



# West London Free School

## Teacher of Religious Education

Start Date: 2<sup>nd</sup> September 2024



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Contract Type:	Full time
Contract Term:	Permanent
Salary:	Commensurate with experience
Reports to:	Head of Religious Education



### The West London Free School

The West London Free School (WLFS) is a non-selective state school based in Hammersmith, West London. We are suited to teachers at all stages of their careers, priding ourselves on a supportive working environment and valuing the importance of staff wellbeing.

The WLFS provides all pupils, irrespective of their background, with a Classical Liberal education. By a Classical Liberal education, we mean a rigorous, knowledge rich education that draws from the most important work in both the humanities and the sciences. We believe that knowledge is a good in and of itself, empowering pupils to understand and take an interest in the world around them. We believe a secondary education is not just a preparation for work, but a preparation for life. As such, we value the knowledge of our teachers, and the passion for their subject that they bring to the classroom.

We have a firm but fair approach to behaviour:

- senior leaders see it as their responsibility to ensure all teachers can teach without disruption;
- school rules are non-negotiable, and poor behaviour is met by escalating sanctions;
- pupil detentions are centralised and run every day by heads of year and senior leaders.
- teachers can therefore prioritise planning and teaching their lessons.

We are very proud of our exam results at WLFS. In 2023, our headline figures were as follows:

- **GCSE:** 48% of entries were graded 9 to 7, and 87% were graded 9 to 4. Progress 8 was 0.69.
- **A-level:** 48% of entries were graded A\* to A, and 78% were graded A\* to B.

Our pupils go on to study at some of the best universities in the UK and abroad, with seven students accepted to courses at Oxford or Cambridge in 2023 alone.

As well as a knowledge rich education, the WLFS runs an extensive co-curricular programme that encourages children to develop outside the classroom. The clubs are central to the school and give pupils the opportunity to try new activities and develop new interests. The school specialises in music and offers a range of sporting opportunities as well as general interest clubs. All staff are encouraged to share their co-curricular enthusiasm by committing one hour a week to running a school club.



## The Divinity Department

Divinity (as we call Religious Education at the WLFS) is a highly valued part of the school curriculum. At KS3, pupils have two hours of Divinity a week, at KS4 pupils have 3 hours a week, and at KS5 students have six hours a week. We have excellent uptake at both GCSE and A Level, with around half of the pupils choosing Divinity at GCSE, and one in four students at Sixth Form choosing it as one of their three A Levels. Public Examination results are consistently amongst the best in the school at both GCSE and A Level.

Key characteristics of the role include:

- to impart your passion for Divinity to the pupils you teach, whilst also ensuring their mastery of the subject.
- to assist the Head of Department in planning and delivering schemes of work for Key Stages 3 and 4, and monitoring their effectiveness.
- to monitor the progress of pupils according to the department and school assessment policy and to advise on set changes.
- to enhance the quality of teaching and learning in the department by taking part in collaborative planning, sharing resources, mentoring and observing teachers, and participating in continuing professional development.
- to be a form tutor, and work collaboratively with your year group team.
- to contribute to the wider school life, such as events, trips, and co-curricular clubs.

The successful candidate will have:

- strong subject knowledge, a passion for Divinity, and an ability to communicate that passion to pupils;
- an ability to teach Divinity at Key Stages 3 and 4 to all ability levels, including pupils with SEN;
- a proven track record of excellent Divinity teaching and, where relevant, outstanding outcomes for pupils at both GCSE and A-level;
- an understanding of the ethos of the West London Free School, and a commitment to teaching a knowledge-based curriculum;
- high expectations of pupil conduct and behaviour;
- excellent team working skills;
- excellent communication skills with both pupils and staff;
- a willingness to contribute to the school's co-curricular programme.



## Rewards & Benefits

People are at the heart of our success. We look for talented and ambitious individuals who share our vision for creating an exceptional school, and are committed to ensuring that every child has access to the best possible education. Pursuing a career at the WLFS also gives you the chance to work alongside a highly capable and committed Senior Leadership team. Senior Leaders at WLFS all teach, pay due attention to workload pressures and are highly visible 'in the corridors'.

We have developed a positive and supportive staff culture at the WLFS, and we invest in our staff with support, coaching and mentoring as well as external training programmes. To that end, we offer:

- Teachers' Pension Scheme for teaching staff
- Cycle to Work Scheme
- Complimentary drinks
- Employee counselling
- Recommend a teacher bonus scheme
- Staff children have priority admission into the school (after 2 years' service)
- Season ticket travel loan

## Interviews

The School reserves the right to commence or complete the interview process at any time prior to the start date. Please apply either via the jobs portal through which you found this advert, or by completing the application form on the WLFS website and returning it to the Joint Headteachers Ben McLaughlin and Rob Peal via [careers@wlfs.org](mailto:careers@wlfs.org).

## Equal Opportunities

The Knowledge Schools Trust is an equal opportunities employer. The Trust 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. The post is exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children.

The West London Free School and the Knowledge Schools Trust is fully committed to the principles of equal opportunity, diversity and inclusion. We want to attract and retain the very best staff in all areas of the Trust, ensuring our staff body reflects the diversity of our students and local community.