



APPOINTMENT OF TEACHER OF THEOLOGY (Maternity Cover)

Required for one academic term (Michaelmas 2021 - 1 September to 11 December 2021)

SHERBORNE



Parents and boys talk about the head in glowing terms. They say he has upped the academic ante, put an emphasis on kindness and smartened up the uniform. In turn, the Head is full of praise for the pupils. 'The boys are interesting, engaging and decent,' he says. 'They know their own minds but there is a reservoir of kindness there. People say that you never meet an unpleasant old Shirburnian and it's true.'

Good Schools Guide 2019

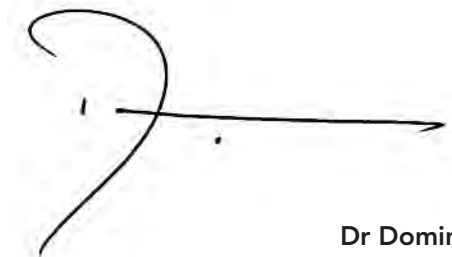
An introduction to Sherborne

Re-founded by royal charter in 1550, Sherborne is an independent boys' school situated in the shadow of Sherborne Abbey.

The School community is a warm and vibrant one and we enjoy a rich heritage and ambitious outlook. The boys are talented, engaged and so, too, are the staff. The co-curricular provision is of outstanding breadth and quality.

Our distinctive features include:

- A full-boarding environment where boys live, work and study together seven days a week during term time. This generates a sense of community and purpose, and ensures there is plenty of time away from the classroom for boys to play, reflect, socialise and develop their talents
- An all-boys education. Shirburnians are allowed to be boys – something that we believe is essential to their growth
- A strong partnership with Sherborne Girls, meaning our boys can socialise with girls and occasionally study alongside them, while enjoying the benefits of a single-sex education
- A unique location in a beautiful market town that is peaceful and safe, without being sleepy, and has excellent transport links to London
- Outstanding opportunities to excel, whether academically or in co-curricular activities. We are ambitious for our boys: with our help, they go on to achieve great things as evidenced by the highly distinctive and diverse alumni record



Dr Dominic Lockett
Headmaster and Chief Executive

Academic excellence

Academic excellence lies at the core of the educational experience provided at Sherborne. Our boys are challenged and supported to realise their full academic potential and we are proud of their achievements.

In 2020, 87% of all A level entries were A*-B grades and over three fifths of the grades were A or A*. These excellent results allowed 96% of those who applied to university to secure a place at their first or second choice institution, of which over half were Russell Group universities. At GCSE 61% of our results were graded 7,8 or 9. Historically, boys at Sherborne have not only performed strongly in their public examinations, but also produced excellent "Value Added" scores too. This year our Sixth Form Value Added placed us within the top 10% percent of independent schools. In 2017 it was the top 8% and in 2016 the top 6%. Shirburnians, therefore, not only do well in their exams but they also make outstanding academic progress during their time in the School.

The boys are focused and highly co-operative learners who enjoy and appreciate the teaching they receive.

ISI Inspection 2015

We expect our teachers to prepare and teach lessons of the highest quality, engaging and inspiring the boys to work hard and pursue excellence. Teachers also need to develop relationships such that boys cultivate the personal habits of mind and character that underpin a lifelong love of learning.

Our boys are individuals; teaching, feedback and monitoring progress must be tailored carefully to their need. This includes differentiating for individual learning needs and stretching our brightest, particularly those with aspirations towards Oxbridge and other highly competitive institutions and courses.

We recognise that this quality of teaching requires support. We have a very generously funded INSET programme, lively ongoing professional dialogue, including our own inhouse teaching strategies magazine and an appraisal system which emphasises professional development.





Co-curricular

At Sherborne, we aim to feed the boys' minds, bodies and spirits. Our co-curricular programme operates alongside, and in conjunction with, our academic curriculum to ensure variety, breadth and depth across all areas of the boys' development. Many of our co-curricular activities are run collaboratively with Sherborne Girls, a unique feature of our single-sex offer.

Sport is an integral part of many boys' lives and plays an important role in their personal growth and development. They achieve excellence not only in the major sports of rugby, hockey, football and cricket but also benefit from opportunities in a wide range of water sports, equestrian activities, sailing, fives, shooting, climbing and golf.


