



LEICESTER
GRAMMAR
SCHOOL

Teacher of Religious Studies

Part-time (circa 0.5 FTE)
September 2025

THE SUNDAY TIMES

SCHOOLS GUIDE
2024

INDEPENDENT SCHOOL
OF THE YEAR FOR
ACADEMIC PERFORMANCE
EAST MIDLANDS

THE SUNDAY TIMES

SCHOOLS GUIDE
2024

INDEPENDENT SECONDARY
SCHOOL OF THE YEAR
EAST MIDLANDS

A message from the Principal

Many thanks for your interest in Leicester Grammar School Trust. I hope that the following introductory notes will give you an impression of our thriving and ambitious schools and will help you to decide whether or not to submit an application. You will gather from the Trust's remarkable history that it is an inspiring and vibrant place both to learn and to work, with a commitment to preparing young people for a lifetime of challenge and fulfilment. Staff share high expectations not only of what children can achieve but, above all, of who they can become – when enthused through dynamic teaching, provided with outstanding opportunities and supported through attentive pastoral care.

I hope you may wish to be part of this warm and happy community as it goes from strength to strength.

John Watson
Headmaster of Leicester Grammar School and Principal of Leicester Grammar School Trust



Leicester Grammar School Trust

Leicester Grammar School Trust (LGST) is a forward-thinking family of schools, underpinned by a strong sense of values. Its mission is to be an inspiring centre for co-educational excellence in academic and personal development, within a Christian ethos. We attract and encourage enthusiastic, dedicated and innovative teachers and support staff who all contribute to our pupils' progress and happiness.

At the heart of the Trust is Leicester Grammar School, founded in 1981 in response to the demise of the maintained grammar schools in the area. The Junior School was added in 1992, which broadened the educational offering of the Trust. The defining milestone in the Trust's development was the bold and inspired decision in the mid-2000s to move the two schools from the heart of Leicester to the edge of Great Glen, a rural village some seven miles to the south of the city. Since September 2008, the two schools have occupied a very attractive, 75-acre campus, which was officially opened by Queen Elizabeth II.

The acquisition of nearby Stoneygate School in 2016 brought a third educational institution under the umbrella of the Trust, offering greater choice to parents in Leicestershire and surrounding areas who seek an independent education for their children. In September 2021, Stoneygate was relaunched as LGS Stoneygate, with its own unique ethos and identity within the Trust's family of schools.

Situated on the outskirts of one of the most multicultural cities in the UK, all three LGST schools are proud to draw children from city and country, and to welcome pupils and staff from a rich range of cultural and religious backgrounds.

Leicester Grammar School

Leicester Grammar School won the accolade of Sunday Times East Midlands Independent Secondary School of the Year in both 2020 and 2024, as well as achieving Sunday Times 2024 East Midlands School of the Year for Academic Performance. The school was also in 2024 shortlisted as one of eight finalists for the TES Independent Senior School of the Year award and, most recently, for Independent School of the Year for Student Well-being. In its last inspection (January 2024), the importance of pupils' well-being was seen as a significant contributory factor to their success.

Our pupils enjoy exceptional opportunities within and beyond the classroom; we have high expectations, but the success of our community stems above all from a culture of aspiration and care.

The school, indeed the Trust as a whole, is financially strong and led by a very committed leadership team and an open, collaborative and well-qualified board of fourteen local Trustees. We attract positive, polite and 'grounded' children, who display a strong sense of respect for one another and for staff. Concerns over behaviour are rare; our pupils thrive in a calm and purposeful community, well supported and guided by both teaching and support staff.

Examination results in the last two years since a return to pre-pandemic standards have been excellent: in 2023, 69% of A levels were graded A*/A, making us the top-performing co-educational independent school in the Midlands, and 30th independent school nationally (The Telegraph). GCSE results at 9-7 were 81% in 2024, and pupils typically proceed to a range of highly coveted courses at university (including Oxbridge and overseas) or win degree apprenticeships. A recent Telegraph article ranked the school within the top five in the Midlands for value for money (based on the ratio between fees and examination outcomes).

The school has very good local transport links, with both London and Birmingham under an hour away by train. It is nestled in the glorious countryside of the East Midlands with many beautiful villages in the surrounding area. The market town of Market Harborough, situated 10 miles to the south of Great Glen, offers a strong sense of community and regularly features in the top 10 of lists such as 'the Most Liveable Place in England' and 'the Sunday Times Best Places to Live'.

