



Second in Charge of RE/Teacher of RE and Philosophy A Level

Recruitment Pack

Salary: Inner London Teacher
Pay Scale + TLR 2.1

Starting September 2026

Deadline for applications:
Monday 20th April 2026 at 9am

**We reserve the right to interview as
applications are received**

*Educating Successful Women
of the Future*





Welcome

Thank you for your interest in joining our team at Ricards Lodge High School. We have been an outstanding school since 2017 confirmed in our most recent inspection, September 2023 when it was reported that our school provides all pupils with an “exceptional education”.

We are a successful, vibrant and innovative school with a tradition of academic excellence, catering for girls between the ages of 11-18. We have a strong reputation for our performing and visual arts as a previously designated specialist school. We have a joint co-educational Sixth Form, RR6, with a range of academic and applied courses on offer, set in a stand alone Sixth Form block and a new STEM sixth form building with three science laboratories and a CAD Suite for Technology.

Our staff are committed to delivering a high quality educational experience including academic excellence *and* personal development. We are passionate about staff wellbeing and staff development and our teachers are supported to thrive and inspire each other.

Consultation and staff voice are highly valued through timetabled staff working parties and regular feedback.

We are privileged to be such a diverse school and we are proud of the harmony that exists between us all. Our curriculum and extra-curricular activities give us the opportunity to prepare our students to take their place in the changing global society.

Our mission, ‘educating successful women of the future’ guides us in our work.

Our School Values

We Aspire
We are Resilient
We have Compassion
We champion Equality
We work Together



About You

We seek to appoint an enthusiastic and dedicated teacher to join the RE & Philosophy team at Ricards Lodge High School for September 2026.

This is an excellent opportunity to teach in a vibrant and outstanding department. We offer a rich, truly modern and evolving RE curriculum which reflects the main religious and non-religious beliefs represented in Great Britain and exemplifies all that an outstanding education should aspire to.

The successful applicant will be an inspirational teacher with the ability to plan and deliver outstanding lessons at all levels.

They will be committed to promoting the highest standards, enjoy working as part of a team and be excited by the prospect of contributing to a dynamic and forward looking department.

EDUCATING SUCCESSFUL WOMEN OF THE FUTURE

1

WE ENJOY LEARNING
AND INTELLECTUAL
CHALLENGE



2

WE EMPOWER
STUDENTS AND VALUE
RELATIONSHIPS



3

WE GROW STAFF
TALENT AND HAVE A
SHARED SENSE OF
PURPOSE



4

OUR ESTATE PLAN IS
AMBITIOUS AND WE
PLAN AND RESOURCE
SUSTAINABLY



5

WE INCLUDE PARENTS
AND COMMUNITY AND
OUR SCHOOL IS A HUB
OF ACTIVITY



RE Department Information

Ricards Lodge High School has a dynamic, experienced and successful team of five full-time specialist Religious Education and Philosophy teachers.

The content of RE at Ricards Lodge High School reflects the main religious and non-religious beliefs represented in Great Britain.

Our provision promotes our students' spiritual, moral, social and cultural development, in accordance with the Merton Standing Advisory Council for Religious Education (SACRE) and in line with the National Curriculum.

We enable our students to explore and reflect on different faiths, beliefs, practices, traditions, their influence on individuals, communities, societies and cultures and on fundamental questions concerning the meaning and purpose of life.

At Ricards Lodge High School we offer impactful learning opportunities, creatively woven with extra-curricular activities, that ignite curiosity, challenge thinking, foster debate, and encourage the development of our students' understanding and ideas.

Our intent is to empower our students to be reflective and critical thinkers, independent and strategic learners, equipped with cross-curricular transferable skills and ready to take their place in a diverse society as the successful individuals of tomorrow.

The RE department provides a progressive journey from KS3 to KS5, moving from foundational religious literacy to rigorous academic analysis.

At **KS3** students explore a diverse range of world religions -including Judaism, Hinduism, Sikhism, Christianity and Islam- while developing core skills in empathy, interpretation, and philosophical enquiry.

This transitions into the Pearson Edexcel GCSE (9–1) in **KS4**, where students critically engage with two areas of study, 1) Religion and Ethics through Christianity and 2) Religion, Peace and Conflict through Islam. This GCSE level qualification reflects the demands of a truly modern and evolving religious studies curriculum, allows students to apply a wide range of concepts, to confidently interpret, contextualise and analyse the expressions of Christianity, Islam and world non-religious views they encounter, such as atheism, agnosticism and humanism. Furthermore it enables students to understand and articulate their own and others' beliefs, values and commitments, and contributes to their preparation for adult life in a pluralistic society and global community. Students develop analytical and critical thinking skills to enable them to present a wide range of well-informed and reasonable arguments, aiding in progression to A level study of Philosophy in **KS5** (AQA A Level Philosophy 7172). In A Level Philosophy students will study Epistemology, Moral Philosophy, Metaphysics of God and Metaphysics of Mind in a purely secular context and will develop important skills that they need for progression to higher education.

