SHERBORNE
SCHOOLS GROUP

Sherborne Schools Group (SSG) is a dynamic family of schools offering an exceptional education for girls and boys aged 3–19, across both day and boarding provision. Formed in 2024 through the merger of Sherborne Girls and Sherborne Boys, the Group now comprises Sherborne Girls, Sherborne Boys, Sherborne Prep, Hanford Prep, Sherborne International, and a number of trading companies. Together, these schools provide a rich and cohesive educational journey within the beautiful town of Sherborne and surrounding Dorset countryside.

Each school retains its distinctive identity, traditions, and community spirit, while also benefiting from the opportunities and resources of being part of a larger group. Today, SSG educates 1,280 pupils in the UK, supported by a dedicated team of staff. Our international reach continues to expand through Sherborne Schools Worldwide, with six schools established across Qatar and Jeddah, and a new school opening in Riyadh in 2027.

At the heart of SSG lies *The Sherborne Difference*: our commitment to transformative education that blends academic excellence with character development, wellbeing, and innovation. Through this, we prepare our pupils not only to succeed, but to lead, inspire, and make a positive impact in an ever-changing world.

Sherborne Boys is a full-boarding and day school for boys aged 13–18. Combining over 500 years of heritage with modern excellence, the school cultivates confident and compassionate young men. Pupils follow a broad curriculum including GCSEs, A Levels, and BTECs, supported by an extensive co-curricular programme.

Sherborne Girls is a full-boarding and day school for girls aged 13–18. It offers an empowering education that nurtures ambition, self-belief, and a strong sense of individuality. The curriculum spans GCSEs, A Levels, and BTECs, complemented by wide-ranging opportunities for personal growth, creativity, and co-curricular engagement.

Sherborne Prep is a co-educational day and boarding school for children aged 3–13. The school provides a warm and nurturing environment where curiosity, confidence, and foundational skills are developed for life, ensuring pupils are well prepared for the next stage of their education.

Hanford Prep is a day and boarding school for girls aged 7–13, set in the Dorset countryside. It offers a rural haven where girls can explore, grow, and build resilience in a joyful, character-rich setting, while achieving impressive results both in and beyond the classroom.

Sherborne International is a co-educational short-term boarding school for pupils aged 8–17. It specialises in English language teaching, subject support, revision, and preparation for UK schools, providing an engaging and supportive environment where pupils can quickly develop confidence and academic skills.

JOB DESCRIPTION

Sherborne Schools Group Recruitment and Selection Policy Statement

Sherborne Schools Group is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants for this post must be willing to undergo child protection screening, including reference checks with previous employers, criminal record check and social media checks. All positions within the schools are exempt from the provisions of the Rehabilitation of Offenders Act 1974.

HEAD OF, OR TEACHER OF, RELIGIOUS STUDIES (THEOLOGY, PHILOSOPHY AND ETHICS) MATERNITY COVER

Principal Role

Sherborne Schools Group is seeking a dynamic and creative Head of, or Teacher of, Religious Studies at Sherborne Girls. While their primary place of work will be Sherborne Girls, the postholder will also be expected to contribute to, and support initiatives across, the wider Sherborne Schools Group. From time to time, they may be required to work at other schools or sites within the Group to meet the needs of the business. This role provides an exciting opportunity to play a central part in both the success of the individual school and the continued development of the Group as a whole.

Primary Location:	Sherborne Girls You may be required to work at other schools or sites within the Group to meet the needs of the business.
Reporting to:	Deputy Head Academic
Hours of Work:	This is a full-time position. Work may be required on some of the bank holidays if they fall within term time.

Core Responsibilities…

The appointed teacher of Religious Studies will be committed to delivering outstanding teaching that meets all the requirements of teachers employed by the School. The opportunity exists to cover the Head of Department role.

Main duties

- Plan, prepare and teach a timetable across KS3 and KS4, and KS5.
- Adapt lessons and resources according to the needs of the pupils within the class.
- Understand and implement the aims and objectives of the department, and to contribute to its vibrant and creative atmosphere.
- Ensure that pupils are suitably prepared for entry to the appropriate public examinations.
- In conjunction with the Head of Department review and implement the curriculum to ensure that it meets the needs of the pupils.
- Develop and manage up-to-date teaching and learning resources, including library and digital resources and advise the Head of Department on course materials.
- Monitor and maintain the highest standards in the classroom environment through displays, including pupils' work.
- Ensure that the department's classrooms present a stimulating environment.

- Assist with the setting, marking and, where necessary, co-ordination of internal examinations in the department.
- Maintain and develop, with any other teachers of the subject, schemes of work within the requirements of the examination boards; monitor developments in curriculum requirements on a national scale and respond accordingly.
- Maintain sound discipline inside and outside the classroom, within the School's agreed procedures.
- Ensure that the pupils' work is regularly assessed, that marks are recorded, and that reports are written at appropriate times.
- Attend parents' meetings and reply to parents' enquiries.
- Be aware of, support, and implement all school policies, including assessment and reporting, rewards and conduct, and those in place to maintain safe working practices.
- Observe and be observed on a regular basis as part of the on-going process of subject quality assurance, development of Teaching and Learning and as part of the Staff Development Review process.
- Develop ICT skills in the use of the Microsoft 365 suite of software for enhanced teaching and learning, for personal administration and to ensure pupils are effective in their use of ICT and show commitment to the School's digital strategic aims.
- Be a personal tutor to a group of girls and take part in lunch visits to an all-age boarding house.
- Weekend duties (approximately three per term).
- One evening duty per week in a boarding house.

