway Central Services, including Little Sunlights nursery. It is a trust looking to grow and develop, focussed on making a difference to the unique communities that each school / setting serves.

As the trust grows and develops, opportunities to work across settings may become available. This particular post however is based at The Romsey School.

For your reassurance, whilst we enjoy the freedom of Academy status for our school settings, we tend not to deviate significantly from STPCD and Hampshire terms and conditions. We are always very happy to answer any further questions that you may have at any stage of your application to come and work with us.

The Gateway Trust is a trust based on values underpinned by the 'common wealth' of working collaboratively to positively impact on young people and our communities. Whilst our Trust provides 'top cover', support, reassurance and guidance each of our schools is unique and serves its own community with autonomy, character and attention to detail. It is a trust focussed on its people...because it is the people that make a place.

Gwennan Harrison-Jones  
CEO- Gateway Trust

Judith Houghton  
Board Chair – Gateway Trust

# The Romsey School



Greatbridge, Romsey  
Hampshire  
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**11-16 Comprehensive School**

## Curriculum Lead of RE & Sociology

Full Time

MPR/UPR +TLR 2b

Permanent contract

Required from April or September 2025

The Romsey School is a fantastic place to work and develop as a teacher. At the heart of The Romsey School is our mission for a lived experience of 'Compassionate Excellence', meaning that we aspire, care and include in all that we do. This set of values extends to everyone within our community, and this includes staff as well as our students.

We are seeking to appoint an inspiring Curriculum Lead of RE & Sociology, who will be both an excellent classroom teacher and have the ability to lead an experienced team successfully to ensure that all students make excellent progress.

The successful candidate will be a passionate advocate for RE and Sociology, who is able to communicate their enthusiasm effectively to students, parents and colleagues and who constantly seeks to raise the profile of the department within the school.

### Why Join Us?

- **Professional Development:** An excellent CPD package for staff, enhancing your professional development with comprehensive training opportunities.
- **Career Growth:** As a small but growing Trust, we are continually developing roles, we invest in our staff and can provide a clear pathway along with the appropriate level of support suited to your experience level.
- **Supportive Environment:** Full support from a dedicated and visible team of senior leaders and pastoral managers.
- **Staff Wellbeing:** A meaningful approach to staff wellbeing, including access to 24/7 Employee Assistance Scheme, free flu vaccination, and eye care vouchers,
- **Staff Benefits:** Including cycle to work and electric car schemes, employee discounts to our onsite nursery, discounted lunches from our excellent in-house kitchen, plus free onsite parking.
- **A Supportive team**

**This is a great opportunity for someone who aspires to be a successful middle leader.**

To arrange a visit please contact [jobs@gatewaytrust.org](mailto:jobs@gatewaytrust.org).

If you are interested in this position, we would love to hear from you. Please submit your application as soon as possible as we reserve the right to interview exceptional applicants before the closing date.

To apply, please see <https://mynewterm.com/jobs/137239/EDV-2025-RS-84581> to submit an application online.

The Gateway Trust is an equal opportunity employer and is committed to safeguarding and promoting the welfare of children and young people. Applicants must be willing to undergo child protection screening appropriate to the post including checks with past employers and Disclosure and Barring Service.

Closing date: Midnight 23<sup>rd</sup> February 2025

Interviews: TBC

# Job Description – Curriculum Lead RE & Sociology

**Area:** Humanities Departments

**Responsible to:** The Headteacher and designated SLT line manager

**Responsible for:** The leadership, management and oversight of the work of all teachers working in the RE and Sociology Faculty. The organisation and development and teaching of all subjects in the RE and Sociology Faculty.

**Principal Purpose:** To promote and develop the teaching of the department within the school consistent with National, local and school policies for teaching of the department subject.