RE Department Information

The RE Department offers a variety of enrichment and extracurricular activities:

Spirited Arts & Poetry Competition - An annual competition, hosted by the National Association of Teachers of Religious Education (NATRE), that enables better and more imaginative RE.

Educational Visits - A unique opportunity for experiential transformative learning that provides the foundation for critical thinking and helps our students to enrich their learning in various other subjects such as History, Geography, Philosophy, Art and English.

Interfaith Dialogue at RLHS - Our school is committed to promoting interfaith dialogue. Each year we mark the National Interfaith Week and our Y12 students take part at the annual Y12 Interfaith Dialogue Project, a lively programme designed to promote better understanding of the diverse relationships between different religious and non-religious views, and between those traditions and secular societies and equip our sixth form students with the necessary competencies to address religious and secular diversity.

Job Description

Post Title: Second in Charge (2iC) of RE & Teacher of A Level Philosophy

Job Purpose: All teaching staff are expected to fulfil and uphold the [TEACHERS' STANDARDS](#) in their role.

Curriculum:

- Maintain an up-to-date knowledge of the curriculum area including all statutory requirements to provide a curriculum that is appropriate to the needs of all students.
- Completion, monitoring and evaluating SoW to ensure that the curriculum is appropriately differentiated to meet the needs of all students.
- Promotion of all national/local strategies and priorities within the curriculum area.
- Provision of an enhancement to the curriculum (extracurricular activities: trips/visits/enrichment activities as well as super curricular activities: booster sessions/workshops).
- To formulate, communicate and monitor the progress of the curriculum improvement plan to ensure it makes a significant contribution to the SIP.
- Completion, monitoring and evaluation of the core practical requirements of the course, including the relevant training and upskilling of staff to ensure that this is completed.

Student Outcomes:

- To analyse and monitor the performance of students within the department to ensure that all students are reaching their potential and developing a range of intervention strategies as appropriate
- Accountable to the Head of Department for the development and implementation of student performance across the department at all Key Stages to make a measurable contribution to whole school targets as appropriate.
- Accountable to the Head of Department for the development of alternative courses and accreditation to meet the needs of all students.
- To ensure the well-being and personal development of all students.

Person Specification

The following list shows the essential and desirable characteristics for which we are looking for when considering your application and at interview.

| Characteristic | Essential | Desirable | Assessment Method |
|---|-----------|-----------|---|
| Qualifications, Knowledge & Training | | | |
| Qualified Teacher Status | ● | | Application |
| Relevant specialist qualifications in your subject | ● | | Application |
| Commitment to CPD | ● | | Application Interview |
| Knowledge and understanding of curriculum requirements and developments within your own subject specialism | ● | | Application Interview |
| Excellent subject knowledge and passion for Philosophy, demonstrable experience of teaching or capacity to teach A Level Philosophy | ● | | Application |
| Experience as a form tutor and / or pastoral work | | ● | Application Interview |
| Skills & Abilities | | | |
| To be able to teach lessons which consistently meet the Teacher Standards | ● | | Application Interview Lesson Observation |
| To use a variety of strategies to inspire and engage students and promote a stimulating learning environment to raise attainment | ● | | Application Interview Lesson Observation |
| To be a confident user of IT as a teaching tool | ● | | Application Interview |
| Ability to make effective use of data and develop timely and relevant intervention strategies to promote student progress | ● | | Application Interview |
| Ability and willingness to contribute to the wider life of the faculty / department and whole school, supporting extra-curricular and intervention programmes | ● | | Application Interview |
| Excellent verbal and written communication skills with the ability to relate well to the whole school community | ● | | Application Interview |

Person Specification

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| Characteristic | Essential | Desirable | Assessment Method |
|---|-----------|-----------|-----------------------|
| Personal Qualities | | | |
| To work well in a team, contributing ideas and supporting faculty / department procedures | ● | | Application Interview |
| Energy, enthusiasm, determination and an insistence on high standards | ● | | Application Interview |
| Be able to work under pressure, prioritise and manage time effectively | ● | | Application Interview |
| Flexibility and resilience | ● | | Application Interview |

Working at Ricards

Ricards Lodge offers all new staff;

- Strong programme of in-service training for all staff including all leaders through the NPQ suite of courses
- All Early Career Teachers will be provided with continued professional development as outlined in our Early Career Framework policy. Ricards Lodge provides training for mentors and ECT with our partners: Wandle Teaching Alliance and UCL's Faculty of Education and Society.
- A graduate teaching assistant programme leading to teacher training with Teach Wimbledon

