

Appointment of  
**Permanent**  
**Full time**  
**Head of Philosophy and Religion**  
For 1 September 2018



The Godolphin and Latymer School  
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# Working at Godolphin and Latymer

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Godolphin and Latymer is one of the country's leading independent day schools for girls. Founded in 1905, it has been both a state grammar school and an independent school in its 112 years. Located in Hammersmith, West London, close to the exciting cultural life of the capital, the school is a dynamic and energetic community of 800 girls, together with approximately 150 teaching and support staff. There are approximately 220 girls in the Sixth Form, studying for both the IB and A levels. Hammersmith itself is very conveniently situated less than 20 minutes from central London, sitting on a beautiful stretch of the River Thames and with plenty to offer, including several fine restaurants and two of London's best theatres.

Godolphin and Latymer is an academically selective school and our girls are bright, enthusiastic and inquisitive. They love learning and are increasingly demonstrating their ability to be creative and critical thinkers, keen to solve problems using their own intellectual resources. Teaching here is a most rewarding experience. Girls are motivated and engaged in their learning. Our harmonious community is socially, culturally and ethnically diverse, indicative of the cosmopolitan world of West London. Our catchment area is relatively wide, encompassing all areas of West London, plus a number of areas further afield from which girls are able to commute easily to Hammersmith because of its excellent transport links. (We are a couple of minutes from both of Hammersmith's tube stations and its bus station.) Relationships between girls and all staff are superb and we place great significance on valuing the individual and expecting the highest of standards in all that we do. The school is governed by principles of mutual respect, tolerance and consideration for others. Girls are very supportive of each other, sensitive and aware of others' needs and proud of their school and its ethos and history. A fine example of this is the extensive support given to our Bursary Fund by all sections of the school community, present and past.

Pastoral care and working collaboratively with parents is fundamental to the success of our girls. We value good communication between all sections of our community and try to be proactive in keeping up to date, all who are involved with the school. The school plays a key role in the local area; girls take part in voluntary work schemes with many local businesses and institutions. We run a number of community events including; a public lecture series, the annual arts festival, monthly tea parties for the local elderly, and the weekly Ancient World Breakfast Club.

The school's facilities are excellent and the governors are aware of the need to ensure that such standards are maintained. Our sports facilities include a full-size all-weather hockey pitch and three netball courts, which convert into twelve tennis courts during the summer term, all of which are floodlit, and the Hampton Sports and Fitness Centre (new and purpose-built for September 2015), which contains a four court sports hall, a climbing wall, a dance studio and a fitness suite. Our performing arts centre, the Bishop Centre, housed in the imaginatively converted church of St John the Evangelist, together with the Rudland Music School, is also a recent example of the investment that is crucial to the school's continued development. Teaching and learning resources are plentiful and the use of ICT to facilitate learning is at the forefront of our current strategy. iPads are used by the girls in learning and all teaching staff are given iPads. The school aims to be forward-looking in its approach to teaching and learning and emphasis is placed on pedagogical development amongst all teaching staff.

Extra and super curricular activities play a fundamental part in the education we offer here. All staff play a full part in this aspect of our school's life, with numerous opportunities to lead activities, and to develop interests old and new, in school and on visits both in the UK and abroad. Girls are active participants in this programme, both as leaders and contributors, as well as benefitting from the extensive variety of the provision.

## **Why work at Godolphin and Latymer?**

The staff are thoroughly professional, highly qualified and knowledgeable, enthusiastic and passionate about their own subjects, as well as understanding the importance of the breadth of the educational experience that we provide.

The school is characterised by a warm and welcoming atmosphere and a mutually supportive approach. Expectations of staff are high, but equally, personal workloads are carefully considered by the supportive leadership team. There are plenty of opportunities for further appropriate professional development and a generous inset budget is provided. Support staff and teaching staff are valued equally for their part in the overall success of the school and there is a strong sense of camaraderie and fun!

The governors are keen to ensure that staff remuneration is always competitive and that staff are fairly rewarded for their commitment to the school.

Staff turnover is relatively low, indicating a stable staff, yet we also pride ourselves on the welcome and support that we give to new colleagues and we very much value their ideas and contributions. People enjoy working here!

# Your Professional Duties

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## **Your professional duties**

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

You are expected to act in accordance with the aims, policies and administrative procedures of the School.

The following duties shall be deemed to be included in the professional duties which you will be required to perform:

### **Teaching**

Planning and preparing courses and lessons

Teaching, according to their educational need, the pupils assigned to you; setting and marking work (including examinations) to be carried out by the pupils in School or elsewhere.

