



NOTTING HILL & EALING  
HIGH SCHOOL  
—  
GDST

**Appointment of**  
**Head of Philosophy, Religion & Ethics (PRE)**  
**For September 2021**



## About the School

***“Teaching here is all about being able to have in-depth conversations with students about your subject and helping to enthuse them with the same passion as you have. Teaching at NHEHS is exactly what I imagined teaching would be like when I got my first teaching job; it’s what teaching should be!”***

***A recently appointed Head of Department***

Notting Hill & Ealing High School is one of London’s leading independent girls’ day schools. Founded in 1873, it is the oldest of the 25 schools which make up the Girls’ Day School Trust (GDST), having begun life in Notting Hill and moved to Ealing in 1930. We are an all through school (ages 4-18). Around 300 girls in the Junior School and 600 in the Senior School, including 150 in the Sixth Form, make up a friendly and welcoming community. The Junior and Senior Schools occupy their own parts of the site and in day-to-day terms operate independently. We occupy a site in suburban, leafy, west Ealing with excellent transport links (easy walk or bus ride from Ealing Broadway or West Ealing stations; on the District and Central underground lines, mainline trains and Crossrail). The school is oversubscribed and a very popular choice at all ages with girls joining us from most parts of West London as well as areas further afield.

NHEHS is an academically selective school. Our girls are ambitious, bright, enthusiastic and eager to learn. In our latest ISI inspection we achieved the highest possible grades across the board and the inspectors noted that ‘the quality of the pupils’ achievements and learning is exceptional’. Public examination results are consistently outstanding and girls go on to study a wide range of subjects at prestigious universities including Oxford and Cambridge. The school is highly regarded for the way it achieves its outstanding outcomes within a particularly warm and supportive environment, and pastoral care and achieving the best for every girl is at the heart of everything we do.

The School was awarded the TES Creativity Award in 2019, the Independent Girls’ School of the Year 2020, and has recently been nominated for the TES Independent School of the Year 2021. These awards have come about as a result of the school’s impressive work developing students’ confidence, particularly in public speaking and leadership roles, and for the way in which students are encouraged to get involved in a range of extracurricular and academic pursuits, from running radio shows and film festivals to conducting original research into obscure medieval texts. It is a wonderful place to work.

## About the GDST

GDST schools share an ethos and heritage of girls-only education and are members of a unique network which adds value to each school, student and member of staff. Networking opportunities with other teachers across the Trust enable staff to share best practice and develop initiatives that benefit all our schools and students. In addition to supporting the work of individual schools in supplying excellent induction and development opportunities for staff, the GDST network provides access to an extensive training programme. This includes development opportunities (including a Middle Leaders’ Development Programme and Aspiring Leaders Programme) and grants for individual courses of study.



***“We are delighted that you are considering NHEHS and hope that you will want to apply for this post once you have found out more about us. Our website, [www.nhehs.gdst.net](http://www.nhehs.gdst.net) will tell you more about the school and give you a taste of the atmosphere here.”***

***Matthew Shoults, Headmaster***

## Head of Philosophy, Religion & Ethics (PRE)

### The Post

The post is available from September 2021 but applications for a January 2022 start will be considered.

The vacancy provides the opportunity for a well-qualified, inspirational teacher of Philosophy, Religion & Ethics (PRE) to teach throughout the Senior School to A level in delivering an outstanding quality of learning and teaching. The successful candidate will lead a flourishing department in both its curricular and extracurricular activities.

### Person

### Specification

We are looking for a well-qualified candidate with excellent subject knowledge and a passion for the subject. They will have excellent organisational and time management skills and the ability to produce creative solutions to challenges and lead a team of PRE teachers. They will be a good communicator who can enthuse and inspire both pupils and colleagues and will have exciting ideas about the teaching of PRE and ways in which girls can be inspired both within and outside the curriculum and the ways in which it can be further developed and encouraged within the school. The ideal candidate will have experience of creating engaging schemes of work, leading trips/visits, managing university applications (including to Oxbridge level) and be fully committed to the vibrant extra-curricular life of the school.

### The

### PRE

### Department

The Philosophy, Religion and Ethics (PRE) department is well regarded within the school with all lessons being taught by our subject specialist team. The subject is taken by all girls in Years 7 to 9 and we have very healthy option numbers at GCSE and A level, consistent with the other humanities. Each year a number of Sixth Form students choose to pursue degrees in Philosophy, Theology or Religious Studies, with regular successful applications to Oxbridge.

