

# Clitheroe Royal Grammar School

Founded in 1554



## Head of Learning RMPS



**CRGS**  
SIXTH FORM





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May 2026

Dear Colleague

Thank you for your interest in the position of Head of Learning RMPS at our school. Within this information pack, you will find the Job Description and Person Specification. Additional documents including our Sixth Form Guide, safeguarding documents and the school's ICT and Online Safety Policy are available via our website. The successful candidate will take up the post from September 2026.

If, after reading the accompanying background information, you feel that this is the right role for you (and we hope that you will) please submit your application via [www.tes.com](http://www.tes.com). Your application should include a supporting statement outlining your particular strengths and how your skills and experiences have prepared you for this position. Further information about the school can be found at [www.crgs.org.uk](http://www.crgs.org.uk).

If you have not heard from us within six weeks of the closing date, please assume that your application has been unsuccessful on this occasion. We would, however, like to thank you sincerely for your interest and the time taken to apply.

Closing date: Monday 18<sup>th</sup> May (12:00 noon)

We are committed to safeguarding and promoting the welfare of children and young people. The successful applicant will be required to undertake an enhanced DBS check. Please note that, in line with Keeping Children Safe in Education 2025, an online search will be carried out as part of our due diligence on shortlisted candidates.

Should you have any queries or wish to discuss the role further, please do not hesitate to contact me. We look forward to receiving your application.

Best wishes

James Keulemans  
Headteacher





## **Head of Learning RMPS (Religious, Moral and Philosophical Studies)**

**MPR/UPR + TLR 2.3**

We wish to appoint an enthusiastic, dynamic and innovative Head of Learning RMPS to join our outstanding school in September 2026. This is an exciting opportunity to lead a thriving department and become part of our dedicated team of staff. We welcome applicants who are keen to work with high achieving and motivated students.

The RMPS Department is proud of its consistently high level of achievement in examinations at GCSE and A Level and the successful candidate will be committed to maintaining these high standards.

Clitheroe Royal Grammar School is an over-subscribed, mixed selective 11-18 Academy School with 1504 on roll (including 664 in the Sixth Form). Most Clitheroe Royal Grammar School Main School students choose to continue to study in our Sixth Form and we attract over 200 new students each year from over 45 feeder schools and colleges.

The school is a centre of excellence and one of the highest achieving schools in the country. Our school is renowned for high quality teaching and learning, outstanding pastoral care and extensive extra-curricular provision.

We have a strong commitment to Continuing Professional Development (CPD) for all staff, enabling them to be reflective practitioners who enjoy exploring different approaches to learning and teaching, sharing practice and learning from each other.

Clitheroe is an attractive town with many facilities and resources, approximately one hour's travel from Manchester and Leeds and within 30 minutes of the West Coast Mainline in Preston. There is also a direct rail link to Manchester.

Please complete the TES online application form which includes a supporting statement where we would like you to outline your particular strengths and how your experience has prepared you for this particular role. For further details please visit our website at [www.crgs.org.uk](http://www.crgs.org.uk).

**Closing date: Monday 18<sup>th</sup> May (12.00 noon)**

We are committed to safeguarding and promoting the welfare of children and young people. The successful applicant will be required to undergo an enhanced DBS check. Please note that, in line with Keeping Children Safe in Education 2025, an online search will be carried out as part of our due diligence on shortlisted candidates.



## **The RMPS Department**

### ***Religion, Moral and Philosophical Studies.***

The department currently consists of two full time members of staff, both of whom hold posts in other parts of school life. RMPS is a popular subject at CRGS and has grown through a rapid and exciting period of curriculum development in the last two years. As a result of the promotion of the current postholder to SLT, we have a vacancy for Head of Learning for RMPS.

#### **Clitheroe Royal Grammar School can offer you:**

- highly motivated students
- a department with well-qualified staff
- a commitment to ongoing CPD
- excellent facilities
- a supportive environment that encourages innovation

## **The Curriculum**

### **Key Stage 3**

All Year 7-9 students study RMPS. Years 7 and 9 have one hour of RMPS a week, and Year 8 have three hours of RMPS a fortnight. This allows us to provide a rich and engaging curriculum covering breadth and depth of religious and non-religious worldviews. Rooted in research including the Lancashire Agreed Syllabus and Ofsted research review, our curriculum builds secure knowledge of major world religions and non-religious perspectives, examining their beliefs, practices, and impact on individuals and society. Students critically engage with ethical, philosophical, and theological issues linking shared human experiences with living religious traditions and their own search for meaning. Students develop substantive knowledge through the study of six major world religions and non-religious worldviews and through thematic enquiry. Disciplinary skills develop through discussion, interpretation of sources of wisdom and evaluation of different viewpoints.

### **Key Stage 4**

Students can opt to study GCSE Religious Studies and uptake has increased in recent years. There will be three classes of year 10 students in September 2026 and two year 11 classes. We teach the AQA Religious Studies A specification: Buddhism, Christianity and Themes. We have selected the following themes: Relationships and Families, Religion and Life, Peace and Conflict, and Human Rights. The department also liaises with the Personal Development lead in order to enrich the PD curriculum with religious and non-religious worldviews.



### 2025 RS Results

GCSE	Percentage
% 9	46
% 8 – 9	68
% 7 – 9	88
% 6 – 9	92
% 5 – 9	98
% 4 – 9	100

### Key Stage 5

There are currently 35 students studying A Level Religious Studies and our uptake reflects the same upward trend as at GCSE. We teach the OCR specification and cover: Philosophy, Ethics and Developments in Christian Thought.

In addition, the department organises the Ethics and Philosophy Conference, which is offered to all Year 12 students in the summer term. This is an extremely popular and highly regarded event which includes sessions on subjects as diverse as The Holocaust and Shariah law and animal rights which are led by external speakers.