The school's aims are to:

- Promote intellectual curiosity and academic excellence.
- Provide a broad, balanced and stimulating curriculum.
- Offer a rich range of co-curricular opportunities which enhance pupils' physical, cultural and personal development.
- Equip pupils with the self-belief, consideration and skills required for a principled and fulfilling life.
- Create a happy and mutually-supportive community of learners and staff, in which each individual is encouraged and enabled to do and be their best.
- Care for the mental and emotional well-being of pupils, and be proactive in the promotion of a healthy lifestyle.
- Welcome pupils of diverse backgrounds and faiths, nurturing their social and spiritual development.
- Foster a generous contribution to charity, community service and society.



Campus and Facilities

The new-build scheme, completed in 2008, provided the Grammar School and the Junior School, housed in the same building, with excellent facilities, outstanding equipment and a beautiful and practical space in which to learn and work together.

Accessed from the main entrance foyer of the Grammar School is St Nicholas' Hall which seats 900 and hosts assemblies, chapel services, school concerts and outside performances. An extension was added in 2015, providing additional science and lecture facilities, meeting and office space and an enhanced Sixth Form common room. We have recently installed a new medical and well-being suite.

In addition, there is an indoor sports complex which offers multi-use courts for Badminton, Basketball and Netball. Indoor Cricket nets and Table Tennis are available, along with a well-equipped and supervised fitness suite, a Gym/ Dance Studio and a 25-metre, 6-lane, heated swimming pool. With 75 acres of land, including several full-sized rugby pitches, cricket pitches and nets, two all-weather artificial hockey pitches, eight floodlit hard tennis and netball courts, it is no wonder that the site has been used as a team training base for numerous national teams, including the Canadian rugby team and the West Indies Ladies' Cricket teams.



Religious Studies Department

The RS Department currently consists of four subject specialists: three full time and one part time teacher.

The Department has three dedicated classrooms which are equipped with interactive whiteboards, textbooks and religious artefacts. The Department uses a range of electronic resources and enables students to make use of these resources through the school intranet. The Department Office is shared with the Geography Department and houses a selection of books and paper resources. The Library has an excellent selection of philosophical, ethical and religious texts and magazines including an annual subscription to RE Today magazine, RS Review and Philosophy Now magazines. We also subscribe to Ethics Now, The Day and Massolit.

Religious Studies is an established, popular and successful subject at LGS. Studying RS enables us to ask about the most important parts of being human and pose questions such as, 'What is the meaning of life?', 'Does God exist?', 'Is there life after death?' and 'What does it mean to be a person?' The Department hopes to sow the seeds of critical inquiry through our teaching and develop the skills of analysis, discussion and debate.

The subject is taught throughout the lower school for three 35-minute lessons a week in Year 7 and two 35-minute lessons in Years 8 and 9. In Year 7 we consider what it is to be a person, the importance of beliefs and values and move on to study Islam, Christianity and Judaism. In Year 8 students study a unit on Prejudice and Discrimination, the History of the Early Christian Church and engage in a systematic study of Hinduism and Sikhism. In Year 9 pupils study arguments for and against the existence of God, begin one of the GCSE themes - Religion and Life and start the GCSE unit on Buddhist Beliefs.

GCSE Religious Studies is a popular option, and candidates currently study the new AQA Specification A, The Study of Christianity and Buddhism and Religious, Philosophical and Ethical Studies focusing on Religion and life, Religion, Peace and conflict, Religion, Crime and Punishment and Religion, Human Rights and Social Justice. These units give students the opportunity to study some of the most fundamental questions in philosophy, religion, morality and ethics.

There are currently 110 students studying GCSE Religious Studies in Years 10 and 11 and the RS GCSE results are amongst the best in the school:

	Number of pupils	Grade 9	Grade 8/9	Grade 7-9
2024	53	83%	98%	98%
2023	69	51%	75%	84%
2022	53	62%	83%	98%

A Level

The course that is followed is OCR Level 3 Advanced GCE in Religious Studies (H573)

Paper 1: Philosophy of Religion

Ancient philosophy; Plato and Aristotle; philosophical issues and questions; the nature and influence of religious experience; problems of evil and suffering; the problems with philosophical language and the nature of God.

Paper 2: Religion and Ethics

A study of a variety of ethical theories, applied ethics looking at business ethics, medical ethics and sexual ethics, conscience and meta-ethics.

