



# QUEEN MARY'S GRAMMAR SCHOOL

Academic in purpose - Generous in approach - Enterprising in spirit - International in outlook



## Information Pack

Teacher of RPE (Religion, Philosophy & Ethics) to  
GCSE with Philosophy to A Level

Full Time

Required from September 2021

Queen Mary's Grammar School  
Sutton Road,  
Walsall,  
WS1 2PG

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# Welcome



Queen Mary's Grammar School was founded in 1554 by Mary Tudor. We have been shaped by our past and are proud of our traditions, but we are also confident of an exciting future as we help to shape the new educational landscape with our partners in the Mercian Trust.

Queen Mary's is an academically selective school. It is our aim to support pupils to achieve their full academic potential. We value the life of the mind and want to pass on a love of learning.

Outside the classroom, we offer a range of life-enriching opportunities: time at our Field Centre in Wales; membership of our thriving Combined Cadet Force; individual and team sports; foreign exchanges and travel; participation in music, debating and public speaking and many other activities. We believe that achievement and enjoyment go hand in hand.

We equip our pupils to meet the challenges of a rapidly changing world. Most choose to go on to higher education. Through partnership between School, pupil and parents, we aim for the examination success that will open doors to the very best universities and international employers. It is our mission to attain excellence in all that we do.

Our House system celebrates the four pillars of school life at Queen Mary's: an academic focus, an international ethos, an enterprising spirit and a sense of community. We enjoy our social, cultural and ethnic diversity and recognise our many privileges. We are keen to share what we have - experience, expertise, enthusiasm - both with those who live on our doorstep and those from further afield.

To do so is very much in the spirit of our motto *quas dederis solas semper habebis opes*: it is what you give that you will keep as eternal riches.

Richard Langton

Headmaster

# About Us

Queen Mary's Grammar School is an invigorating and rewarding place to work: the pupils are intelligent and committed to study; the staff are friendly and forward looking. It is more than just a place of work – it is a thriving community, proud of its past and confident of its future. In November 2008, it was recognised as 'Outstanding' by Ofsted.

There are currently almost 1150 pupils on roll, including 422 in the Sixth Form. The School has an outstanding academic record and regularly features at the upper end of the national league tables. In 2019, 76% of GCSE grades were 7-9 (A\*/A) and 62% of A Level grades were A\*, A or B. Our value added scores place the school top in the borough, with a Progress 8 score of +0.76 in 2019. We do not rest on our laurels, but encourage all our pupils to realise their full potential.

In June 2011, the School converted to Academy status and we have undertaken a series of exciting building projects since then, including a new Sixth Form Centre, science labs and a humanities wing, music and PE refurbishments, extensions to existing English and maths classrooms, as well as a new dining room and reception. We were a founding member of the Mercian Multi Academy Trust (along with five other schools) in January 2018. Over the past year, we completed projects to add additional capacity through the building of extra science rooms and improving Design Technology and Art facilities.

The School encourages an enterprising and international outlook: trips, expeditions and exchanges have gone all over the world in recent years, as well as a wide range of vibrant and formative educational visits and experiences closer to home such as theatre visits, visiting speakers and the mental health ambassadors programme. We are proud to appear in Ross Morrison McGill's new book *Just Great Teaching*, showcasing our mental health work.

We want our pupils to lead happy and fulfilled lives. Learning here is not just about passing exams, but about enjoying the life of the mind. We also encourage all our pupils to take part in a wide range of enrichment activities in music, sport, the Combined Cadet Force and at our Field Centre on the Afon Mawddach in Southern Snowdonia. We have been named in the Top 100 cricket schools by the *Cricketer Magazine* for the second year in succession.

Our pupils come from diverse backgrounds, but they all thrive on the sense of support, encouragement and care that characterises Queen Mary's.

# Benefits of working at Queen Mary's Grammar School

- teach gifted and intelligent students who have a real motivation to succeed
- a thriving and expanding school that achieves examination success, particularly at GCSE level
- professional autonomy in the classroom – you are encouraged to teach in a style that suits you and your subject
- a Headmaster and Senior Leadership Team that operate an open-door policy to support colleagues personally as well as professionally
- we take our mental health seriously, considering workload and staff wellbeing
- a dedicated induction programme for new staff and NQTs to ensure you are supported at whatever stage of your career you join us
- opportunities to play a role in the wider life of the school, including involvement in the CCF, music, debating, drama, coaching of sports teams and other opportunities
- career progression – many of our current middle and senior leaders are “home-grown” promotions from within.

## Find out more

You can find out more about our school at <http://www.qmgs.walsall.sch.uk>.

