

BRIEF FOR THE POSITION OF

Teacher of Theology

WOLDINGHAM SCHOOL



April 2022



The school

Set in 700 acres of beautiful Surrey countryside, Woldingham is one of the UK's leading day and boarding schools for girls aged 11-18. Our vision is to provide an outstanding education that empowers women to change the world for the better.

As one of the UK's oldest girls' schools, Woldingham is proud to be a pioneer of women's education. Our single-sex environment is supportive and stimulating.

Woldingham is increasingly popular and we expect to have more than 620 students enrolled from September 2022.

Students achieve outstanding GCSE and A Level results opening doors to exciting careers. Woldingham is in the top 1% of schools for added value.

Most students leave Woldingham to take university places at prestigious institutions in the UK and overseas. Around 75% go to courses at Oxbridge or Russell Group universities. In the past five years we have had 26 Oxbridge offers. In recent years some of the most popular UK universities for students have included Bristol, Durham, Edinburgh, Exeter, Manchester and UCL. Woldingham students have

also taken up places at a range of universities overseas including Princeton, NYU and Cornell in the USA.

Academic excellence in all subject areas goes hand in hand with learning beyond the classroom. Our exceptional extra-curricular programme of sport, clubs, performing arts and outreach into our local community enables students to develop a wonderful range of skills, expertise and interests, alongside high-level academic achievement. Every student is unique. Our aim is to "write your own story" at school and throughout life.

Around 50% of students board – full, weekly or flexi. Around 40% of our students live locally, 40% come from London and 20% from overseas. Our global community is very important to us and students from more than 30 different nationalities attend Woldingham.



The Board of Governors agreed a new strategic development plan for 2019-2024, with a refreshed vision and mission underpinned by the school's Sacred Heart values of faith, community, intellectual values, social awareness and personal growth. The plan has been extremely well received and the school has made a positive start to achieve the ambitious vision.





HISTORY

Founded by Saint Madeleine Sophie Barat in 1842, Woldingham is one of the oldest girls' schools in the UK. Initially based in Acton, the school later moved to Roehampton and in 1946 moved to our current home at Marden Park. Initially a full boarding school, Woldingham now has a well-balanced mix of boarders and day students.

As the first Sacred Heart school in England, Woldingham was initially called the Convent of the Sacred Heart. It became Woldingham School in 1985 when it moved to lay leadership.

ETHOS

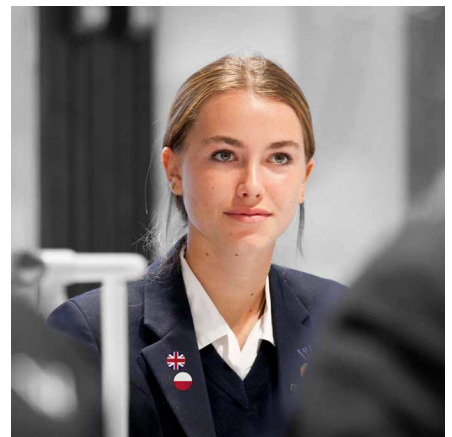
Woldingham is a happy and successful school where we develop confident, compassionate and courageous young women.

Students are encouraged to nurture respect for self, each other and for the environment. The Woldingham community is strong, forward-thinking and kind. Students leave Woldingham with academic results that open doors, values to navigate successful careers and family life ahead, and friendships that last a lifetime.

Woldingham is a Catholic school, where we welcome girls of all faiths or none. Woldingham is part of the Sacred Heart Network, which has schools in more than 40 countries around the world.

Woldingham has a strong sense of community based on a set of shared principles which are:

- Faith and living responsibly in the world today.
- Social justice and an awareness which impels to action.
- Community and sharing friendships with those outside it.
- Scholarship and a deep respect for intellectual values.
- Personal responsibility and growth in an atmosphere of wide and appropriate freedom.





ACADEMIC EXCELLENCE

Woldingham is committed to fulfilling the academic potential of every student. A selective school, Woldingham is proud to be in the top 1% of schools in the UK for 'value added education.' In 2021, 90% of A Level grades were A*-A and 62% of GCSE grades were 9-8. In 2021, 12 Sixth Formers took an EPQ and eight achieved an A*.

