



Teacher of Religious Studies

Information Pack

Dear Candidate,

Thank you for your interest in the role of Teacher of Religious Studies at Oasis Academy Sholing. We are excited about the possibility of you joining us as we continue our journey of "Striving for Excellence" (SFX).

Our school community is close-knit, and we pride ourselves on offering a supportive environment where staff feel motivated and empowered. Strong relationships are at the heart of everything we do, ensuring that both students and staff thrive. We are committed to providing continued professional development for all staff, enabling everyone to grow their skills and realise their potential.

At Oasis Academy Sholing, we believe every student, regardless of their starting point or background, deserves an exceptional education. Our mission is to ensure that every young person reaches their full potential and receives nothing less than the best education we can offer.

As part of our team, you will be encouraged to pursue your own personal development, as we place great value on nurturing ambition and supporting growth at all levels.

I truly hope you will consider taking the next step in your career with us. This position offers a wealth of opportunities for further professional advancement, and I am confident you will find it both challenging and rewarding.

Education is in a pivotal moment, and despite the increasing demands, it remains one of the most fulfilling and impactful professions. I believe that joining Oasis Academy Sholing will provide you with the chance to contribute to our continued success.

If you would like to discuss the role or take a tour of the academy, please feel free to reach out to our HR Officer, Louise Austin, at recruitment@oasissholing.org.

We look forward to hearing from you.

Kind regards,

A handwritten signature in black ink, appearing to be "Martin Brown", written in a cursive style.

Martin Brown
Principal



About us



Oasis Academy Sholing, located in East Southampton, Hampshire, has a rich and evolving history. Originally founded as Sholing Middle Road Girls' School between 1910 and 1912, the school has undergone various transformations over the years. The original buildings, which housed a boys' school, were repurposed for the girls' school during the early 20th century, with further alterations made between 1914 and 1920. By 1938, the school had become known as Middle Road Senior Girls' School, Sholing, and by 1954, it was renamed Sholing (Middle Road) Secondary Girls' School.

During World War II, the school temporarily relocated its students to nearby facilities such as Merry Oak Boys' School and St. Monica Road Boys' School. In the early 2000s, the school transitioned to become The Sholing Technology College in 2003, focusing on technology as a specialist subject. Despite this change, it remained an all-girls' institution, and by 2006, it had a student body of 999 girls.

A major shift occurred in September 2018, when the school joined Oasis Academy Trust, becoming Oasis Academy Sholing. Oasis Academy Trust, established in 2004, is an educational charity dedicated to improving the lives of children and young people by creating and managing academies across the country. As part of this wider network, Oasis Academy Sholing continues to contribute to the vision of transforming lives and communities. Today, Oasis Academy Sholing serves children aged 11 to 16 years and is committed to providing high-quality education, with a strong focus on community and individual development.



Our offer to you

Integrated training & development opportunities

As our curriculum and tech evolve, so do we! We are all about helping our team grow, whether it is through external certification courses, internal development programs, or training days. If you are looking to take your career in a new direction, we've got your back with plenty of opportunities to learn and level up. With our training packages and clear staffing structure, there's a straightforward path for career progression within Oasis.

Support and sharing best practice

Through ongoing support from our National Lead Practitioners, Best Practice Academies, Regional Directors and Monitoring and Standards Team, our academies continually progress and innovate learning for both students and staff alike.

Free Support Service

As part of the Oasis team, you'll also have access to a free, confidential counselling service whenever you need it.

Health Scheme

We're excited to be part of the Health Shield Cash Plan Scheme, which means our team can opt in for just a small monthly fee and enjoy great benefits, including:

- Money back for everyday healthcare like dental, optical, physiotherapy, and chiropody
- 24/7 GP access over the phone at a time that works for you
- Direct access to a qualified physiotherapist
- A 24/7 helpline offering advice and support on everything from family matters, stress, and bereavement, to legal info, tax, and money management
- An online rewards portal full of exclusive discounts, deals, and cashback on everything from groceries to travel and dining.

Plus, children up to 21 living at home and studying full-time are covered at no extra cost!



Dear Candidate

Thank you for your interest in the position of Teacher of Religious Studies at Oasis Academy Sholing.

I hope you find the information pack helpful. If you feel that that this is a post that you would like to apply for, please submit your application online by visiting our website. From there, you will be directed to the OCL jobs board where you can submit your application. There is also the facility to download an application form, and you can return it using the following email address: recruitment@oasissholing.org.

The closing deadline for applications is no later than **05.05.2025 at 12 noon**.

Candidates should be aware we will seek references on shortlisted candidates for Academy based positions and may approach previous employers for information to verify experience or qualifications before interview. Please ensure you provide the name, address, and status of two referees, one of whom should be your current direct manager.

Interviews date will be 08.05.2025. If you do not hear from us by close on business on 05.05.2025 you should assume that your application has not been successful. Unfortunately, we will not be able to provide feedback on your application at this stage.

If you would like to know more about us before you apply, please see our website www.oasisacademysholing.org, or if you are not clear about any aspect of the application procedure, do not hesitate to contact us for clarification.

I wish you well and thank you once again for your interest in what we know will be a satisfying and rewarding post.