Assessing, recording and reporting on the development, progress and attainment of pupils.

### **Other activities**

Promoting the general progress and well being of individual pupils and of any class or group of pupils assigned to you.

Providing guidance and advice to pupils on educational and social matters.

Making records and reports on the personal and social needs of the pupils.

Communicating and consulting with the parents of pupils.

Communicating and co-operating with persons or bodies outside the School.

Participating in meetings arranged for any of the purposes described above.

Accompanying pupils on visits away from the School.

Participating in the extra-curricular programme.

### **Assessment and reports**

Providing or contributing oral and written assessments, reports and references relating to individual pupils and groups of pupils.

### **Appraisal**

Participating in any arrangements that may be made for teacher review.

### **Further training and development**

Reviewing from time to time your methods of teaching and programme of work.

Participating in arrangements for your professional development.

## **Educational methods**

Advising and co-operating with the Head Mistress and other teachers (or any one or more of them) on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment of pastoral arrangements.

## **Child protection, discipline, health and safety**

Promoting and safeguarding the welfare of children and young persons for whom you are responsible and with whom you come into contact.

Maintaining good order and discipline among the pupils and safeguarding their health and safety both when they are on the School premises and when they are engaged in authorised school activities elsewhere.

## **Staff meetings**

Participating in meetings at the School which relate to the curriculum for the School or the administration or organisation of the School, including pastoral arrangements.

## **Public examinations**

Participating in arrangements for preparing pupils for and supervising them during public examinations and providing assessments.

## **Administration**

Participating in administrative and organisational tasks related to such duties as are described above, including the management or supervision of persons providing support for the teachers in the School and the ordering and allocation of equipment and materials.

Attending assemblies, registering the attendance of pupils and supervising pupils, whether these duties are to be performed before, during or after School sessions.

## **Flexibility**

You may be required to undertake such other reasonable duties from time to time as the School may reasonably require.

## **Management**

Contributing to the selection for appointment and professional development of other teachers and non-teaching staff, including the induction and assessment of new and probationary teachers.

Co-ordinating or managing the work of other teachers.

Taking such part as may be required in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the School.

## Job Description – Head of Department

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As the leading subject professional, combining enthusiasm, expertise and energy with a clear sense of vision and first rate administrative skills, the Head of Department is central to the review and development of learning and teaching throughout the school. He or she inspires and motivates the members of the department to share good practice and to aim for the highest standards so that all pupils receive an excellent educational experience. Ensuring a close relationship between departmental development and whole school development is a key element of the role.

Liaising regularly with Senior Team line managers, the Head of Department is responsible to the Head Mistress for the following:

- To be exemplary in carrying out a Teacher's responsibilities.
- To contribute to the development of the aims, policies and administrative procedures of the school, to attend Heads of Departments' meetings and, in discussion with the department, produce and implement the departmental strategic plan in line with the school strategic plan.
- To manage the departmental budget, ensuring a close link between this and the departmental strategic plan.
- To participate in the recruitment of subject staff and to delegate teaching and other responsibilities fairly throughout the department, encouraging and enhancing professional development through advice and support, both generally and through Staff Review.
- To seek to achieve, through collaborative leadership and monitoring, the highest standards across the department of teaching, learning, formative and summative assessment.
- To lead the development and review of stimulating, creative and well-resourced schemes of work which aim to inspire intellectual curiosity and develop academic rigour whilst being in tune with the needs and abilities of the girls. This includes the selection of appropriate examination syllabuses.
- To pay close critical attention to curriculum developments, especially in the subject, communicating these to the department and to senior leaders; to be aware of developments in learning and teaching strategies, particularly those that help to promote independent learning and the imaginative use of ICT.
- To promote the sharing of good practice within the department; to hold weekly departmental meetings, circulating agendas and ensuring that key decisions and action points are noted.
- To ensure that expert advice about curriculum and Higher Education choices in the subject is available to girls and parents, and to oversee candidates applying to Oxford and Cambridge colleges.
- To oversee appropriate promotion of the subject through the school website and the developing VLE.
- To review annually: departmental policies, procedures, handbooks and website pages, amending and updating as required.
- To liaise with other Heads of Departments where appropriate, and engage in cross curricular activities from time to time
- To develop positive relations with girls, parents, teaching and non-teaching colleagues and the wider community and to represent the school when reasonably required.
- To be responsible for the execution of the various tasks listed in **Appendix A**
- To carry out any other responsibilities reasonably required by the Head Mistress.