For a flavour of daily life at QM follow us on Twitter at @QMGS1554.

Please contact Carol Wood (HR Executive) to arrange a phone conversation with a member of SLT about the school and the role.

# RPE (Religion, Philosophy & Ethics)

Collectively we call these the Science of Human Nature, and this may be understood by adhering to the three intellectual Principles of the Department:

1. People do things
2. The things people do can be explained
3. They are good or bad.

Our lessons, our schemes of work and our resources keep these Principles in mind and we invite our pupils to join us on the most thrilling journey we think they can have. Its destination is ultimate reality and personal truth. On the way, we will discover together what it means to believe in God, what matters in life, what is really real; we will help one another to find out about theology, psychology, sociology and cultures ancient and modern, diverse and familiar, superstitious and scientific, modern, premodern and postmodern. Ultimately, it's a journey about us, what we believe about ourselves and our place in the world and what we truly know, understand and value about others.

Our Principles are not well-intentioned nostrums; neither are they a wish-list of hopes and dreams: they are the fundamental guiding principle underpinning our entire vocation. They are born out of the maxim that in RPE we teach a child how to think, not what to think. Although this maxim has its detractors, neither do we adopt it axiomatically. Be under no illusion: the content and matter of these disciplines is as vital, intriguing and central as the skills we promote and live by. In our own small way, we contribute with disproportionate effect to the Trust's hopes that we live life to the full.

RPE is compulsory for all pupils in KS3 and KS4, where overall it is granted 5% of curriculum time. The pupils pursue a bespoke course that culminates in a qualification in Religious Studies. Psychology is taught only at A Level. Our hope is that pupils will value RPE and be intrigued enough by it to continue their studies to A Level, through the Philosophy or the Psychology course or, in many cases, both. Curriculum change is planned for September 2022 and we would be happy to talk with any prospective candidates about those proposed changes. It is an exciting time to join us.

Besides this, we cover statutory religious education as well as some parts of non-statutory PSHE, such as matters around religious tolerance, extremism, radicalism, so-called "honour-based violence". We also study sexual ethics, including arranged marriages, FGM and male circumcision, marriage and family life and human sexual relationships. Further details can be found on the department website: [www.qmgsrpe.co.uk](http://www.qmgsrpe.co.uk) - please look here for information before emailing.

The results in all subjects are good, but we are trying hard to improve them. For us the challenge is to maintain the Principles in accordance with our maxims and harmoniously with the desire that every child is more than average. Our pupils enjoy their RPE. They value the expertise and intelligence of their teachers, and they are ready to challenge themselves, their beliefs (which are often very powerful) and the institutions of which they are a part. We encourage flipped learning and we are unshakeable in our resolve that a good citizen is one who lives a good life, a life of autonomous independence and freedom, of curiosity beyond the bounds of a nationally dictated curriculum and far beyond the utility of a mere examination result.

In our teachers we look for only two things:

1. Do you know your subject? And
2. Can you communicate with intelligent people?

If all this sounds like something you want to be a part of, and if you exemplify these academical qualities, then put together an application form. "Dare," as Immanuel Kant said, "to think."



## The History Department:

The History Department at Queen Mary's Grammar School is a positive, engaging and rewarding place to work. The department is led by Mr R. Reynolds, who works along specialist History teachers Mr A. Kolaric (also Assistant Headteacher) and Ms I. Richards. The department is a happy place to be with a strong culture of collaboration and sharing best practice.

The department is very proud of its examination results which are consistently excellent. In 2018-19 our A Level historians secured 96% A\*-C grades with an Average Points Score of 43 placing us as one of the top performing subjects within the school for value added. We follow the AQA specification studying Unit 1K: The USA, Making of a Superpower 1865-1965 and Unit 2S: The Making of Modern Britain 1951-2007. Our NEA focuses on the long and short term causes of the Wars of the Roses.

At GCSE, our students achieved an impressive 63% at grades 7-9 with an Average Points Score of 6.9. We study the AQA specification, with units focused on interwar Germany, international tension during the Cold War, Elizabethan England and our thematic study of medicine and the British people.

As a department, we seek to instil an academic interest in History that will serve students beyond their school years. We passionately believe in the importance and relevance of the subject and the skills of critical thinking that it engenders. Our KS3 curriculum reflects these beliefs, with a content rich emphasis covering a diverse range of topics including the Norman Conquest, the British Empire and slavery, as well as the Troubles in Northern Ireland. We also seek to effectively train our pupils in GCSE specific skills such as source analysis and extended writing.

