

Position of  
**TEACHER OF RELIGION,  
PHILOSOPHY & ETHICS (11-18)**  
**MATERNITY COVER**  
Yarm School, North Yorkshire



Co-educational | Day School | Ages 3-18 | HMC



[WWW.YARMSCHOOL.ORG](http://WWW.YARMSCHOOL.ORG)



## THE POST

Applications are invited for the post of Teacher of Religion, Philosophy and Ethics, to start currently from early January 2025 but subject to confirmation nearer the time. This is a full-time maternity cover position and is likely to be required for nearly 12 months. Candidates should ideally be able to teach across the full age range, up to and including A level. However, a timetable adjustment to reflect the strengths and experience of the successful candidate may be possible. Equally, there may be the flexibility to accommodate a part-time appointment if that is the preference of the successful candidate.

If you have any further queries about the role, please raise them in the first instance with the Head of Religion, Philosophy & Ethics, Mrs Sophie Lodge ([sophie.lodge@yarmschool.org](mailto:sophie.lodge@yarmschool.org))

## THE SCHOOL

Yarm School was founded in 1978. Growing quickly since that time, it is now firmly established amongst the country's leading co-educational day schools, with a superb academic reputation as well as a firm commitment to extra-curricular activities and trips. In addition to the Senior School, there is a Preparatory School, and a Pre-Prep which includes a Nursery. In total, there are over 1,100 pupils between the ages of 3 and 18. There is an impressive array of facilities and accommodation at the Senior School, including a large classroom wing on the banks of the Tees which enjoys beautiful views, a dance studio, extensive sport and drama facilities, underground changing rooms and a bar serving the award-winning Princess Alexandra Auditorium.

The Pre-Prep and Preparatory Schools have their own self-contained accommodation on a safe and equally delightful site. The Pre-Prep is housed in a modern purpose-built development, whilst the Preparatory School is located on the site of the original Yarm Grammar School founded in 1590.

The School has ample outdoor space, sporting facilities, a boat house and friendly communal areas. A timber yurt provides space for the outdoor education and eco school curriculum.

## RELIGION, PHILOSOPHY & ETHICS AT YARM

The Religion, Philosophy & Ethics department consists of two teachers. The intimate nature of the department allows for a collaborative and consultative approach to teaching. Teachers also co-operate more widely across the humanities departments and beyond, ensuring that Yarm School continues to flourish as a community of thinkers. The department organises a weekly lunchtime 'Philosophers' Lunch' that complements a rich and diverse extra-curricular programme, as well as a weekly 'Ethics Walk & Talk'. Historically, enrichment provision has been a significant strength for the department and it has a committed following amongst pupils. Each year, the department puts together an RPE themed journal, where pupils and students from all year groups contribute their work in a variety of different formats.

Class sizes are relatively small: typically around 20 at KS3 & KS4. Religion, Philosophy & Ethics is a core subject for all pupils in 1st-3rd Year (Years 7-9). At KS3, pupils begin with a study of the foundation of religion and an introduction to Philosophy and Ethics. They then study the lives of 'founders' and 'messengers' from several major religions in the Second Year, before beginning a study of belief and practice in Judaism and Islam in the Third Year. The existing curriculum is contemporary, innovative

and dynamic. The department offers a popular GCSE course. GCSE pupils study AQA Religious Studies (8062) in Christianity, Hinduism and a variety of philosophical and ethical themes, including medical ethics, the existence of God, relationships, and social justice. GCSE results are good: this summer over half of the Religious Studies grades were 9-7 and there was no grade lower than a 5.

Sixth Form students who choose Religious Studies for (OCR) A level study Philosophy of Religion, Religious Ethics and Development in Christian Thought. An extensive departmental library is available to support senior students with wider reading and research. Students have achieved strong results over time at A level: from 2020-24, all A Level Religious Studies entries have been A\*-B grades.