Teaching and learning are centered around our unique WOLD model, which sets out our expectations of every lesson.

Willingness
to work hard and
make mistakes

Opportunities
to maximise
all learning

Learning
is a life-long
process

Determination
to succeed

The school offers a broad curriculum with 27 A Level choices available in the Sixth Form. There is an excellent academic enrichment programme for all students, as well as a dedicated programme for academic scholars and intensive support for students applying to Oxbridge, medicine, dentistry and veterinary science.





PASTORAL CARE

Pastoral care is at the heart of the school. At Woldingham every student is known and supported as an individual by both teaching and support staff. The school supports – and expects – students and staff to be kind to each other. Woldingham’s single-sex environment is supportive and stimulating. It enables students to be themselves and to grow into independent women who will make a positive contribution to the world. Relationships amongst the students and the staff are excellent. Tutors provide excellent academic and pastoral support and guidance for students, in close conjunction with Heads of Year, teaching and support staff.

THRIVE

The school’s THRIVE programme promotes emotional well-being and enables every student to develop the growth mindset, resilience and self-worth to enjoy success

as well as learn from setbacks. It helps students face changes with flexibility, meet failure with resilience and manage their own busy lives calmly.

As part of the THRIVE programme, students develop study skills. Study skills are developed as girls move up through the school, with the strong foundations built in Years 7 and 8 carried on through to the Sixth Form.

THRIVE focuses on the importance of wellbeing. Students learn about handling social media, self-esteem and body image. They learn how to deal with pressure, responsibility and making the right choices. All skills needed to be successful at school and as an adult.

BOARDING

Woldingham’s boarding tradition remains strong with the school providing a flexible approach to boarding to meet the needs of families today. Around half of

current students board with options including full, weekly and flexi-boarding.

Boarders live in their own year group and are cared for by a dedicated Head of Year, housemistress and assistant housemistress.

Boarders in Years 7 and 8 live in Marden and Years 9 to 11 in Main House, with individual study bedrooms from Year 10 upwards. Students in the Sixth Form live in purpose-built modern accommodation, providing the perfect transition from school to university.

There is a busy range of evening and weekend activities with students in the older years provided with greater independence.

EXTRA-CURRICULAR

Woldingham has a rich and varied extra-curricular programme with more than 80 clubs and activities to choose from. Students are encouraged to balance study with activity, and to be committed and proud of their wider abilities.

The House system fosters community across the school, with a busy programme of activities and competitions. Woldingham has four mixed-age Houses, each of which promotes a spirit of community among students of different ages and staff. Students belong to one of four Houses named after Patrons with a close association to the Society of the Sacred Heart. Houses organise a wide variety of activities including charity fund-raising events, inter-House competitions and, a highlight of the year, the House Festival in September. House assemblies are held fortnightly. Each House has its own Mass and feast where students and staff celebrate together and focus their fund-raising efforts.

Woldingham has an active outreach programme to give back to the community – both locally and more widely.



SPORT

Sport is extremely important to life at Woldingham and plays a vital role in supporting physical and emotional health and wellbeing. Sport is about enjoyment, inclusion, team spirit, fitness, competition and performance. By the time our students leave, our aim is for them to have a lifelong commitment to sport and healthy living. We rightly celebrate the achievements of our athletes, some of whom represent their county and even country, and our school teams who do well in local and regional competitions.

Woldingham has excellent sports facilities including a sports centre with a large sports hall, two squash courts, fitness studio and a dance/gymnastics studio. We have extensive outdoor courts and pitches, an indoor tennis dome, an indoor swimming pool and an all-weather pitch.

In the autumn and spring terms, netball and hockey are our major sports. In the summer we play cricket, tennis and athletics. In addition, students compete in sports such as swimming and cross country. We place great value in being part of a team as well as excelling as an individual.

The school has a busy weekday and Saturday fixture list and participates in district and county tournaments. There are strongly contested House

sport competitions throughout the year, culminating in our annual sports day. We also offer a fantastic range of sport trips within the UK and overseas.

CREATIVE AND PERFORMING ARTS

Woldingham's Millennium Centre has some of the best facilities for music and drama performance of any school in the country. The 600-seater acoustically designed Dineen Auditorium includes an orchestra pit and fully computerised sound and lighting system. The Millennium Centre also has recital and rehearsal rooms, a studio theatre, wardrobe room, dressing rooms and fantastic foyer area.