Paper 3: Study of Religion

The content for this paper comprises a focused and in-depth study of Christianity.

The origin of sin, beliefs in life after death, the teachings of Jesus, sources of morality, Christian responses to a pluralist society, liberation and feminist theology.

There are currently 32 students studying A level Religious Studies in Years 12 and 13. Results are always very high and several students go on to study subject-related degrees.

Previous A Level Results

	Number of pupils	A*	A*/A	A*-B	A*-C
2024	16	25%	63%	88%	100%
2023	15	40%	80%	93.3%	100%
2022	11	63.6%	100%	100%	100%

Co-curricular opportunities

- Outside speakers including representatives from different religious groups;
- At least one trip for each key stage per year including an annual trip to the British Holocaust Centre, visits to a local Mandir, Mosque, Gurdwara, Cathedral, Buddhist Centre and Synagogue;
- A level revision conferences;
- 'Philosophy Society', a sixth form led group debating controversial ethical issues and covering a range of topics held fortnightly
- A film club examining films related to religious and ethical topics.

The Post

We are looking for a teacher who is passionate about delivering an outstanding learning experience in Religious Studies for our pupils. This role offers the chance to contribute not only to the academic success of our pupils but also to the vibrant pastoral and co-curricular life of our school community.

We welcome applications from all sectors of the community as we aspire to attract staff who reflect the social and cultural diversity of our pupil intake. We consider the most important factor to be the right skills, abilities and aptitude for the role which will ultimately improve the well-being and education of our pupils. Applicants must have the right to work in the UK.

Purpose of the job:

A teacher at Leicester Grammar School contributes to the well-being and development of the school by supervising, guiding and caring for pupils inside and outside the classroom. Teachers are responsible to the appropriate Head of Department, and expected to:

- Teach within the agreed departmental scheme of work and follow agreed whole school policies on such matters as reports, marking and assessing and monitoring pupils' work and progress
- Attend departmental meetings and INSET days, as well as whole school Staff Meetings as indicated by the Headmaster
- Exercise proper care of rooms and equipment and follow the school's policy on Health and Safety matters

While the first priority of a subject teacher is the teaching of their subject specialism including preparation, marking, assessing and evaluation of the success or failure of any period of teaching - it is expected that a subject teacher will:

- Attempt to improve qualifications and expertise and keep up-to-date with subject material and exam requirements, as is necessary and practicable
- Participate in the various co-curricular activities offered at Leicester Grammar School as own interests allow
- Become involved in the Tutor, Pastoral and House systems currently in operation in the school

Key Responsibilities

- Plan, deliver and assess appropriate lessons which ensure that the potential of all pupils is fulfilled
- Contribute positively and accept delegation, with department colleagues, to the production, implementation and evaluation of department Schemes of Work and resources
- Encourage pupils by regular marking, advising constructively by using targets and giving appropriate praise
- Be aware of individual pupils' needs, whether they are academic or social, and liaise with pastoral and well-being team where necessary
- Perform the role of Form Tutor and deliver Personal Social and Health Education
- Monitor assessment through use of data and target setting, and to maintain records of assessments of the students and levels of attainment as laid out in the National Curriculum, where appropriate
- Ensure equality of pupils regardless of ability, age, class, culture, disability, faith, gender, race or sexual identity
- Promote high standards for all pupils and maintaining high expectations both in and out of lessons
- Provide a positive environment where effective teaching and learning can take place and create opportunities for pupils to develop wider skills for later life
- Communicate effectively and be willing to develop and share good practice with colleagues, in meetings and through lesson observations
- Be committed to the demands of a high achieving school, both in the classroom and beyond
- Remain familiar with national and local initiatives within the subject area and focus on own professional development to the benefit of pupils

- Attend meetings and Parents' Evenings scheduled in the School Calendar
- Ensure that the school's Health and Safety policy is implemented
- Support and contribute to the school's responsibility for safeguarding pupils
- Lead and conduct oneself in an exemplary manner from a child protection point of view.

