



CRANMORE

INDEPENDENT DAY SCHOOL

Appointment of

Religious Studies Teacher

Part Time

From 1 September 2026

Information for Applicants



Cranmore part of the Effingham Schools Trust
Epsom Road, West Horsley, Surrey, KT24 6AT
01483 280340

- Registered Company No. 4509623 • Registered Charity No. 1095103

Welcome from Headmaster



Dear Applicant

Thank you for your interest in Cranmore. Appointing the right staff is one of the most important elements of my role as Headmaster. I and my team are committed to getting to know you well during our recruitment process and giving you the opportunity to see life at Cranmore.



I am incredibly proud of my colleagues and their professionalism and expertise which are key to us delivering all round excellence across a broad curriculum enriched with co-curricular activities and supported by excellent pastoral care. In our February 2025 full inspection, the Independent Schools Inspectorate confirmed that Cranmore met all the Independent Schools Inspectorate standards. At Cranmore, excellence is part of our culture. We are a school where boundless opportunities inspire and promote success, so that every child thrives. We prepare children for more than just exams – we prepare them for life.

Cranmore is part of the Effingham Schools Trust (EST) together with St Teresa's and Manor House schools. EST offers a diamond model – a powerful and exciting educational proposition, delivering all the advantages of both single sex and co-education to girls and boys. Three modern, progressive schools, with enviable facilities deliver best practice teaching to their pupils, whilst maintaining exceptional pastoral care.

It is a privilege to lead an excellent school with an exceptional sense of community. I hope that you will be as excited about the opportunity to join us as we are about building upon our success.

Barry Everitt
Headmaster

Religious Studies Teacher – Roles & Responsibilities

Cranmore has a fully established Senior School with 74% of GCSE grades in summer 2025 being at grades 6-9. We are seeking an enthusiastic and well-qualified Religious Studies teacher to teach through to KS4. The GCSE examination board is AQA Religious Studies B Catholic Christianity and Judaism. Component 1 is Catholic Christianity. Component 2 includes Judaism and Themes (two of Religion, relationships and families or Religion, peace and conflict or Religion, human rights and social justice).

ROLES & RESPONSIBILITIES

General

- Support the Catholic ethos of the School.
- Be aware of and comply with both School and Trust policies and procedures.
- Contribute to the overall aims of the School Development Plan.
- To behave in a manner that is professional, friendly and fair with pupils, colleagues and parents.
- Work cooperatively as part of the wider staff team.
- Be a form tutor.
- Participate in a rota of duties between 8am and 6pm.
- Contribute to the extracurricular programme and support school events such as concerts, productions and parents' association events.
- To develop and implement own professional development and skills.
- Support school events such as concerts, productions and parents' association events.

Subject & Departmental

- Teach Religious Studies at Key Stages 3 and 4 to pupils according to their needs, utilising the syllabus and scheme of learning adopted by the school.
- Acknowledge the different learning styles of various pupils and use a variety of teaching methods to achieve understanding.
- Set targets for progression designed to secure good progress for all pupils.
- Assess children's progress and provide feedback through routine marking and more formal assessment procedures.
- Maintain records of pupils' achievements according to school policy.
- Ensure all required documentation is kept up-to-date and accessible.
- Integrate the use of ICT into the classroom.
- Provide evidence of planning to those responsible for monitoring.
- Promote good relationships amongst pupils.
- Be responsible to the Head of RS and Deputy Head.
- Use displays of children's work and other materials to promote high standards.
- Attend departmental meetings
- Share professional and curriculum matters with staff members and the Head of Department.
- Support and facilitate the promotion of their department and the school through different mediums such as the V.L.E.

Religious Studies Teacher – Person specification

Qualifications

- A good honours degree in a related subject;
- Evidence of extensive, relevant continuing professional development.

Experience

- Proven and recent experience of teaching Religious Studies through to GCSE.

Knowledge

- Excellent subject knowledge;
- Up to date knowledge of the Religious Studies national curriculum requirements;
- A clear understanding of the essential qualities necessary for effective teaching and learning;

Skills

Be able to:

- Maintain professional relationships with colleagues.
- Cooperate with other professionals and outside agencies employed to work with school and/or pupils.
- Provide information about pupil performance to children, parents and other staff.
- Communicate effectively with pupils, parents and colleagues.
- Deal with professional matters and sensitive issues diplomatically.
- Observe confidentiality.

Personality

- Ability to inspire pupils.
- Be willing to participate in wider life of the school Flexible, adaptable and able to use initiative.
- Have good attendance and excellent punctuality.
- A willing and supportive team member.
- Energetic and creative.
- Keen to develop professionally.
- Resilient.
- Committed to safeguarding and promoting the welfare of children.

The high expectations of staff and their effective planning of classroom activities motivate pupils to adopt the highest standards of behaviour.

ISI Inspection Report, Feb 2022

Pupils say that staff are good listeners and provide effective ways of dealing with any worries and of discussing sensitive issues.

ISI Inspection Report, Feb 2022

Pupils are polite and respectful and develop positive relationships with each other and the staff.

ISI Inspection Report, Feb 2022

Pupils make an outstanding contribution to the lives of others in the school and the wider community and work together for the common good. They feel at ease both with one another and with staff because the school promotes a very positive, caring and welcoming ethos.

ISI Inspection Report, Feb 2022

Remuneration and Benefits

Our staff enjoy working as part of a strong school community. Parents are confident of the academic standards, telling the Independent Schools Inspectorate that their children have been ‘well challenged and tutored’ by ‘talented teachers’.

We reward our talented staff with a range of benefits.

Salary

Salaries are competitive and in line with independent school teaching scales.

Continuous Professional Development

All staff have access to professional development training as part of the school’s performance development and appraisal process. Individuals are encouraged to continue to develop their skills to provide high quality teaching and learning for our pupils.

Fee Remission

Discount available on school fees. Full terms and conditions provided by the Finance department.

Pension Scheme

Generous contributory pension scheme.

Refreshments and lunch

Refreshments and lunch provided during term time.

Cycle to work

Cycle to work scheme for staff members.

Parking

Parking for staff members is provided onsite.

Employee Assistance Programme

A free, confidential 24-hour telephone service.

Use of School sports facilities

Staff may use the school’s sports facilities including a fitness suite, 25-metre indoor pool, 6 hole golf course, squash courts and a staff fitness class.



Application & Selection Process

All applicants are required to complete an **application form** containing questions about their academic and employment history and their suitability for the role. A Letter of Application addressed to the Headmaster should accompany the application form.

Short listed applicants will be invited to attend a formal interview with a panel at which their relevant skills and experience will be discussed in more detail. They will also be required to complete a series of relevant tasks and be given a tour of Cranmore. Interview panels will include at least one person trained in Safer Recruitment.

If it is decided to make an appointment following the formal interview, any such offer will be conditional on the following:

- the agreement of a mutually acceptable start date and the signing of a contract;
- the receipt of two references (one of which must be from the applicant's most recent employer) which the School considers to be satisfactory. **Please note that references will be taken up on short listed candidates prior to interview.**
- the receipt of an enhanced disclosure from the DBS which the School considers to be satisfactory;

Cranmore School is committed to safeguarding and promoting the welfare of children. Our recruitment process follows the guidelines in KCSIE. Applicants undergo enhanced screening including checks with past employers, the DFE and the DBS.

Key dates

Closing Date for Applications: Friday 27th February 2026

Interviews: w/c 9th March 2026

Start date: 1st September 2026