Boarding

As a seven day a week boarding school the pastoral care and support for pupils is extremely strong, primarily revolving around our boarding houses. As a member of staff, you have the privilege to be fully involved in the care and development of the girls through our tutoring system. As a tutor you are responsible for:

- Guiding and mentoring your tutees through their lives at the school.
- Monitoring and promoting academic progress.
- Supporting your tutees pastoral development and taking proactive steps to ensure their welfare is protected and nurtured.
- Meeting pupils regularly. This takes place in groups in our weekly tutor period, 1:1 tutorials and lunch in the boarding house with your tutees.
- Acting as a liaison between pupils, parents, and teaching staff
- Supporting the House community within the wider School environment

Other responsibilities

- Undertake any other reasonable duties as required by Deputy Head Academic, including providing support across Sherborne Schools Group schools as necessary.
- Contribute to the wider life of the Group, including events, initiatives, or projects that enhance collaboration between schools.
- Promote and uphold the values and ethos of Sherborne Schools Group in all professional activities, ensuring consistency across the community.

Duties - this is not intended to be a comprehensive list of the tasks that will be covered and other tasks will be undertaken at the direction of the Deputy Head Academic.

Person Specification…

	Essential	Desirable
Qualifications and Experience	• Academically strong; hold a degree with honours • Experience of teaching Religious Studies at GCSE and A level • The ability to teach another subject	• Hold a postgraduate certificate in education • Qualified Teacher Status • Experience of teaching Sociology at A level.
Skills and Abilities	• Ability to inspire a love of learning • High standards of written and oral communication • IT literate with strong administrative skills • Ability to be well organised, proactive, and calm under pressure • Resourceful and resilient • Ability to create an inspirational and challenging learning environment	Head of Department role: • Experience of managing budgets • Experience of parental communication • Experience of running cocurricular clubs or societies or other enrichment events
Personal Attributes	• Committed to the values and culture of the school • Committed to personal professional development • Commitment to high expectations and outstanding educational standards • Ambitious to secure the highest standards • Willing to participate in Sherborne Girls co-curricular provision	

Mandatory Training Requirements – this list is not exhaustive, and the post holder may be required to undertake other training as required by the School.

Training	To be completed by	Frequency of training
Safeguarding (Child Protection) and Prevent Training	Within the first week of employment	As required
Induction training with Line Manager	Within the first week of employment	

Display Screen Equipment	Within the first week of employment	As required
Essential Health & Safety Training	Within the first week of employment	As required
GDPR UK Education	Within the first week of employment	As required
Staff Allergy Awareness Training	Within the first week of employment	As required
Sexual Harassment	Within the first week of employment	As required

Salary: Salary will be dependent upon experience. Sherborne Schools Group has its own salary scale. Salary paid monthly in arrears direct into nominated bank account. Reasonable relocation expenses will be offered.

Holidays: Teachers are entitled to take holiday during the usual Sherborne Schools Group holiday periods; holiday cannot be taken during the Sherborne Schools term time. In addition, teachers may be required by the Head, upon reasonable notice, to work for varying short periods after the end and before the beginning of any term.

Pension: The postholder will be eligible to join the School's Pension Scheme. Where eligible, the postholder will be automatically enrolled into the Pension Scheme in accordance with current legislation. The School will contribute an amount equivalent to 16.48% of basic salary, subject to the postholder contributing at least 7.4% of pensionable earnings. Contribution rates may be amended from time to time to reflect prevailing legislative requirements. Further details can be obtained from the Director of Human Resources (Bursary).

Probationary Period: In accordance with School policy, all appointments are subject to a six-month probationary period.

Medical Self Declaration: The offer of appointment at Sherborne Schools Group will be conditional upon the provision of a self-declaration of your physical and mental fitness to discharge the responsibilities of the role.

DBS Disclosure (Police Check)/ References: As Sherborne Schools Group is registered to ask 'exempted questions' under the Rehabilitation of Offenders Act 1974, successful applicants will be subject to a criminal record check from the Disclosure and Barring Service before the appointment is confirmed. This will include details of cautions, reprimands or final warnings; further details are available upon request. This post is also subject to receipt of two satisfactory written references, one of which must be your current/last employer.

Postholder's Responsibility: You share with all staff the responsibility to promote and safeguard the welfare of children and young people for whom you are responsible, or with whom you come into contact. In doing so, you are expected at all times to adhere to and ensure compliance with the School's Child Protection Policy Statement. If you become aware of any actual or potential risks to the safety or welfare of children in the School, you must report any concerns to the School's Designated Safeguarding Lead (Child Protection Officers).

Benefits

- Generous School Sick Pay scheme
- Reduced membership at a designated Sports Centre
- Membership of the School library
- Free onsite parking (subject to availability)
- Lunchtime meal, during School term time for staff working a full day
- Employee Assistance Programme offering free counselling / legal / medical support

We are proud to offer a thoughtful package of employee benefits designed to support your wellbeing, both in and out of work. While we aim to maintain these benefits, they are not contractual and may be reviewed and updated from time to time to reflect the evolving needs of our people and our Group.

Method of Application:

To apply via TES, please submit the online application form, available via the 'Quick Apply' button, by the closing date - please do not send in a curriculum vitae as we are unable to use them when short listing.

Alternatively, please download and complete the Sherborne Schools Group Application Form (Word document) available at https://www.sherborneschools.group/group-vacancies and return it to recruitment@sherborneschools.group

In the event of any queries please contact:

Human Resources
Sherborne School
Tel: 01935 810502
Email: recruitment@sherborneschools.group

Closing date for applications: 9.30am – Thursday 29 October 2026

Interviews likely to take place: Tuesday 10 November 2026

We reserve the right to interview and appoint candidates prior to the closing date and therefore encourage early applications

PLEASE INDICATE ON YOUR APPLICATION IF YOU ARE UNABLE TO ATTEND INTERVIEW DURING THIS TIME

Anticipated start date: Monday 4 January 2027