- 1 To carry out the duties of a teacher as outlines in National agreements.
- 2 To assist the Headteacher in delivering the school's policy in respect of legal, moral and educational obligations placed upon it by Education Acts.
- 3 To participate in the school's performance management processes
- 4 To participate in the school's pastoral programme
- 5 To work within agreed school and Faculty policy guidelines regarding teaching, record keeping and assessment of pupils.
- 6 To teach throughout the age and ability range, following appropriate schemes of work for all years and ability levels.
- 7 To attend various school meetings as required within directed time.
- 8 To participate in relevant INSET activities and review methods of teaching and learning, and programmes of work.
- 9 To participate in the development of schemes of work and resource material for the faculty.
- 10 To participate in cross-curricular developments within the school.
- 11 To contribute to and promote community activities within the ethos of a community school.

- 12 To contribute to the programme of extra-curricular activities.
- 13 To undertake additional duties under the reasonable direction of the Headteacher and to contribute to the smooth running of the school.

### **MAIN CURRICULUM LEADER DUTIES**

- 1 To lead the strategic direction and development of the subject area.
- 2 To raise standards of student attainment and achievement within the whole curriculum area and to monitor and support student progress, in line with whole school reporting procedures.
- 3 To actively monitor and follow up student progress, (using Results plus/SISRA/Pupil Performance) leading the RE and Sociology team in identifying any under-performance and planning necessary interventions.
- 4 To evaluate the RE and Sociology curriculum across both key stages, with an emphasis of creating a dynamic and exciting classroom experience for all learners.
- 5 To develop and enhance the teaching practice of others to ensure the teachers' standards are met and surpassed within the RE and Sociology Team.
- 6 To be accountable for leading, managing and developing the subjects within the RE and Sociology faculty.
- 7 Lead the team to manage Human Resources and well-being, liaising with Human Resources & SLT Line Manager as appropriate. This includes ensuring reasonable adjustments are in place and policies followed.
- 8 To link with the leadership team to ensure work in the curriculum area fully reflects the school's distinctive ethos and mission.
- 9 To monitor the quality and quantity of homework across the team.
- 10 Undertake scrutiny of student work and ensure books are marked according to departmental policy especially at KS3.
- 11 To create a positive climate and a shared understanding of the importance of RE and Sociology within the school.
- 12 To make effective use of data to help in monitoring standards of learning and teaching and to identify under-performance of students and implement strategies for improvement.
- 13 To organise the setting of students and to monitor their performance across all 3 RE and Sociology subjects.
- 14 To take responsibility for checking public examination entries for RE and Sociology.

- 15 Contribute to colleagues' performance development
- 16 To observe lessons on a regular basis to evaluate the quality of teaching and to identify and promote good practice.
- 17 To promote and ensure the RE and Sociology team adheres to the whole school behaviour policy within the team and take an active role in empowering colleagues to own the positive behaviours for learning in their classrooms.
- 18 To liaise with pastoral heads, tutors and parents about student performance and matters of discipline.
- 19 To line-manage RE and Sociology subject leaders and make recommendations about their professional development to ensure the teachers' standards are met and surpassed within the RE and Sociology team.
- 20 To line-manage RE and Sociology subject leaders and make recommendations about their professional development to ensure the teachers' standards are met and surpassed within the RE and Sociology team.
- 21 To liaise with parents to ensure a high-quality experience for all pupils.
- 22 To establish positive working relationships and clear expectations with the technician team.
- 23 To participate fully in performance development procedures of teaching and technician staff in the department, assisting them in personal target setting and in developing to the full their potential.
- 24 To take an active part in arrangements for recruiting, inducting and supporting new staff and in covering for absent staff.
- 25 To hold regular RE and Sociology department meetings, ensuring that minutes are kept.
- 26 To liaise with Senior Leadership in all matters relating to teaching and learning and about developments within the RE and Sociology department.
- 27 To promote a positive and purposeful culture and a thriving environment within the RE and Sociology department.
- 28 To oversee health and safety in the RE and Sociology department and to update the RE and Sociology department health and safety policy.
- 29 To manage the departmental budget.
- 30 To have an overview of CPD needs across the RE and Sociology departments for both teachers and technicians to ensure the teachers' standards are met and surpassed within the RE and Sociology team.
- 31 Organise and/or deliver RE and Sociology CPD sessions on INSET days / twilight sessions to ensure the teachers' standards are met and surpassed within the RE and Sociology team.
- 32 Attend and play a proactive role in Curriculum Leaders' Meetings

- 33 Liaise with the Team, SLT Line Manager and DHT (Quality of Education) to ensure departmental timetables and class sets are well managed.
- 34 Lead the team to ensure alignment with whole school vision, values, processes and policies
- 35 Lead the team to ensure alignment with whole school vision, values, processes and policies
- 36 To undertake additional duties under the reasonable direction of the Headteacher.
- 37 All individuals working within the school have a responsibility to promote and safeguard the welfare of children and young persons that they are responsible for and/or come into contact with.