Our students are enthusiastic and intelligent, and will usually rise to any challenge presented to them. They ask questions and are often confident, demanding learners, keen to obtain the highest standards of teaching. They are extremely rewarding to teach and to spend time with.

Each member of the department has the use of their own laptop computer. The RMPS team members work closely together, communicating daily in planning, organisation and teaching. The school provides and fully supports professional development opportunities for staff.

Appointment to the post is subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.



# Job Description for the Head of Learning RMPS

**Accountable to: Headteacher and Performance Management Team Leader**

**Line Management**

**Accountability for: An agreed number of staff**

## Introduction

All teachers are subject to the "School Teachers' Pay and Conditions Document". This job description should be read in conjunction with that document, threshold standards and the National Standards for subject leaders. Job descriptions are subject to annual review and specific responsibilities will change to take account of the school development plan and the professional development of staff.

All teachers promote the school ethos and health and safety and contribute to continuous school improvement.

## General Responsibilities

The purpose of this post is to ensure the continued delivery of high-quality teaching and learning.

The post holder is accountable for:

1. Leading, managing and developing the curriculum and pupil development in the subject area by:

- providing strategic direction for the subject / area
- managing and developing the curriculum
- ensuring good curriculum and lesson planning
- being responsible for implementing and evaluating a subject improvement plan
- managing the resources and learning environment to promote high standards of teaching and learning

2. The impact on the educational progress other than the teacher's assigned classes or groups of pupils including:

- monitoring, interpreting and acting upon data analysis to raise standards / performance
- leading and managing an agreed approach to personalized learning to meet the specific needs of pupils
- liaising with colleagues within and beyond the school to maintain and improve pupil progress
- ensuring high standards of assessment and of reporting pupils' progress to parents

3. Leading, developing and enhancing the teaching practice of other staff in the subject area by:

- maintaining, developing and promoting threshold standards and school policies
- acting as an excellent role model for colleagues to promote school values and ethos
- coaching and mentoring staff in order to develop their pedagogical skills and knowledge
- monitoring, observing and evaluating lessons and teaching and learning standards
- co-ordinating meetings to disseminate information and evaluate teaching and learning

4. Line management of an agreed number of people which means taking responsibility for the total performance of the staff allocated through activities including:

- agreeing challenging objectives
- promoting development to reflect school, departmental and individual needs and aspirations
- participating in recruitment, selection and appointment procedures
- performance management for an agreed number of teachers
- fostering excellent teaching and challenging under-performance

Responsibilities include:

- Apply school policy to fulfil its aims
- Contribute to development of school policy (e.g., the spiritual, moral, social and cultural development of pupils)
- Take responsibility for quality of teaching and learning
- Use data to evaluate the school's achievements of its aims
- Determine the subject curriculum policy and timetable provision
- Promote good teaching practice and pedagogy by contributing to continuing professional development
- Monitor the learning environment to promote learning
- Promote high standards of behaviour
- Liaise with the other team and subject leaders to promote consistency and coherence throughout the school
- Liaise with external agencies as appropriate
- Represent team views, concerns and interests
- Ensure that departmental practice is in all respects, consistent with the school's Health and Safety Policy as well as with any subject specific guidelines
- Co-ordinate the planning of all visits and field trips, both day and residential, at all levels within the school

### **Specific responsibilities of the post**

- Develop a collaborative approach within the department holding regular meetings and producing
- policies
- Leadership, management and evaluation of the secondary curriculum provision
- Contribute to initiatives and new developments (including extra-curricular developments)
- To actively encourage the promotion of your subject throughout the school
- Liaise with and support, where appropriate, Project Managers for ICT and Teaching and Learning

### **Other**

To undertake other reasonable responsibilities associated with this post, as directed by the Headteacher.

### **Review Arrangements**

This job description is not necessarily a comprehensive definition; it is designed to give a realistic view of the post and will be reviewed from time to time as appropriate. It may be subject to modification and amendment after consultation with the postholder.



## Head of Learning Person Specification

Measured by: Application (A) Interview (I) Reference (R) Essential (E) Desirable (D)

	Measured By	Essential/Desirable
• QTS	A	D
• an appropriate teaching qualification	A	E
• good honours degree in the subject	A	E
• the ability to teach to A Level	A/I	E
• the ability to deliver a second subject	A/I	D
• outstanding teacher who can lead by example	I	E
• successful teaching experience within the 11-18 range	A	D
• experience of using ICT and/or VLE-based learning	A/I/R	D
• clear vision of education and its purpose	A/I	E
• clarity of thought, ability to think through problems and produce solutions	A/I	E
• well-grounded knowledge of current specification and attainment targets	A/I/R	E
• good knowledge of current educational issues	A/I	E
• provide professional direction to the work of others	A/I/R	E
• inspire, challenge, motivate and empower others	I	E
• proactive approach to own professional development and evidence of recent and ongoing professional development	A/I	E
• excellent record of health, attendance and punctuality	A	E
• stamina and resilience	I	E
• excellent interpersonal and communication skills	I	E
• well organised, excellent time management skills	A/I	E
• drive, energy and commitment	I/R	E
• good knowledge and understanding of effective teaching and learning strategies	A/I	E
• evidence of leadership in collaborative and cross-curricular projects	A/I	D
• high standards and expectations of self and others	I	E
• maintain high professional standards at all times	R/I	E
• support the school ethos	R/I	E
• willingness to contribute to the wider life of the school and community	I	E
• ability to analyse and interpret data to support student progress	A/I	E
• approachable and a good sense of humour	I	E
• awareness of safeguarding	A/I	E

We are committed to safeguarding and promoting the welfare of children and young people. The successful applicant will be required to undergo an enhanced DBS check.