Music is at the very centre of life for Shirburnians, and Sherborne is a community where music is celebrated and opportunities to develop new skills abound. We were named 'Top Independent School for Music' by *The Week* in 2015.

Drama has a special place in the School, with at least six productions each year. We are proud to number Sir Richard Eyre, Jeremy Irons and Hugh Bonneville among our alumni, helping to inspire every boy to develop his talents.

The CCF, Duke of Edinburgh and other outdoor education opportunities are highly popular and key to our aim of developing leadership qualities within each boy.

Countless other clubs, societies and activities provide the boys with a rich and stimulating environment. Every teacher is expected to contribute significantly to the co-curricular programme and there are a wide variety of ways in which to do this.





The school's boarding ethos is invaluable in character building, fostering independence and encouraging a healthy lifestyle. The boarding experience makes a strong contribution to the personal development of boarders.



Boarding and Pastoral Care

We pride ourselves on delivering the highest standards of pastoral care. The close-knit House system is a central part of School life and provides a strong support network for all our pupils.

Every teacher is attached to a boarding House and has the opportunity to support and nurture the boys in this home-from-home. Teachers are involved in accompanying House trips, attending House socials and undertake an evening duty in House each week.

Spiritual life

As a community based upon Christian values and with a heritage stretching back to our Benedictine foundation in 705, the spiritual life of Sherborne permeates much of what we do and who we are.

We have twice-weekly whole School services in the historic Sherborne Abbey as well as various other services in our own School Chapel. Additional voluntary services are exceptionally well attended; we regularly have well over fifty boys attending our voluntary Friday night Eucharist.

Boys and staff of all faiths and none are welcome at Sherborne. Members of the teaching staff are expected to attend some compulsory services and to support the Christian values which underpin School life.





A unique
education in a
unique location

Living and working at Sherborne

Located in one of Dorset's most picturesque towns and set amidst rolling countryside, our School is inseparable from the town that shares its name.

Working in a boarding school is a privilege but it is also demanding, with days that sometimes extend into the evening. In some ways however, the pace is more gentle than in a day school and there is time within the day to meet friends for a cup of coffee or do some shopping in the shops of Cheap Street.

The Common Room is enormously supportive and we have a comprehensive induction programme for new staff which extends throughout the first year. We run an NQT programme accredited by ISTip and a PGCE course in conjunction with the University of Buckingham.

The School has its own generous salary scale and all staff are entitled to reduced fee membership of the gym and swimming pool and access to loyalty rewards at the School's Hub cafe.

During term time, staff are able to take lunch in the Dining Hall.



Safeguarding

All young people deserve the right to live and learn in a safe and happy environment.

All Sherborne School staff share the responsibility to promote and safeguard the welfare of children and young people for whom they are responsible or with whom they come into contact. In doing so, staff are expected at all times to adhere to and ensure compliance with the School's Safeguarding Policy. If any member of staff becomes aware of any actual or potential risks to the safety or welfare of children in the School, they must report any concerns to the School's Designated Safeguarding Lead or the Headmaster.

We have a strong Safeguarding culture and all staff are required to attend regular training and updates.

As Sherborne School is registered to ask 'exempted questions' under the Rehabilitation of Offenders Act 1974, successful applicants will be subject to receipt of a satisfactory criminal record check from the Disclosure and Barring Service before this appointment is confirmed. This will include details of cautions, reprimands or final warnings. This post is also subject to receipt of two satisfactory written references, one of which must be from your current or most recent employer.

The Theology Department

Sherborne's Theology Department exists to promote boys' moral and social growth through the study of religion and philosophy; to foster development of empathy and to enable students to speak with understanding and compassion with people from different religious, cultural and ethnic backgrounds.

Theology is taught from Year 9 to 13. Year 9 are allocated 2 lessons a week in which they are introduced to some key philosophical and ethical concepts as well as looking at Hinduism, Islam and Judaism from an experiential viewpoint. At GCSE RS is not compulsory, but is chosen by a healthy number of boys and follows AQA's Religious Studies A course, looking at Christianity, Buddhism and Thematic Studies. In Years 10 and 11 classes are allocated 4 lessons a week which gives plenty of time to cover not just the syllabus, but to look at some elements of it in more depth.

The A level course follows the OCR Religious Studies A Level Syllabus and is taught over eight lessons a week. Classes are taught by three teachers who each take responsibility for one element of the course - Philosophy of Religion, Ethics or Developments in Christian Thought.