# THE ROMSEY SCHOOL SENIOR TEAM

## WHY WORK WITH US?

### **Annie Eagle (Headteacher)**

Thank you for having an interest in coming to work at The Romsey School. Romsey School is a very special place. It is a place which prides itself on aspiration, on its exceptional Student Support, superb Teaching & Learning and on the highly effective relationships that we have across our community. Our culture is based on mutual respect and members of our community strive to be the best we can be every day. [This link](#) will give you more details about our school values and our curriculum intentions.



As you will learn, our overarching vision is that we deliver “Compassionate Excellence” for all our students through the values of “Aspire, Care & Include”. We aim to ensure that our youngsters leave our school confident, inspired and fulfilled, ready to rise to the challenges of their future.

We hope that after reading this pack you will be excited about applying to become part of the continuing success that is The Romsey School. We are a great team, looking for likeminded people to join us. If you would welcome an initial discussion about this role and/or a tour of the school, please contact HR via [jobs@gatewaytrust.org](mailto:jobs@gatewaytrust.org)

### **Chris Cove (Deputy Headteacher)**

The Romsey School is a place that lives its Values; Aspire, Care & Include. The staff are incredibly supportive and strive to ensure that students are successful in all aspects of school life. They do this through creating a safe and engaging environment for students to learn whilst ensuring they develop both academically and personally both in and out of the classroom. The Senior Leadership Team are excellent at nurturing staff whilst driving the school forward with an aspiration to create a world class education for our students. I look forward to meeting you and welcoming you to The Romsey School in the near future.

### **Chris Stephens (Deputy Headteacher)**

I really enjoy working at Romsey because I have always felt that the school provides “High Challenge in a Low Threat” environment and it stimulates growth. I also really enjoy working with our students. How happy they are to talk to us, laugh with us and work with us! Lastly, I have always valued the support given to me to enable me to pursue my Career Development.



### **Alison Clarke (Assistant Headteacher – Pupil Premium & Personal Development)**



I love the shared excitement at Romsey, finding out what works, what makes students and staff motivated to achieve, and most importantly to be happy. Romsey is an inclusive school where teachers and support staff of all career stages are excited about the learning and outcomes in the classroom and beyond. We enjoy working in our school because members of the community are valued and nurtured, feeling a sense of belonging where they can work and grow in an inclusive and supportive environment.

### **David Fawcett (Assistant Headteacher – Teaching & Learning)**

Having worked in a number of schools around Hampshire, The Romsey School is a place where both student learning and staff development are front and centre of its drive towards being exceptional. The spirit around the campus is infectious with both students and adults hungry to learn and improve. The school has such a community feel. It is a place where students shine, and staff meticulously develop their craft, working in synergy to be the best they possibly can be. The Romsey School is special and unique, full of opportunities, full of talent, and a place where working with our strong leadership team can help move our school beyond what can be imagined.





**Donna Page (Assistant Headteacher - SEND, Diversity & Inclusion)**

If you are looking for a supportive team, amazing children and a lovely location - Romsey is the place for you. When I researched job opportunities and then interviewed, I was so excited by the vision of 'aspire, care, include' and I still am. It's not just 'lip-service' of a vision, it is what we do, what we believe and how we run our school.

**Adam Bettiss (Assistant Headteacher - Behaviour, Safeguarding and Attendance)**

Romsey is a school that is genuinely at the heart of the community it serves and not just in the physical sense. We Aspire, Care and Include in equal measure and the care shown by the student support team for our entire community (parents, pupils and staff) is second to none. It is this unrelenting desire by all staff to support each and every pupil to reach and exceed their potential that gets me through my lengthy commute each day.