Our drive to instil a love of learning and History in our students is reflected in a significant extra-curricular offer of trips and societies. The QM History Society is well established and respected, hosting a range of debates and talks on topics ranging from the ancient history to 20<sup>th</sup> century events and issues. Similarly, we run a number of international trips. There is an annual visit to the WW1 French and Belgian battlefields as well as a biennial trip to New York and Washington.

# Job Description

<b>Job Title:</b>	<b>Teacher of RPE to GCSE with Philosophy to A Level</b>
<b>Start Date</b>	September 2021
<b>Grade / Salary:</b>	MPR/UPR
<b>Contract</b>	Permanent


The successful candidate will:

- teach Religion, Philosophy and Ethics at Key Stage 3 and 4
- teach Philosophy at A-Level
- plan and teach challenging and differentiated lessons, which enable high levels of progress
- make a contribution to and follow the department's curriculum, in line with the broader ethos of the school
- maintain discipline in lessons to ensure that learning can take place
- deploy a range of teaching strategies to engage pupils
- mark pupils' assessments, giving constructive feedback to aid improved performance, and monitor their progress
- use relevant pupil data to help pupils to achieve their full potential
- communicate regularly with the Head of Department about pupil performance and achievement
- make an active contribution to the extra-curricular life of the department and the school
- appreciate the challenges of the 'Recovery Curriculum'
- work alongside colleagues and students in mentoring and intervention sessions

Person Specification:

- well-qualified graduate in a related discipline
- hold, or be working towards, a Postgraduate Certificate of Education or equivalent teaching qualification in secondary education
- passionate about Religion, Philosophy and Ethics and have the ability to teach to A-Level
- positive, innovative and enthusiastic in approach
- excellent oral and written communication skills
- effective ICT skills
- commitment to support the Head of Department and the team
- a genuine team-player; resilient and blessed with a sense of humour
- ability to see the bigger picture and work accordingly
- positive and enthusiastic in approach
- willing to be involved in the pastoral life of the school and act in the role of Form Tutor
- commitment to the ethos of the school and a willingness to contribute to enrichment activities
- committed to diversity and representation in teaching and learning
- You will be suitable to work with children. This job is subject to an Enhanced Disclosure.





Please be aware that candidates submitting generic applications, which make scant or no reference to the school, will not be shortlisted.

Closing date: 9am Monday 24 May

Interviews: w/c Monday 24 May Please return completed application forms to s-sahota@qmgs.walsall.sch.uk

***Queen Mary's Grammar School is committed to safeguarding and promoting the welfare of children and young people and all applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. Safeguarding and Safer Recruitment Policies can be found on our website.***

# The Mercian Trust

Queen Mary's Grammar School is a Founder Academy of the Mercian Multi-Academy Trust. According to the National Schools Commissioner, Sir David Carter, MATs exist:

- to secure school improvement and develop people
- to encourage good governance and proper risk management
- to secure the financial health of all its academies.

**We sign up to those ambitions. In our MAT, the Mercian Trust, we choose to pursue life to the full in the business of education.**

We are convinced that we are stronger together. The Mercian Trust is already helping to shape the educational landscape in exciting ways. We welcome you to be part of that story.

The members of The Mercian Trust are: Aldridge School, The Ladder School, Queen Mary's Grammar School, Queen Mary's High School, Shire Oak Academy, Walsall Studio School.

Our schools prepare pupils to live life to the full by equipping them to realise their full potential as learners; to thrive in the world of work; and to make a positive contribution to the local, national and international community.

You may have heard about some MATs that seem to have turned into big businesses. That is not our view of what education should be about. That is why Queen Mary's Grammar School wanted to be right at the heart of decision making of what our MAT should look like.

The Mercian Trust respects the autonomy of its member schools but, through collaboration, it will foster strengths greater than the sum of its parts. Put simply, the Trust provides a framework for sharing expertise, enthusiasm and experience.

# Location

Queen Mary's Grammar School  
Sutton Road  
Walsall  
West Midlands  
WS1 2PG

Tel: 01922 720696  
Fax: 01922 725932

Queen Mary's Grammar School is located on the Sutton Road, in the leafy south of the town and close to the centre of Walsall. Travel to the school is very convenient, being approximately 10 minutes' drive from both junctions 7 and 9 of the M6.

There are good bus links from Birmingham to Walsall (with the 51 and X51 buses) and there is a direct train route to Birmingham from nearby stations in the town centre, Bescot Stadium and Tamebridge Parkway.

The close proximity of Walsall, Wolverhampton and Birmingham City Centre provides excellent access to shopping, leisure facilities, museums, cinemas and a wide range of nightlife.

House prices in Walsall are also very competitive compared to the Midlands as a whole and there is a range of good local primary schools and nurseries for those with young families seeking to move close to Queen Mary's.