The department is made up of the Head of PRE and two other teachers. There is a subject specialist room in the main school which is used for the majority of Year 7 to 11 lessons. Sixth form lessons are usually spread between the Sixth Form centre and the main school.

The department is well equipped with resources both in the department and in the school library. The department also has subscriptions to various magazines and online resources which complement lesson materials. This is backed up by the generous IT provision and support which the school enjoys. There are ICT rooms and individual Chromebooks and iPads for pupils.

### Extra-curricular provision

Students can take part in a variety of extra-curricular activities relating to the subject. In addition to weekly clubs run by the Year 12 Subject Reps, girls have the opportunity to take part in national competitions, such as Spirited Arts and essays competitions.

There are also external trips for each key stage, with KS3 visiting local places of worship relevant to their course, GCSE students visiting differing Christian groups and A Level students attending Candle Conferences in central London.

The PRE department publishes a termly newsletter, and also supports sixth form applications for university medical courses with a medical ethics course.

### The Curriculum

#### Years 7 to 9 (Key Stage 3)

All pupils study PRE, in class groups, in KS3. Our course does not follow any Locally Agreed Syllabus, instead girls engage with a range of themes within the three strands of Philosophy, Religion and Ethics. In Year 7, we cover an Introduction to PRE, Personal Identity, Humans, Animals and the Natural World, Hinduism, Sikhism, Equality and Social Justice, and Judaism. In Year 8, we look at Truth, Religion and Science, Political Philosophy, Christianity, Life after Death, and Islam. In Year 9, we move onto an Introduction to Ethical Theory, Applied Ethical Issues, Philosophy of Religion, Women and Religion, and Free Will and Determinism.

#### Years 10 and 11 (Key Stage 4)

For those who choose to take PRE as a GCSE option, we follow the Edexcel IGCSE course, choosing Christianity as the religion of focus in the Religious Community paper (Paper 2). This specification is non-prescriptive and therefore allows for a wide range of content to be covered, with teachers having the flexibility to introduce scholars and case studies of their own particular interest.

#### A Level

For A level, we follow the OCR specification, taking papers in Philosophy of Religion, Religion and Ethics and Developments in Christian Thought. Set sizes typically range from 6-10 allowing for high quality discussion and personalised teaching. A Level teaching is split between two teachers.

### Terms and Conditions of the Post

The GDST offers attractive salaries and pay progression, when compared with the education sector generally, and has its own pay and grading structure, and system of career progression. Leadership and teaching excellence are recognised and rewarded in its schools. The salary reflects London weighting.

### Benefits include:

- Membership of Teaching Staff Pension Scheme
- Access to the GDST central training and development programme
- Up to 50% discount on fees for children at GDST schools
- Training grants for obtaining further qualifications
- Interest free annual season ticket loans for travel are available to staff
- Interest free loans to enable staff to buy a computer for personal use at home
- Cycle Scheme: The School is part of the scheme which enables staff to purchase bicycles and equipment at a tax advantageous rate and pay for the equipment over 12 months
- Free lunches during term time
- Accredited NQT induction
- There is a possibility of accommodation for September 2021

### Application and Interview Process

Applications should be submitted by **midday, Thursday 20<sup>th</sup> May 2021** at the latest; however, applications may be considered in advance of the deadline. Candidates should complete the application form provided with details of qualifications and experience and the names, addresses, telephone numbers and email addresses of two professional referees, one of whom should be the Head of their present or most recent school.

Completed applications should be sent via

[https://my.corehr.com/pls/gdstrecruit/erg\\_jobspec\\_version\\_4.jobspec?p\\_id=009005](https://my.corehr.com/pls/gdstrecruit/erg_jobspec_version_4.jobspec?p_id=009005)

Mr Matthew Shoults  
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Notting Hill & Ealing High School  
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[recruitment@nhehs.gdst.net](mailto:recruitment@nhehs.gdst.net)

Shortlisted candidates will be invited for interview on **Monday 24<sup>th</sup> May 2021**. As part of this process, they will be expected to teach a lesson of up to 35 minutes for which a full prior briefing will be given. All applications will be acknowledged and candidates who have not heard from us further within two weeks of the closing date should assume that the post has been filled.

All adults employed at the school are cleared for working with children and young people through the Disclosure & Barring Service. Please see attached full information regarding the Girls' Day School Trust guidelines on the Safeguarding of Children.

Further information about the school can be found on our website at: [www.nhehs.gdst.net](http://www.nhehs.gdst.net)