Woldingham School has an outstanding reputation for drama. The industry standard facilities and specialist drama staff support students to create productions of the very highest standard. The school has high specification technical support with state-of-the-art sound and lighting run by a highly-qualified technical crew.

The Music Department is well resourced, dynamic and busy, providing many and varied opportunities for our musicians to perform. Standards and expectations are very high. In each term there is a large-scale concert and a number of informal and formal

recitals. Our musicians perform in the numerous joint productions with the Drama Department and the choirs lead the singing at Westminster Cathedral for Masses and the school carol service.

Woldingham's art facilities are outstanding with purpose-built accommodation comprising two studios, a 3-D area equipped with a range of power tools and two kilns, a dark room and a textile room. Student artwork is displayed throughout the school.

LOOKING FORWARD

The school published a new five-year strategic plan in 2019 with a refreshed vision and mission. The school's vision is to provide an outstanding education that empowers women to change the world. Woldingham's mission is to be a happy and successful school developing confident, compassionate and courageous young women.

The plan centres around six key strategic objectives: developing people; developing learning; developing ethos and community; developing infrastructure and operations; developing sustainability; and developing communications.



The role

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|-----------------|-------------------------------|
| Job title: | Teacher of Theology (0.2 FTE) |
| Department: | Theology |
| Responsible to: | Head of Theology |

ROLE

Theology is a core subject for students at Woldingham School.

In Years 7 to 11, girls are grouped in sets according to ability. In Years 7-9, Theology is part of a general system of Humanities banding, and in Years 10-11 it is set alongside English. There are usually about 6 sets for GCSE and class sizes range from 22 in top sets to about 10 in lower ability sets. Sixth Form teaching groups are mixed ability.

At Key Stage 3 girls follow a bespoke programme exploring major world religions, aspects of philosophy, theology and ethical issues. Girls are prepared for the Edexcel GCSE Specification A, and they take the examination at the end of Year 11.

Catholic Christianity, the Gospel of Mark and Judaism are the papers studied

The A Level is the OCR RS qualification and the papers studied are Philosophy of Religion, Religious Ethics and Developments in Christian Theology. All students in the Sixth Form follow a General RE programme. This contemporary course encourages students to explore the diverse religious, philosophical, spiritual and non-religious responses to the world in relation to understandings of the human person.

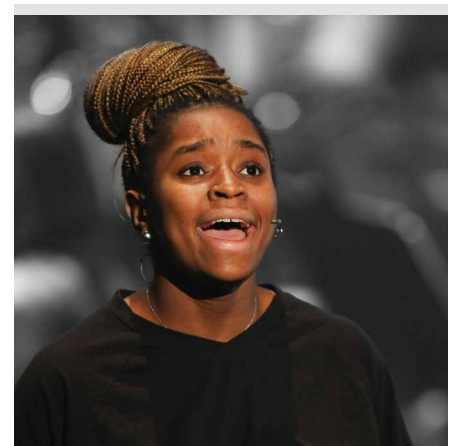
The girls' commitment to Theology at Woldingham is well above average and they achieve high grades in public examinations year on year. Each year a number of girls go on to degree courses in Theology, Philosophy and related subjects, and our Department has an excellent record of Oxbridge success.

An ability to support students making their Oxbridge and university applications for such courses would be an advantage.

The department runs a variety of competitions, co-curricular clubs and trips. A willingness to be involved in these would be essential. The department also consistently achieves significant positive value added demonstrating the good practice taking place.

The Theology department works closely with the resident Priest Chaplain. This includes preparing students for Anglican and Catholic confirmation, days of reflection and other religious events celebrated by the school.

Our facilities and resources for teaching Theology are excellent; there is a dedicated suite of classrooms with a departmental office and the department has an excellent library in its dedicated Sixth Form teaching room. Colleagues in the department work collaboratively to achieve outstanding outcomes for the girls at Woldingham School. It is a friendly department that enjoys at least one or two department socials per term.