Additional Duties

- Work in accordance within current safeguarding and schools' guidance and legislation
- Use excellent organisational skills and interpersonal and communication skills to manage own workload and build relationships
- Monitor, review and evaluate departmental plans and strategies
- Support the School's well-being approach
- Be committed to Leicester Grammar School Trust's vision and ethos



Person Specification

Essential Qualifications, Experience and Skills

- Have a recognised teaching qualification: PGCE or equivalent (QTS)
- Have a degree in a relevant subject
- Be an excellent teacher of Religious Studies
- Have the ability to teach Religious Studies up to at least KS3
- Demonstrate commitment to high academic standards
- Demonstrate the ability to build strong working relationships with pupils, other professionals and parents
- Possess the ability to communicate effectively and appropriately with a range of audiences, such as pupils, colleagues and parents
- Possess excellent time management and organisational skills
- Demonstrate the ability to follow instructions, policies and procedures.

Desirable Qualifications, Experience and Skills

- Be able to teach beyond KS3 up to GCSE and potentially A Level
- Have demonstrable experience of making a significant contribution to school or departmental development
- Have good ICT skills, and the willingness and ability to learn new systems, as required by the post
- Demonstrate commitment to your own professional development
- Have an understanding of the benefits of co-education and be willing and committed to involvement in the pastoral and co-curricular life of a busy and ambitious school community
- Be able to demonstrate and promote positive values, attitudes and behaviour with young people
- Have an understanding of safeguarding

Personal Qualities

- Have an enthusiasm for your subject specialism
- Willingness to work flexibly according to the fluctuating demands of the role
- Model and promote good manners and an understanding of the needs of pupils of all abilities
- Ability to work as part of a team and collaboratively across the school
- Excellent interpersonal skills

Above all, the successful candidate will have an infectious enthusiasm for the value and relevance of Religious Studies in young people's lives.

Please note this job description outlines the main duties and responsibilities of the position and is designed for the benefit of both the post holder and Leicester Grammar School Trust in understanding the prime functions of the post. It should not be regarded as exclusive nor exhaustive as there may be other duties and requirements associated with and covered by the post.

Original certificates will be required as proof of qualification. All other attributes will be assessed using the contents of the application form, at interview and with professional references.



Hours and Benefits

Staff in our schools are well qualified and enthusiastic and have high expectations of themselves and their pupils. The Trust has a strong reputation for pastoral care and teaching staff are committed to co-curricular activities.

Start Date	September 2025
Hours	Full-time
Salary	Competitive
Pension	The Trust has two pensions schemes which are open to all teachers: Teachers' Pension Scheme or the Aviva APTIS Pension Scheme
Lunch	School lunch is provided during term-time
Education	Fee remission for the children of our staff is available at all schools across the Trust.
Car Parking	Free car parking is available at the school sites



Application Details

The closing date for applications is **Tuesday 25 March, 9:00am**. Any incomplete applications or applications received after the deadline will not be considered. Interviews will take place **week commencing 31 March**.

Interested candidates are advised to apply early as we reserve the right to close this vacancy earlier than the specified deadline, if a suitable candidate is found.

Please note that tours of the school form part of the interview for short-listed candidates. Also, references will be obtained prior to interview.

Leicester Grammar School Trust is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. Applicants must undergo safer recruitment checks, including checks with past employers, online searches and the Disclosure and Barring Service (DBS). This role involves engaging in regulated activity relevant to children, it is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

This role is exempt from the Rehabilitation of Offenders Act 1974 and the Trust is therefore permitted to ask you to declare all convictions and cautions (including those which would normally be considered "spent") in order to assess your suitability to work with children.

If you are successful in being shortlisted for this role, you will be required to provide information about your suitability to work with children by completing a self-declaration form. On this form you will be required to provide details of all spent and unspent convictions and cautions. However, you will not have to disclose a caution or conviction for an offence committed in the United Kingdom if it has been filtered in accordance with the DBS filtering rules.

Please refer to the Data Privacy Notice and Annexes on the Policies page of the school's website for the Data Privacy Notice for individuals applying for work within Leicester Grammar School Trust (Annex 3).



Equal Opportunities

Leicester Grammar School Trust is an equal opportunities employer and is committed to equality of opportunity for all staff. The Trust takes very seriously its duty to safeguard children, to remove discrimination, to advance equality of opportunity and to foster positive and caring relationships, by integrating safety and equality into each school's core priorities and functions.

We welcome applications from all sectors of the community as we aspire to attract staff who reflect the social and cultural diversity of our pupils. We consider the most important factor to be the right skills, abilities and aptitude for the job which will ultimately improve the education and well-being of our pupils. We also encourage applications from individuals at all stages of their career, and regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage / civil partnership.





LEICESTER GRAMMAR SCHOOL

Independent Co-educational Day School
for children aged 3-18

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