## **Appendix A**

### **Key Responsibilities of the Head of Department**

#### **Ongoing**

- Observe lessons and provide feedback for discussion
- Participate in annual Staff Review, reviewing some or all department staff, and being reviewed by the department's SLT link teacher
- Review approaches to assessment within the department through periodic collection and review of samples of work
- Update /purchase new resources as necessary
- Have responsibility for rooms, resources, health and safety, where applicable, and the provision of equipment within the department; ensure that subject displays are renewed/updated when necessary
- Be responsible for the coordination of visits organised by the department.
- Develop and promote extra-curricular activities within the department
- Ensure appropriate cover work is set during staff absence
- Advise on departmental staffing needs, help appoint staff and induct staff new to the department. Act as subject mentor for NQTs
- Disseminate information from HODs meetings to the department
- Maintain subject specific knowledge of university entrance requirements
- Organise the production and marking of school examination papers in the subject; organise moderation of scripts as necessary
- Ensure that the correct information on public examination entries and coursework assignments is supplied to the examination boards and to the examinations officer/IB coordinator
- Organise staffing for open afternoons and all other promotional events including those for existing pupils and parents
- Participate in school entry procedures as reasonably required
- Ensure appropriate subject induction for girls new to any year group

#### **Annual**

- Review department handbook
- Review department strategic plan
- Review schemes of work

# Person Specification

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	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>METHOD OF ASSESSMENT</b>
<b>EDUCATION / QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>To have a good honours degree (2:1 or above) in an appropriate subject</li> </ul>	<ul style="list-style-type: none"> <li>To have a teaching qualification or to be undertaking a teaching qualification</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Appropriate certificates</li> <li>References</li> </ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>Experience of teaching Philosophy and Religion at secondary level including, ideally, GCSE and A-Level</li> </ul>	<ul style="list-style-type: none"> <li>Experience of teaching the IB</li> <li>Experience of leading others</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>References</li> <li>Interviews</li> </ul>
<b>SKILLS AND ABILITIES</b>	<ul style="list-style-type: none"> <li>To be an outstanding teacher</li> <li>To be firm but fair</li> <li>To be able to inspire and motivate others</li> <li>To be able to lead a diverse group of subject specialists</li> <li>To be able to be the "lead professional" in the department</li> <li>To be an excellent communicator, orally and in writing with girls, parents and colleagues</li> <li>To have good time management skills</li> <li>To be flexible and adaptable</li> <li>To be discreet and adhere to confidentiality</li> <li>To have excellent interpersonal skills</li> <li>To be able to use ICT appropriately to support learning</li> </ul>	<ul style="list-style-type: none"> <li>To be familiar with Information Management Systems, such as iSAMS</li> <li>To be familiar with the use of iPads to enhance pupils' learning</li> <li>To be proficient in a variety of software and interactive software packages (and interactive whiteboards), such as Microsoft Word, Outlook, PowerPoint, Excel to support teaching and learning</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Interview</li> <li>References</li> </ul>
<b>PERSONAL QUALITIES</b>	<ul style="list-style-type: none"> <li>Committed to safeguarding and to promoting the welfare of pupils</li> <li>Motivation to work with young people</li> <li>Ability to form and maintain appropriate relationships and personal boundaries with young people</li> <li>To be emotionally resilient</li> <li>To have a confident and positive attitude</li> <li>To have patience and tact</li> <li>To have faith in one's convictions</li> <li>To demonstrate a passion for one's subject</li> <li>To be able to contribute to the extra-curricular activities of the department</li> </ul>		<ul style="list-style-type: none"> <li>Application form</li> <li>References</li> <li>Interview</li> </ul>
<b>KNOWLEDGE / UNDERSTANDING</b>	<ul style="list-style-type: none"> <li>Excellent knowledge of the role of Philosophy and Religion in the 21st century curriculum</li> </ul>	<ul style="list-style-type: none"> <li>To have undertaken Safeguarding Training</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>References</li> <li>Interview</li> </ul>

# The Department

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The department offers the full breadth of Philosophy and Religious Studies. We believe that our primary objective is not to teach girls what to think, but rather how to think. We aim to equip them with the skills, resources and confidence to make their own informed decisions on a variety of spiritual, moral, social and cultural issues.

The department currently has four full-time and one part-time members of staff. They are all subject specialists and hold either Theology or Philosophy degrees or higher. The department is appropriately situated in a converted vicarage. All teaching rooms are equipped with IntelliDesks, interactive whiteboards and sound systems. There is a wealth of shared resources within the department and we are able to make full use of ICT to enhance teaching and learning.