Specific Responsibilities:

- To contribute to the work of the department, ensuring good working relationships.
- To teach classes across the Key Stages as allocated by the Head of Department according to the agreed timetable
- To plan lessons thoroughly, according to department schemes of work and school policies
- To prepare relevant classes for public examinations at GCSE and A Level, according to the syllabuses specified
- To manage pupils' behaviour and promote a working atmosphere in lessons by following department and school policy
- To set, mark and assess work, record assessments and write reports according to department and school schedules and policies
- To support the department's work by contributing to initiatives and taking on such administrative responsibilities which are reasonably allocated by the Head of Department
- To contribute to the co-curricular programme of a busy school.
- To work closely with colleagues to evaluate and develop courses offered to students and the teaching strategies used. To contribute to other aspects of the general ongoing development of the department.

PERSON SPECIFICATION

- A degree in Theology, Philosophy, or a closely-related subject.
- The ability to teach across all Key Stages and up to A Level.
- Excellent subject knowledge and a commitment to communicate enthusiasm for the subject through dynamic teaching.
- Willingness to continue to develop subject knowledge.
- Fluent and accurate written and spoken English.
- Good ICT Skills.
- Previous experience of teaching GCSE and A Levels (*desirable*)
- A good working knowledge of the OCR RS specification and the Philosophy of Religion, Religious Ethics and Developments in Christian Theology components.

SAFEGUARDING AND PASTORAL

- Committed to safeguarding and promoting the welfare of children and young people.
- A satisfactory Enhanced Disclosure from the DBS.

ETHOS AND WHOLE SCHOOL VALUES

- Committed to operating as part of the School community.
- Committed to the Sacred Heart Values.
- Committed to Woldingham as a school with high academic standing providing a holistic education and outstanding pastoral care.
- Committed to Woldingham as a Catholic School.
- Committed to supporting the wider engagement of the department with the Diocese and other Catholic agencies.

PERSONAL BEHAVIOURS

- Be a practising Christian.
- Integrity
- Excellent organisational skills.
- An ability to engage warmly and professionally with students.
- A calm and confident presence in the classroom.
- An effective communicator.
- A willingness to be generous with time committed to school, recognising that ours is a school that never closes during term time and the work continues after the final bell of the day has rung.
- The ability to work as part of a team in a busy, core-subject department in a busy boarding school.
- Willingness to contribute to the religious life of the school.
- Willingness to work closely with the Chaplaincy.
- A willingness to make a contribution to the academic enrichment provision offered by the department. (*desirable*)
- Be a practising Roman Catholic. (*desirable*)





How to apply

The closing date for applications is 9.00am on **Friday 13 May 2022**. Interviews will take place on **Thursday 19 May 2022**.

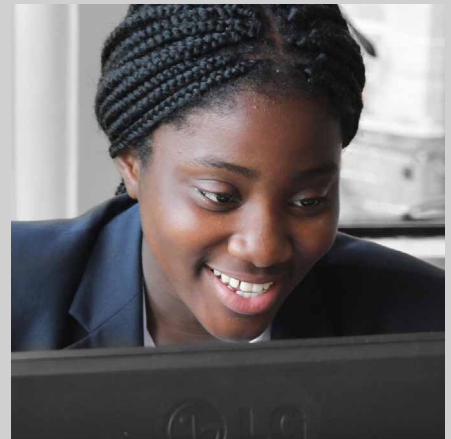
To apply please submit your completed application form to hr@woldinghamschool.co.uk with a supporting letter.

PROFESSIONAL DEVELOPMENT AND STAFF WELFARE

Our professional team of staff is Woldingham's greatest asset, and we want to ensure that everyone is supported to work in an effective, enjoyable and fulfilling way. Staff Development is a high priority, with induction and mentoring programmes for Newly Qualified Teachers and new colleagues, plus an annual cycle of Personal Professional Development planning for all colleagues and a new Leadership Programme in development for September 2021.

Staff are welcome to use our range of outstanding facilities including the gym, squash and tennis courts and the swimming pool. Our Staffroom Committee organises regular social events, and a range of wellbeing initiatives support staff in their working life.

Woldingham School is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.





WOLDINGHAM
SCHOOL



Woldingham School, Marden Park, Woldingham, Surrey, CR3 7YA
T: +44 (0)1883 654308 E: hr@woldinghamschool.co.uk
woldinghamschool.co.uk