The teaching staff in the department are friendly and welcoming and there is a wealth of resources to draw on.

Examination performance is strong and a number of students choose to read related courses at university, including Philosophy and Linguistics at Oxford University.



Job description: Teacher

The successful applicant will have an enthusiasm for the subject and for teaching. He/she is likely to take responsibility for a number of classes across the age and ability range of the pupils in the School. He or she should expect to:

- work independently as an effective, classroom practitioner, directing and being responsible for the learning of each allocated set of pupils, for each academic year.
- develop and maintain effective working relationships with pupils, teaching staff, Senior Leadership Team and Housemasters or Housemistresses.
- be able to design every lesson individually, to a high standard, conforming to the scheme of work laid out in the department's working document.
- communicate articulately, positively and sensitively to pupils of different ability and age, developing a working relationship of mutual trust and respect.
- use an appropriate range of resources and strategies in teaching to facilitate good learning.
- organise and manage time effectively to meet the demands of the teaching week.
- monitor the progress of all pupils, giving constructive feedback.
- be aware of different pupils' educational needs and direct teaching and learning appropriately.
- be accountable to the Head of Department for all routine activities throughout the working week and give feedback on any pupil, staff or organisational issue.
- be accountable to the Head of Department and Senior Leadership Team for external examination results.
- work as part of a team in the development of new course material its implementation.
- show evidence of and a continuing interest in professional and personal development.
- share resources and "best-practice" with the rest of the department.
- cover lessons for absent colleagues within and beyond the department.

In addition, the post-holder will be expected to contribute to the co-curricular life of the School.

This is not an exhaustive list of duties expected by the School, but does give a good flavour of its expectations. All teachers are expected to fulfil any reasonable request made by the Headmaster.



Person specification

The Headmaster wishes to appoint a dynamic and well-qualified graduate to teach Theology. This is a full-time post, for one academic term (Michaelmas 2021 - 1 September to 11 December 2021) to cover a period of maternity leave.

The successful candidate will be able to teach Theology to A Level and will also possess an obvious passion for the subject. The capacity and imagination to inspire, guide and challenge boys of all ages and abilities is essential.

We are looking to appoint a person who in interview and by virtue of their qualifications and experience best demonstrates that he/she:

- is suitably qualified for the responsibilities of the post;
- has the ability to fulfil the responsibilities of the post with energy, enthusiasm and excellence;
- has strong interpersonal and communication skills;
- has good listening skills and respect for all boys;
- has the ability to explain clearly and has good presentation skills;
- has the ability to form relationships and to motivate teenage boys;
- has the ability to generate enthusiasm for the work of the Department,

and that he/she has the ability to achieve high standards in:

- teaching effectively throughout the age and ability range;
- subject knowledge and application;
- classroom management;
- assessment, recording and reporting students' progress, and:
- is willing to be involved in the co-curricular life of the school;
- has a commitment to personal and professional development;
- has a sense of humour.

The offer of appointment at Sherborne School is conditional upon the provision of a self-declaration of physical and mental fitness to discharge the responsibilities of the post. Please note that all areas of the School, both internal and external, operate a no-smoking policy (including company vehicles).

Salary and pension

Salary will be dependent upon experience. Sherborne School has its own salary scale. Reasonable relocation expenses will be offered.

All teachers automatically become members of the Teachers' Pension Scheme, unless they specifically request to opt out. Further details are available upon request.

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



How to apply

A letter of application together with a completed application form and the names, with contact details, of two referees should be sent to the Recruitment Manager, Mrs Samantha Belgeonne, at Sherborne School, Abbey Road, Sherborne, Dorset DT9 3AP.

Electronic applications should be sent to:

hr@sherborne.org

Applicants selected for interview will be informed within a week of the closing date for application. Applicants who have not heard from the School by this time must assume that, on this occasion, their application has been unsuccessful. Candidates short-listed for interview will be required to bring to interview proof of ID, qualifications and their right to work in the UK.

Closing date:

9am on Friday 21 May 2021

Interviews to take place on 9 June 2021



Many things here are simply world class. High academic expectations and outstanding pastoral care are, and must remain, the bedrock of a Sherborne education. Our musical, artistic and sporting provision is outstanding and all our boys have access to an extraordinary range of co-curricular opportunities.

Dominic Lockett - Headmaster and CEO

For further information please contact

Sherborne School

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Sherborne Dorset DT9 3AP, UK

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