Philosophy and Religion is taught throughout the school. Our Lower School (KS3) curriculum explores the foundations of today's society. In Year 7, the focus is on the influence of biblical texts on western thought, culture and religion. In Year 8, girls spend the majority of the year undertaking a chronological study of western philosophy and meet some of the main thinkers and their most significant ideas. The end of the year focuses ON eastern philosophy in order to consider an interesting contrast. Year 9 begins with an introduction to ethical theory as well as a first taste of applied ethics. This is followed by a unit on key beliefs and practices in Islam.

Religious Studies GCSE is an option subject in Years 10 & 11. From September 2016 we will follow the new AQA Religious Studies, studying the 'Beliefs and teachings & Practices' of Christianity and Buddhism, and 'Religion, philosophy and ethics in the modern world' from a Christian perspective.

In the Sixth Form, Religious Studies is offered at A-Level and Philosophy at IB Level. From September 2016 the A-Level course is the new OCR Religious Studies (Philosophy of Religion, Religious Ethics and Developments in Christian Thought). For the IB, all girls study the Core Theme (What is a human being?), Theories and Problems of Ethics and Peter Singer's The Life You Can Save. Those taking the subject at Higher Level also study Philosophy of Religion and the Unseen Texts component.

## Salary, Hours and Benefits

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The salary awarded will depend on experience and qualifications of the successful candidate. The Governors review salaries each year to ensure they remain competitive. Salaries are paid by account transfer on the 25th day of each month, or the previous working day, in twelve equal payments.

### **Hours**

Teaching staff are expected to be in School for 8.25am and the school day ends at 4.00pm (3.05pm on Fridays). However, hours are as required to fulfil the duties of this role both before and after school hours.

### **Benefits include:**

*Staff Fee Remission* – staff are eligible for fee remission, currently 66% of the basic school fee for a full-time employee; part-time staff are eligible to a reduction a pro-rata basis. The continuance of School fee remission is at the discretion of the Governors.

*Longer holidays than the maintained sector*

*School Nurse and Doctor on site* – the school medical department employs two school nurses and the school doctor is on site for half a day every week.

*Enhanced sick and maternity/paternity pay arrangements* – the school offers additional support to staff via its sick and family friendly policies.

*Membership of the Teachers' Superannuation Scheme* - teachers are automatically enrolled into the Teachers' superannuation scheme.

*iPads* – all teaching staff are given iPads.

*Personal Accident Insurance* – staff are covered for permanent disability resulting from an accident, whether at School or elsewhere. Cover is provided for 365 days of the year.

*Childcare Voucher Scheme* – the School offers staff the opportunity to join the tax advantageous childcare voucher scheme.

*Advance purchase of travel cards with monthly repayments* – the School will pay for your travel card (minimum three month card) and collect the repayments, at cost, over the life of the travel card.

*Lunches and Refreshments* – lunches and refreshments provided in the Staff Room and Staff Dining Room are provided by the School to all members of staff, free of charge.

*Fitness Facilities* – staff can use the fitness facilities in the Hampton Sports and Fitness Centre and the school's outdoor sports facilities. There are also two Yoga classes, two Zumba classes and a Rock Climbing session for staff to attend each week during term time free of charge.

*Acupressure* – for half a day each week, fifteen-minute appointments can be booked by staff with an Acupressure Therapist for arm, neck or shoulder massages, on the school site, free of charge.

# Application

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Please read the recruitment pack carefully including the School's Safeguarding and Recruitment policies. Fully completed application forms must be returned to the Personnel Department at the School by post or by email to [recruitment@godolphinandlatymer.com](mailto:recruitment@godolphinandlatymer.com) by **noon** on the closing date.

Please note that applications must be made on the school's application form. Neither CVs nor late applications will be accepted.

The closing date for applications is **noon** on 25 January 2018.

It is anticipated that interviews will be held on 1 February 2018.

## **Equal Opportunities**

It is the policy of The Godolphin and Latymer School to provide equal opportunities for all qualified individuals regardless of race, colour, religion, ethnic or national origin, sexual orientation, age, gender medical condition or disability.

