



LAMBROOK

HEAD OF THEOLOGY, PHILOSOPHY AND RELIGION

Information for Candidates



Required for September 2025

The closing date for applications is Monday 6 January 2025



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CANDIDATE SEARCH

Lambrook is looking for enthusiastic and committed applicants to teach Religious Studies (RS) and Theology, Philosophy and Religion (TPR) to highly motivated pupils in a collaborative and capable department. Our curriculum is exhilarating and enables creative practice for teachers and pupils alike. The School has an enviable reputation for academic and all-round excellence feeding many of the top senior schools in the country. The role is likely to also include being a Form Tutor in the Prep School.

Lambrook's RS / TPR curriculum is devised by the Humanities team at Lambrook. Reflecting Lambrook's approach, the syllabus is varied, exciting, topical and under constant collaborative review.

Lambrook offers lessons on Saturdays to pupils from Years 5-8, and the successful candidate would be expected to attend Saturday school. A half-day will be allocated during the week to compensate for this time.

Key Responsibilities:

Curriculum and Teaching and Learning

Update and continually improve an exciting and innovative curriculum for Years 3-8 (with the support of colleagues) that stretches and inspires pupils.

Work with the other Heads of Humanities to further develop and extend Lambrook's innovative and exciting curriculum.

Monitoring and Assessment

Monitor the quality of pupil feedback given to pupils in Years 3-8 through lesson observations, work scrutiny and discussion with pupils.

Monitor and track the achievement of pupils in Years 3-8 and ensure this data is accurately reflected in half-termly Grades for Achievement.

Oversee progress of potential scholars in Years 6 and 7 / Scholars in Year 8 and ensure they are being adequately stretched.

Ensure pupils with Learning Development needs are catered for and supported as necessary in RS / TPR lessons.

Source / create assessments for key tasks and exams for Years 3-8 and oversee their effective administration, marking, moderation and feedback.

Leadership and Developing the Department

Provide support and advice to members of the department and instil the aims and objectives of the department and the School.

Liaise with parents as necessary and advise and support members of staff when communicating with parents about RS / TPR.

Conduct annual appraisals of members of the department in line with School policy.

Attend weekly Heads of Department meetings, representing the views and ideas of the Department. Provide relevant feedback for members of the department following meetings. Carry out any follow-up tasks / activities as necessary.

Administration

Run the Department Team and curate all relevant documentation (including schemes of work, assessment data and resources).

Prepare any necessary documentation for inspection.

Organise relevant trips or visiting speakers for pupils linked to their studies (with the support of colleagues) and offer pupils the opportunity to take part in relevant competitions, special days and extension activities throughout the year.

Provide an annual departmental budget for SLT approval and order exercise books / texts etc., allocating and storing resources as needed.

Person Specification

The successful candidate is likely to:

- Have achieved a minimum of good graduate level qualification.
- Be an outstanding classroom practitioner
- Demonstrate a passion for the teaching of RS / TPR.
- Have experience in schools, some of that working with children spanning part of the 7-13 age range (although it is possible that a candidate might have considerably less experience having had a successful career outside of teaching prior to entering the profession).
- Be able to evidence commitment to their professional development.
- Enjoy teaching digitally, as well as being familiar with more traditional approaches.
- Demonstrate motivation to work with children with a high regard for their happiness, safety and wellbeing.
- Show willingness to contribute to the extra-curricular life of the School.

The ability to teach English up to Senior School Scholarship level would be an advantage, as would the ability to teach Games to MS or US (age 10-13).

The successful candidate will undertake other duties appropriate to the general purpose of the post that may from time to time be reasonably assigned.

Personal Qualities

- Excellent planning, administration and time management skills.
- The ability to work to deadlines and under pressure.
- First class written, oral and presentational skills.
- Excellent interpersonal skills.





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PRE-APPOINTMENT CHECKS

Any offer to a successful candidate will be conditional upon:

- A verification of identity and qualifications.
- A check at the Department for Education List 99 and the Protection of Children Act List, as appropriate.
- A satisfactory DBS Enhanced Disclosure.
- Verification of professional status, such as GTC registration, QTS status (where required), NPQH.
- Verification of the successful completion of a statutory induction period (applies to those who obtained QTS after 7 May 1999).
- Where the successful candidate has worked or been resident overseas in the previous five years, such checks and Visa documents are required.
- Verification of medical fitness in accordance with the Department of Education Circular 4/99 "Physical and Mental Fitness to Teach of Teachers and Entrants to Initial Teacher Training".
- Satisfactory completion of the probationary period.

SALARY & BENEFITS

The school has its own generous salary scale and flexible Pension Scheme. A generous package commensurate with experience will be awarded to the successful candidate. If the candidate has a child who has been accepted into the school, subject to availability of spaces, a means tested fee remission may be available.



THE APPLICATION PROCESS

- Applicants are asked to provide the Headmaster with a letter of application (no more than two sides of A4). The letter of application should offer a personal insight into the skills and aspirations of the candidate. Letters should be sent to the Headmaster via HR@lambrookschool.co.uk.
- Applications will only be accepted from candidates completing the School's Application Form in full with an accompanying photograph.

Any offer to a successful candidate will be conditional upon:

- Verification of identity and qualifications.
- Confirmation of right to work in the UK.
- A minimum of two references.
- Receipt of a satisfactory Enhanced Disclosure clearance (DBS) from the Criminal Records Bureau.
- A check at the Department for Education List 99 and the Protection of Children Act List, as appropriate.
- Verification of medical fitness.
- Where a candidate has worked or been in residence overseas in the previous five years, such checks and/or Visa documents are required in accordance with statutory guidance.

All appointments to the School are subject to satisfactory completion of a probationary period.

If you are currently working with children on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including disciplinary offences relating to children or young persons (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 enquiry or disciplinary procedure. If you are not currently working with children, but have done so in the past, that previous employer will be asked about these issues. Where neither your current nor your previous employment has involved working with children, your current employer will still be asked about your suitability to work with children, although they may, where appropriate, answer 'not applicable' if your duties have not brought you into contact with children or young persons.

You should be aware that provision of false information is an offence and could result in the application being rejected or in summary dismissal, if the applicant has been selected, and possible referral to the police and/or the department for Education Children's Safeguarding Operation Unit.