## THE CANDIDATE

We seek to appoint a well-qualified and suitably experienced maternity cover Teacher of Religion, Philosophy and Ethics. Ideally, this will be a full-time maternity cover position and the successful candidate will be able to teach across the 11-18 age range. However, flexibility with the age range or with respect to a part-time appointment may be possible for the right candidate. A willingness to contribute to departmental enrichment and the wider life of the school would be helpful and potentially advantageous.



## LOCATION

Yarm is a beautiful market town on the edge of the Teesside conurbation which enjoys easy access to both town and countryside, including the nearby North York Moors, Yorkshire Dales and stunning coastline. Opportunities for outdoor pursuits and exploration of all kinds are many and varied. Similarly, the cities of Newcastle, York and Leeds are within close range and provide much in the way of arts and culture. With superb rail network links in the town itself and nearby, London is also only 2.5 hours away by direct train.

The school is very much a part of the town, with pupils, staff and parents enjoying all that the buzzing High Street has to offer by means of shops and cafes.

## PASTORAL CARE

There is a strong sense of community at Yarm. We aim to provide a caring and safe environment in which each pupil is able to realise his or her full academic, social, cultural and sporting potential. Our values are based on respect for every member of the community, on thoughtfulness and on courtesy.

Every pupil has the right to look for happiness and security at school and we believe that it should combine high personal and social standards with a friendly atmosphere and mutual tolerance in which pupils of all ethnic and cultural backgrounds, of all religious persuasions and of various levels of ability are welcome and supported.

We recognise that our pupils have various talents and differing rates of development and therefore attach great value to every achievement, however modest, which stems from their efforts. Therefore, we positively encourage an appreciation of, and respect for, the work of every member of our community.

The Schools each operate a 'house system' to promote friendships between pupils of different year groups, to offer opportunities for working as a team and to develop an even greater sense of belonging. A spirit of friendly rivalry exists between the Houses, rivalry which is given ample opportunity to manifest itself in a wide range of inter-house competitions. Students are encouraged to develop a sense of pride in their House, working not just for themselves but for others. Charity fundraising activities and trips out are also organised by the houses.

## ETHOS

Yarm has a strong commitment to educating the whole child – 'educating for life'. We offer an extensive range of extra-curricular opportunities, both within and outside lessons, which help to foster inter-personal skills, confidence and build relationships. A Yarm education is about far more than just academic achievement.

Each pupil is strongly encouraged to take part in extra-curricular activities. There is a huge range of clubs and societies which meet either during the two timetabled Activity lessons, at lunch-time or after school on a regular basis. Over 50 activities take place each week, as diverse as canoeing and chess, community action and gardening.

Sport plays an important role in the life of the school, not just through the generous time provision for PE and Games lessons, but through the many opportunities to represent school teams in a diverse range of sports and at all ages. Facilities are superb and cater impressively for rugby, hockey, netball, rowing, tennis, cricket, rounders, athletics and general fitness.

At weekends and during the holidays there are frequent trips and expeditions, many of them adventurous. Outdoor education is a major part of life at Yarm, and pupils can explore caves, climb mountains or traverse entire countries in canoes! We have two full time, highly qualified members of staff whose sole remit is to provide these fantastic opportunities.

The school life of Yarm pupils is varied, exciting, and fast-paced. There is never a dull moment as we embody our philosophy of 'educating for life'. Our teachers embrace the extra-curricular programme and enjoy the opportunity it affords them to pursue areas that interest them or indeed learn new skills themselves.

The performing arts are thriving at Yarm. Music enhances the everyday life of the School. With outstanding facilities, such as the 750 seat Princess Alexandra Auditorium, the Studio Theatre, Dance Studio, Recital Room and the superb Music School we offer an extremely vibrant programme of concerts, recitals, plays, dance shows and musicals. Many cultural events which take place in the stunning Princess Alexandra Auditorium are open to the wider community and regularly attract audiences in the many hundreds.