## **Safeguarding**

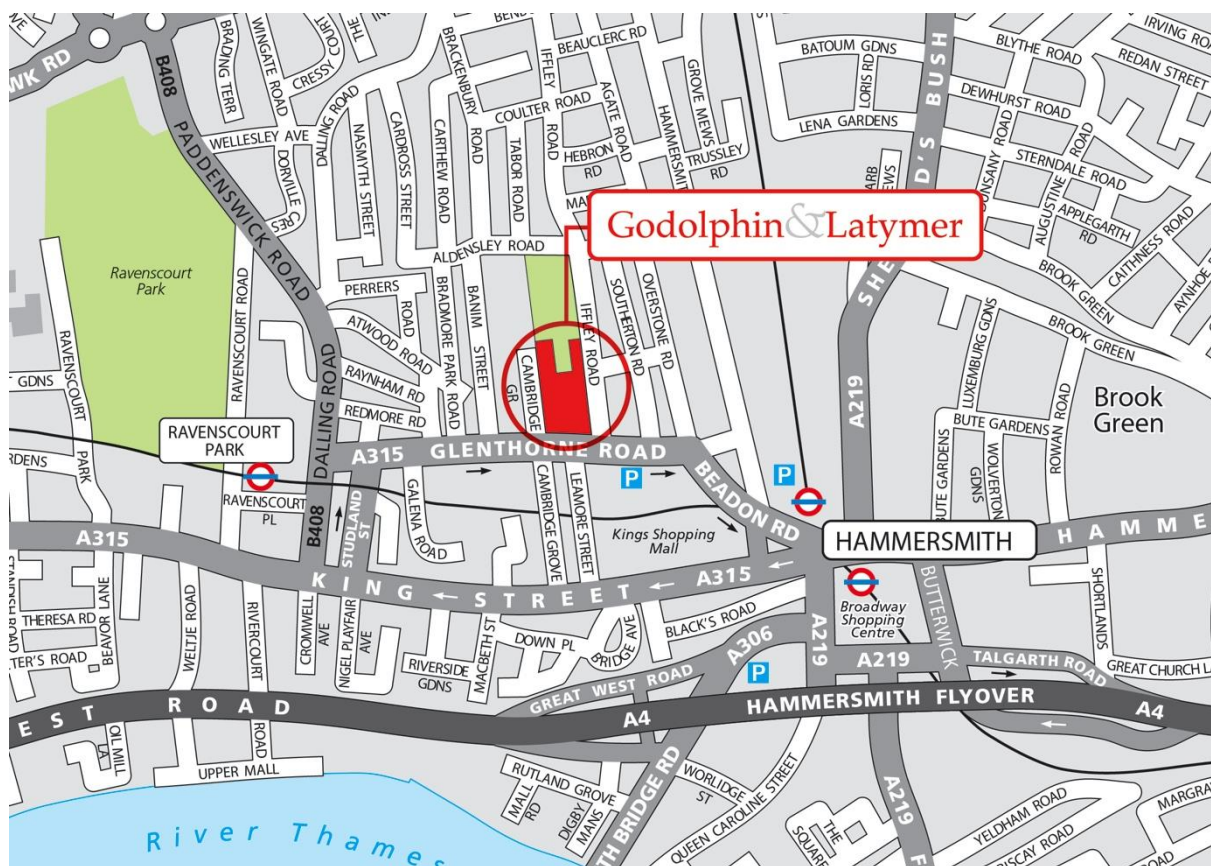
Candidates should be aware that all posts in the School involve some degree of responsibility for safeguarding children. This post is exempt from the Rehabilitation of Offenders Act 1974 and, therefore, all convictions, cautions and bind-overs, including those as "spent" must be declared. The successful candidate will be required to complete a Disclosure & Barring Service application. References will be sought on short-listed candidates and we may approach previous employers for information to verify particular experience and qualifications. The successful candidate will also be required to provide original certificates of qualification and undergo a medical examination prior to taking up the post.

## **Charitable status**

The Charity called The Godolphin and Latymer School (charity registration number 312699) is administered by The Godolphin and Latymer School Foundation, a charitable company limited by guarantee (Company number 3598439).

## Location

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### Nearest Underground Stations:

Hammersmith (District, Piccadilly, and Hammersmith & City Lines)  
Ravenscourt Park (District Line).

### Bus Routes

To Hammersmith Broadway:

9, 10, 27, 33, 72, 190, 209, 211, 220, 266, 283, 295, 391, 419

To Glenthorne Road: 27, 190, 266, 267, 391, H91

### By Car

There is a one-way system in Hammersmith.

From Hammersmith Broadway: turn left into King Street, take the 2nd right into Cambridge Grove, turn right into Glenthorne Road and turn left into Iffley Road for the school.

### Car Parking

We regret that there is no car parking available in the school grounds, but there is a public car park (entrance in Glenthorne Road) only a few minutes from the school, which is inexpensive. There is also a limited amount of pay and display parking in the surrounding streets.

Please note that the entrance to the school and the staff car park is on Iffley Road.

### On Arrival

Please report to Security.