The staff are very supportive towards each other with a great camaraderie existing throughout the school with a number of social events that are open to all and well attended

When you come and work at Ricards Lodge High School including our Sixth Form you will be able to benefit from a structured and comprehensive professional development programme. As a valued member of staff we want to ensure that you have access to all the benefits available to you



As a Merton Employee

Benefits include the following:

- Well being weeks including staff breakfast and social events
- A laptop for all teaching staff
- Social staff area and work area for staff
- Access to Merton's Employee Assistance Programme including new wellbeing app with instant access to free support for up to six weeks
- Collaborative approach to teaching and learning
- Merton Employee VDU users – possible to claim a fee towards glasses/eye test
- Annual season ticket travel loans are available
- Parking on site

Google for Education

All successful candidates will be able to complete Google Fundamentals prior to starting work. All staff work towards completing Google level 1 qualification.

Childcare

The London Borough of Merton's Children's Information Service offers a comprehensive service to help meet your childcare needs. The service can be contacted on 020 8545 3800, or send an email to cis@merton.gov.uk. They can provide information on childminders, playgroups, and nurseries and out of school schemes.

If you need any support with accessing the Tax-Free Childcare Scheme administered via HMRC, we can assist.



Working in Wimbledon

Wimbledon is situated in the London Borough of Merton which was formed in 1965 when the areas of Mitcham, Merton, Morden and Wimbledon were joined together to create this attractive green borough nestling on the border of central London and leafy Surrey. Historically, evidence of Celtic settlers has been found in the borough. Caesar's camp, a fortified village on Wimbledon common was in fact occupied 500 years before Julius Caesar was born. Today, after the creation of the new borough provided the impetus for more growth, five town centres have emerged – Colliers Wood, Mitcham, Morden, Raynes Park and Wimbledon. They are all primarily residential areas each with their own commercial and shopping centres.

Wimbledon is exceptionally well served by road, bus and rail links. The main road artery is the A219 which runs off the A3. The road network offers fast access to the M23, and M25 and thus to Channel Tunnel links, major airports and the south coast. The main railway station is Wimbledon which is also a terminus for the District Line of the London Underground network. Frequent trains run to Waterloo Station, (journey time 15 minutes) which is very near to central London. The Tramlink service connects Wimbledon, Merton and Croydon, and there is an extensive bus network. Close by are many attractions such as Hampton Court Palace, Epsom Downs and Racecourse and Box Hill.

Sports lovers are well served in the borough. There are 31 football pitches, 42 tennis courts, 8 bowling greens, 2 crazy golf, 1 croquet lawn, 15 cricket pitches (including one of the world's oldest cricket greens at Mitcham), 7 rugby pitches and 3 trim trails.



There are 13 multisport areas and also a watersport centre, which has a Royal Yachting Association centre and a British Canoe Union approved centre. There is a local community football programme, which is a partnership between the council, AFC Wimbledon and Tooting and Mitcham FC, as well as a Little League. Wimbledon Leisure Centre, one of three within the borough, has a fitness centre, dance studio as well as a 30m main pool and teaching pool.

Venues in Merton present entertainment across the board. The New Wimbledon Theatre is one of south west London's biggest and most prestigious, frequently hosting performances straight from the West End. The famous Polka Children's Theatre is also in the borough together with the All England Tennis Club. Cannizaro Park has a Grade II listed landscape: the Italian garden is used for art events and there is an outdoor theatre season. The Cannizaro Park Festival is one of London's major summer events and has performances of jazz, pop, tribute bands, comedy and many more.



Merton has abundant green spaces and 13 local nature reserves. Wimbledon Common, together with Putney Heath and Common, is a 1140 acre site, 900 acres of which are a Site of Special Scientific Interest (SSSI). It has woodland, heathland and nine ponds and provides great opportunities for relaxed walks. For the green fingered there are also allotments that can be hired.

Merton Abbey Mills is a famous weekend market with 15 independent shops and over 100 market stalls. There is a riverside pub, children's theatre and working watermill so it makes the perfect place for a family day out. There is also a craft village, antique and collectors market and a toy collector's fair. Deen City Farm, an urban community farm, is another ideal place for family outings. The council also organise a wide range of summer and Easter activities for 3-16 year olds. Wimbledon and the surrounding area is dotted with numerous pubs, bars and restaurants catering for all tastes and purses.

For further information on what the London Borough of Merton can offer, visit www.merton.gov.uk



To discuss this role in more detail or arrange a tour of the school please contact

HR@ricardslodge.org for further information.



Artsmark
Platinum Award
Awarded by Arts
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Headteacher: Mrs K Page

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