



# DARRICK WOOD SCHOOL

RESPECT | RESPONSIBILITY | HONESTY



**Teacher of Religious Studies (full or part-time)**  
Candidate Pack

---

# Teacher of Religious Studies

---

**Full Time/Part Time will be considered**

**Open to ECTs**

**September 2025**

You will be working in a forward looking and supportive school with successful and committed staff. Darrick Wood is an oversubscribed and successful 11-18 ten form entry mixed comprehensive academy, housed in modern buildings on an attractive site. The School consistently achieves excellent results and was judged to be 'good' in all areas in its OFSTED inspection in May 2024. The School was awarded the World Class Schools Quality Mark in 2015 and again in 2018 and 2021. The School provides excellent opportunities for career development and a full support programme for all new staff. All staff have access to sports facilities, and a private employee assistance programme.

Darrick Wood School is an equal opportunities employer and welcomes applications from all suitably qualified candidates. As a provider of employment and education, we value the diversity of our staff and students, and all our staff are equally valued and respected.

**Closing Date:** As soon as vacancy is filled.

**[Click here](#)** to complete your application form.

*Darrick Wood School is committed to safeguarding and promoting the welfare of children and young people and we expect all staff to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974; pre-employment checks will be carried out; references will be sought, and successful candidates will be subject to an enhanced DBS check and other relevant checks with statutory bodies.*

# Welcome from the Head Teacher

---



Thank you for your interest in joining Darrick Wood. I hope that this information pack will help you to learn more about the role, our school and our students.

You are joining a school which has much to celebrate. We are proud of our many successes and in particular the achievements of our students. We are continually striving to build on these and adapt to best suit the needs of our current students. To do this well requires staff working together to contribute to a community where people come first and where we all live by the values of this school - Respect, Responsibility and Honesty. I am proud to be Head Teacher of this inclusive, mixed comprehensive school, one which is highly ambitious about the potential of every individual who works or learns here. We will always work

hard to do our best for our students and to support each other, but we should also come to school enjoying what we do, knowing that our role, whatever it is in school, makes a positive difference to others.

Dr M J Airey, Head Teacher

# About Darrick Wood School

---

We provide the highest quality inclusive education founded on our three Core Values of Respect, Responsibility and Honesty, and our Vision for Learning which promotes achievement for all. Our overall approach is underpinned by our motto, *Revereor Vitam* – to have a reverence, or respect for life.

Our curriculum is designed so that in Key Stage 3 (Years 7 to 9) students study the full range of National Curriculum subjects. In Key Stage 4 (Years 10 and 11), most students study the English Baccalaureate group of subjects (English, Mathematics, History or Geography, at least two sciences and a language). Students also select from a vast range of other subjects ensuring that the curriculum followed is as broad and balanced as possible. In our very popular Sixth Form, the range of subjects broadens further still.

Throughout all years, we emphasise not only the development of knowledge and understanding, but also what we refer to as the DWS Life Learning Skills. An education at Darrick Wood aims to ensure that all students leave with the knowledge, skills and qualifications to make positive contributions to the communities in which they live and the wider world around them. This is supported by our extensive extra-curricular offer which allows students to develop and grow holistically. There is a strong pastoral care system, with ten Forms per year group and each year group led by an Achievement Coordinator and an Assistant Achievement Coordinator. These teams work alongside experienced non-teaching members of staff to ensure all students are supported to achieve their best.

We have amazing, well cared for facilities, our students demonstrate excellent behaviour and positive attitudes towards each other and their learning. Our staff are highly qualified and experienced. If you believe in comprehensive education at its very best, you will enjoy being part of our school community.

## What do staff say about working at Darrick Wood?

---

“Staff work as a team to pull together within departments/faculties”

“Feel part of a family – work as a great team”

“The relationships I have with the pupils and the respect they show me as somebody who only wants the best for them”

“The variety of opportunities provided to our students. The vast majority of our students are a pleasure to teach and have interactions with on a daily basis”

“Each day is different, with new challenges. I enjoy engaging with students and staff alike”

“The kindness of the staff; I feel listened to and valued; wide variety of activities clubs for the children to participate in; opportunities to go on trips”

“Even on challenging days, there is always someone to go to. It makes sense why people stay working here for long services”

“My colleagues and department and the dedication and support they consistently provide. Seeing pupils develop and my relationship with them. The dedication of some of our pupils to their learning and extra-curricular”

# The Religious Studies Department

---

Members of the Religious Studies Department shares a common philosophy of education, and this has ensured co-operative planning of policies, teaching materials and assessment methods. The Department has one full-time teacher and two part-time, all specialists in Religious Studies. The Department occupies a suite of well-equipped rooms in the Humanities Faculty. All classes have access to an excellent stock of resources including textbooks and religious artefacts. There is easy access to recently upgraded ICT rooms. Courses follow the Bromley Agreed Syllabus and are taught across the whole 11-18 age and ability range. At Key Stage 3, pupils study topics from a thematic approach as well as the study of the main religious founders and the early beginnings of the main religions and visit to a local church. In addition, they learn about religion as a way of life, together with a basic introduction to Philosophy and Ethics of religion. In Year 9 pupils begin the GCSE course. At Key Stage 4, Year 10 pupils are placed into sets. At present, all pupils are entered for the AQA GCSE Religious Studies examination, syllabus A. Two religions are studied: Christianity and Sikhism, as well as four themes: Relationships and families, Religion and Life, Religion, Peace and Conflict, and Religion, Crime and Punishment. There is a good up-take for Religious Studies at A level. Students study the OCR Syllabus where the emphasis is on the teaching of Religion, Ethics and Philosophy and Christian Development of Thought.