**Nick Chafer (Senior Leader)**

I've been here for 27 years and the main reason why I love it so much? The people and the community. Working here is a joy and allows you to develop a whole spectrum of skills to really make a difference. As a school we have continually evolved and we are all pushed to constantly ask ourselves if we could be doing things better.



The Senior Leadership Team at Romsey is a creative and supportive one. We have a strong focus on empowering all colleagues to develop and evolve teaching and learning and we believe in improving, not proving. As a group we have challenging and also creative conversations, along with lots of laughs.

*N.B. The current senior team's roles and responsibilities are available on request.*

## EXTRA APPLICATION INFORMATION

### **Safer Recruitment**

Gateway Trust is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring checks along with other relevant employment checks.

### **Data Protection Data Protection Act 1998.**

You should be aware that the information you have provided will be stored on Gateway Trust/The Romsey School secure database and will only be used to process your application. It will not be passed to any other organisation.

### **Privacy Notice**

The School collects information about you in order to provide you with recruitment and employment services. We will use the information for the recruitment and selection process and, if successful, to activate employment with the School.

The legal basis for processing your personal data is that it is necessary for the performance of the employment contract or in order to take steps before entering into a contract and is necessary for the school to comply with a legal obligation.

The legal basis for processing special category data is that processing is necessary for the purposes of carrying out the rights and obligations in the field of employment, that it is necessary for the reasons of substantial public interest and that it is necessary for the purposes of the assessment of the working capacity of the employee.

You have some legal rights in respect of the personal information we collect from you. Please see the Schools website for further details on their privacy notice and data protection policy.

You can contact the Schools Data Protection Officer if you have a concern about the way they collect or use your data.

### **Receipt of Application**

Applications are acknowledged (by email whenever possible) within three working days of receipt. If you do not receive an acknowledgement within this time, please contact the HR Department on [jobs@gatewaytrust.org](mailto:jobs@gatewaytrust.org)

### **Selection Procedure**

The shortlist will be drawn up soon after the deadline. Further details will be sent to those candidates called for interview. Failure to send your application form to the above address may invalidate your application.

### **Equality Monitoring**

All applicants are requested to complete a Confidential Equality monitoring form.

# The Romsey Charter

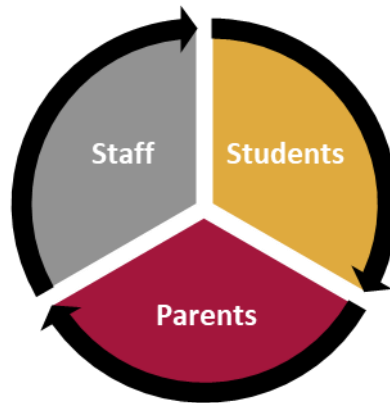
Our lived experience of '**Compassionate Excellence**' means that we **aspire**, **care**, and **include**. These values result in young people who are **inspired**, **confident**, and **fulfilled**. Students leave our school ready to rise to the challenges of their future.

## All members of our community have the RIGHT:

- To feel and be safe in their working environment
- To be treated fairly, with respect and without prejudice
- To have a voice, to be listened to and to be included
- To deliver and receive a high quality education
- To be encouraged to explore, develop and flourish
- To be able to make mistakes and to have the chance to learn from them
- To be able to ask for, receive and offer support

## All members of our community have the RESPONSIBILITY:

- To deliver our curriculum intentions for all learners
- To support students & guide them on how to improve
- To monitor pupils' wellbeing and to raise concerns
- To model standards and professionalism at all times
- To communicate respectfully with other staff, pupils & parents



- To meet the expectations for all Romsey Students
- To take care of our environment (local & global)
- To be honest and take responsibility for our actions
- To seek help and support from others as needed
- To communicate respectfully with other pupils, staff & parents

- To support their child in their learning, and the school in maintaining high standards
- To support and trust in the decisions made by the school staff
- To provide boundaries, model and encourage good behaviour
- To support their child in meeting the expectations for all Romsey Students
- To communicate respectfully with other parents, pupils & staff