## **BENEFITS OF TEACHING AT YARM**

We have a staff of highly qualified and enthusiastic teachers who first and foremost nurture the development of each child in our care.

The teaching staff comprises 84 full-time and 12 part-time staff in the Senior School; there are a further 33 full-time and 7 part-time teachers in the Preparatory School. In total, the School employs some 240 individuals, many of whom have important specialist, professional and technical skills and experience to facilitate the smooth-running of the School.

The Headmaster, Dr Huw Williams, is a member of the Headmasters' and Headmistresses' Conference (HMC). The Head of the Preparatory School is a member of IAPS and also represents the School at HMC Junior Heads' meetings.

Yarm has an exceptionally well-qualified and dedicated staff. Teaching groups are considerably smaller than in the maintained sector, with classes typically being of

around 20 pupils in years 7-11 and lower still at Sixth Form. The facilities, resources and positive ethos make for a particularly happy working and learning environment and teaching staff receive a generous discount on school fees. Employees are offered a generous staff benefits scheme which provides discounted shopping, days out, restaurants, gym membership and more. Yarm and the surrounding area are wonderful places to live.

Yarm School has its own competitive pay scale which exceeds the National teachers' scale. School holidays are longer by about 3 weeks than those in the state sector. Free school meals during term-time are offered to teachers and are very popular and staff rooms have complimentary coffee/tea biscuits.

Many staff make use of the School's fitness suite and sports facilities.

There is ample free parking on site.

## CRIMINAL RECORDS CHECK

Yarm School is required to seek a Disclosure from the Disclosure and Barring Service (DBS) in respect of successful applicants for all posts at the School where staff may come into contact with children. A criminal record will not necessarily be a bar to working in the School. Applicants who are invited to interview will be asked to submit a self-declaration form before attending the interview in which they will answer a number of targeted questions about any criminal history or information that would make them unsuitable to work with children. More information about this can be found at:

<https://www.gov.uk/government/publications/dbs-filtering-guidance/dbs-filtering-guide>.

A copy of the School's policy on Vetting and Suitability Checks and the DBS Code of Practice may be obtained from the School Manager. Before an appointment is made routine checks will be undertaken to confirm identity and qualifications etc.

This post is a pupil-facing role and is therefore exempt from the Rehabilitation of Offenders Act 1974. This means that you will be required to confirm that you are not on the DBS Children's Barred List or disqualified from working with children, and further to declare any convictions, cautions, reprimands or final warnings that are not "protected" as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020) or other Orders of the Courts made against you, even if they would otherwise be regarded as 'spent' under this Act.

## SAFEGUARDING

Yarm School is committed to safeguarding and promoting the welfare of children. The successful candidate will be subject to vetting checks including an enhanced DBS check.

Applicants for all vacancies at Yarm School are encouraged to read these policies on our website before applying:

[Safeguarding and Child Protection Policy](#)  
[Vetting and Suitability Policy](#)

## EQUAL OPPORTUNITIES

Yarm School is committed to ensuring that all job applicants and members of staff are treated equally, without discrimination because of any protected characteristics as defined in law. We welcome applications from anyone who considers that they meet the requirements of the job advertised.

## APPOINTMENT PROCEDURE

Applications will only be accepted on the application form provided by the School. This should be completed electronically. All questions must be answered. The candidate may also submit a Curriculum Vitae if he / she wishes but this is not a requirement. Applications should be submitted by email with a covering letter explaining why the candidate and post are mutually suited.

## APPLY

The application form is available on the [Yarm School website](#).

Applications should be e-mailed to the Headmaster, Dr Huw Williams, as soon as possible and no later than **midday on Wednesday 30th October**. The school reserves the right to interview before the closing date if appropriate to the context of the field.

**Early applications are therefore very much encouraged.** Applications should be submitted to:

[head@yarmschool.org](mailto:head@yarmschool.org)

Headmaster, Dr Huw Williams

Yarm School, The Friarage, TS15 9EJ