A full or part-time Teacher of Religious Studies is required from September 2025.

We are seeking someone who:

- Is an enthusiastic and committed teacher who will plan and execute high quality lessons to ensure progress by all pupils
- Will assist in the development of the curriculum and be prepared to share good practice across the Faculty
- Will mark work regularly to provide formative feedback for pupils to revisit their work and make improvements

The Faculty offers many trips including Italy, Greece, Iceland, Russia, Belgium and Poland.



## Job Description/Person Specification

---

The person appointed to this post will:

- Have excellent subject knowledge
- Be a good/outstanding classroom teacher
- Be enthusiastic and energetic
- Be able to teach students of all abilities across Key Stages 3-4, and preferably key stage 5
- Have an enthusiasm for the subject and the desire and ability to convey this to students
- Demonstrate a good understanding of issues relating to technological advances
- Be highly motivated and committed to working as a team
- Ensure all students make good progress and reach their potential
- Monitor students' progress via regular assessment, feedback and marking  
Provide appropriate support and promote high attainment in public examinations
- Have a knowledge of IT and its use in teaching
- Possess clear and effective communication skills
- Have a commitment to equal opportunities
- Demonstrate a commitment to continuous professional development
- Support the development of students' communication skills and promote their acquisition of lifelong learning skills
- Be committed to extra-curricular activities
- Ensure the needs of all students are met, including students with special educational needs and disabilities
- Contribute to the wider life of the school
- Work productively and co-operatively with the line manager.

## Selection Criteria

	Essential	Desirable
<b>Qualifications &amp; Training</b>		
Good Honours Degree or equivalent	✓	
Qualified Teacher Status	✓	
Evidence of commitment to continuing professional development		✓
<b>Professional Experience &amp; Knowledge</b>		
Knowledge of assessment and target setting in your subject	✓	
Evidence of planning and development resources	✓	
Have an understanding of current educational initiatives	✓	
<b>Professional Expertise</b>		
Exhibit a range of teaching, learning and behaviour management strategies	✓	
Be able to create a positive learning environment where expectations of students are high, and behaviour is good	✓	
Act as a role-model for students and staff through their personal and professional conduct	✓	
Have an understanding on how to improve results	✓	
Be reflective about your own practice	✓	
Be able to articulate ideas in both verbal and written form	✓	
Be committed to improving practice through professional development	✓	
Be able to cope with change, be flexible and handle uncertainty	✓	
Have good time management and personal organisation skills	✓	
<b>Personal Attributes</b>		
Vision, warmth, <u>energy</u> and enthusiasm	✓	
Pursuit of high standards, both academic and behavioural	✓	
Integrity	✓	
Willing to contribute to all aspects of school life	✓	
Able to maximise contributions from parents, <u>governors</u> and the school community	✓	
Ability to contribute with flair and commitment to the effective performance of the department	✓	
<b>Special Requirements of the Role</b>		
Show a commitment to safeguarding and promoting the welfare of children and young people	✓	



## Application Procedure

---

- 1) Carefully read all the information about this post.
- 2) Complete the application form as fully as possible. You must use the school application form ([Click here](#)). If there is insufficient room on any section of the form, please provide the additional information on a separate sheet.
- 3) In section 'statement in support of your application' please tell us:
  - why are you applying for this post
  - how your experience, skills, training and/or qualifications equip you for this positing and specially how you meet the person specification and requirements of the job description.

Early applications are encouraged, and we reserve the right to close the vacancy early if a suitable candidate is found.

## Appointment Process

---

- 1) Suitable applicants will be shortlisted for an interview.
- 2) If successful, you will receive an email inviting you to attend an interview. It is therefore important that you give us an email address.
- 3) Candidates called to an interview will:
  - Be given a tour of the school.
  - Have an opportunity to meet with members of the department.
  - Be expected to teach a lesson to students that will be observed by one or more members of the staff and usually include the Head of Department and/or Deputy Head. Details of the lessons to be taught will be given in advance.
  - Have a formal interview with a member of the Senior Leadership Team.

## Pre-Employment Checks

---

The successful applicant will be required to:

1. Provide details of two referees who know you in a professional capacity, one of whom must be your current or more recent employer, Head Teacher or mentor at your placement if you are still training. It is our usual policy to take up references before interview where possible. Employment is conditional on these references being deemed satisfactory.
2. Provide proof of all relevant qualifications (GCSEs and A levels or equivalent), degree and teaching qualifications.

3. Provide proof of eligibility to work in the UK
4. Undertake an Enhanced Disclosure and Barring Service check and receive clearance. Please note that an enhanced check will reveal all criminal convictions on record, including those that might be considered 'spent'.
5. Complete a Health Declaration form and New Starter Health Assessment Questionnaire with our occupational health provider, Spire.

## **Conditions of Service**

---

Employment is subject to a number of pre-employment checking procedures – these are given above.

This post is also subject to the School Teacher's Pay and Conditions Document and the Condition of Service for School Teachers in England and Wales known as the Burgundy Book. The professional standards for teachers will also apply

The job description may not necessarily be a comprehensive definition of the post and may be subject to modification or amendment at any time after consultation with the post holder.

## **Policy on Equal Opportunities**

---

The School is an Equal Opportunities employer and appointments are based on the applicant's ability to meet the requirements of the position.

The School is opposed to any form of discrimination against any individual or group and welcomes the fact that our School includes a diversity of individuals from many races and cultures. Behaviour which is discriminatory on the grounds of race, colour, culture, nationality, gender, sexual orientation, disability, religion will not be tolerated.

The school is also committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

To view Privacy Notice for Staff Applicants, [Click here](#)