Yours sincerely

Louise Austin

Louise Austin
HR Officer

Teacher of Religious Studies

Job Description



POST:	Teacher of Religious Studies
START DATE:	September 2025
RESPONSIBLE TO:	Head of Religious Studies
SALARY:	MPS 1-6 / UPS 1-3
LOCATION:	Oasis Academy Sholing, Southampton
WORKING PATTERN:	Full Time, Permanent
DISCLOSURE LEVEL:	Enhanced

The Applicant will:

- Be a qualified, enthusiastic teacher of Religious Studies who is able to teach a range of ability at KS3 and GCSE.
- Be prepared to develop a variety of teaching and learning styles.
- Have excellent subject knowledge and understanding of current developments.
- Effectively inspire students and improve their achievement beyond their potential.
- Be focused consistently, inspiring confidence and commitment from students and colleagues, becoming part of an engaged and diligent team.
- Teach engagingly across the full age and ability range.
- Have ambitious aims for the subject and its relevance to the students attending Oasis Academy Sholing.
- Communicate these aims effectively to students and staff.
- Complete all other reasonable tasks as directed by the Principal or Line Manager.
- Have pastoral responsibility for a tutor group.

Job Description

continued...



Achievement of Students

- To enable all students to make rapid and sustained progress in a subject over time, giving their starting points.
- To enable students to develop and apply a wide range of skills to ensure they are well prepared for the next stage in their education, training or employment.
- To focus, where standards of attainment of any group of students are below those of all students nationally, to close the gap over a period of time.

Curriculum Provision and Development

- To deliver, with the team, a curriculum which impacts on behavior for learning.
- To add to student achievement, promote values of modern Britain and moral, social, spiritual and cultural development.
- Contribute to the development and delivery of a curriculum, which provides constant opportunities for discovery and challenge and where students take greater responsibility for their learning.
- To keep diligent and informative records of progress.
- To extend students' religious study skills.

Additional Duties

- Take responsibility for and demonstrate commitment to own professional development.
- Engage actively in the performance management review process.
- Undertake any other duty as specified by STPCD not mentioned in the above.

Safeguarding

- Contribute to the development of students' emotional well-being.
- Adhere to the academy's Safeguarding Policy.
- Attend relevant training and keep up to date with national requirements.

Teaching Commitment

The person undertaking this role is expected to work within the policies, ethos and aims of the Academy and to carry out such other duties as may reasonably assigned by the Principal.

All teachers take an active role in the Academy's pastoral care of students and the post holder will be expected to fulfill the role of form tutor.

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.

Person Specification

ESSENTIAL

DESIRABLE

Qualifications

Degree	Other recognised qualifications in Religious Education based subjects
Qualified Teacher Status relevant to Religious Studies	

Professional Development

Evidence of a commitment to own professional development	Experience of leading a development within a team
Recent relevant CPD training in Religious Education	
A keen interest in developing the teaching of Religious Education	

Knowledge

Use of assessment and attainment information to improve practice and raise standards.	An understanding of KS3/4 developments and post 16 curriculum
Evidence of successful experience of teaching practice in Religious Education	
Use of strategies to promote good student relationships and high attainment in an inclusive environment	
Strategies to enhance the teaching and learning of Religious Education	

Skills

Competent user of ICT	
Competent Coordinator and motivator	
Ability to plan and resource effective interventions to meet curricular objectives	

Person Specification

continued...

ESSENTIAL

DESIRABLE

Commitments	
To comprehensive education	
To actively participate in Academy developments	
To leading extra-curricular activities / educational visits / out of hours learning	

Personal	
Passion for teaching	
Energy, enthusiasm and flexibility	
Resilience and a positive outlook on life	
Ability to work under pressure and determination to succeed.	

Oasis Academy Sholing are committed to safeguarding and promoting the welfare of young people and expect all staff and volunteers to share this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks

Explanatory Notes

Applications will only be accepted from candidates completing the enclosed Application Form. Please complete ALL Sections of the Application Form which are relevant to you as clearly and fully as possible. CVs will not be accepted in place of a completed Application Form.

Safeguarding Children and Young People

We are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks

1. Candidates should be aware that all posts in Oasis Community Learning involve some degree of responsibility for safeguarding children and young people, although the extent of that responsibility will vary depending on the nature of the post. Please see the job description enclosed in this Application Pack for further details.
2. Accordingly this post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as “spent” must be declared.
3. If you are currently working with children, on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including those related to children or young people (whether the disciplinary sanction is current or time-expired), and whether you have been the subject of any child protection allegations or concerns and if so the outcome of any investigation or disciplinary proceedings. If you are not currently working with children, but have done in the past, that previous employer will be asked about these issues.
4. Where neither your current or previous employment has involved working with children, your current employer will be asked about your suitability to work with children, although it may where appropriate be answered not applicable if your duties have not brought you into contact with children or young people.

Interview Process

After the closing date, short listing will be conducted by a Panel, who will match your skills/ experience against the criteria in the Person Specification. You will be selected for interview entirely on the contents of your application form, so please read the Job Description and Person Specification carefully before you complete your form.

All candidates invited to interview must bring the following documents:

- Documentary evidence of right to work in the UK
 - Documentary evidence of identity that will satisfy DBS requirements such as a current driving license including a photograph and/or a passport and/or a full birth certificate
 - Documentary proof of current name and address (i.e. utility bill, financial statement etc.)
 - Where appropriate any documentation evidencing a change of name
 - Documents confirming any educational or professional qualifications that are necessary or relevant for the post.
- Please note that originals of the above are necessary. Photocopies or certified copies are not sufficient.

We will seek references on shortlisted candidates for Academy based positions and may approach previous employers for information to verify experience or qualifications before interview. Any relevant issues arising from references will be taken up at interview.

If you have an enquiry, please contact the Academy Office at:

Oasis Academy Sholing
Middle Road
Southampton
SO19 8PH

Reception is open Monday to Thursday 8:00am – 4:00pm, Friday 8:00am – 3:30pm

Tel: 023 8044 8861



