



## **Head of Psychology**

Fixed term contract from 1 September 2026 to 31 August 2027

MPS/UPS + TLR2a (£3,527)

0.8FTE – 1FTE (Please indicate your preference on your application form)

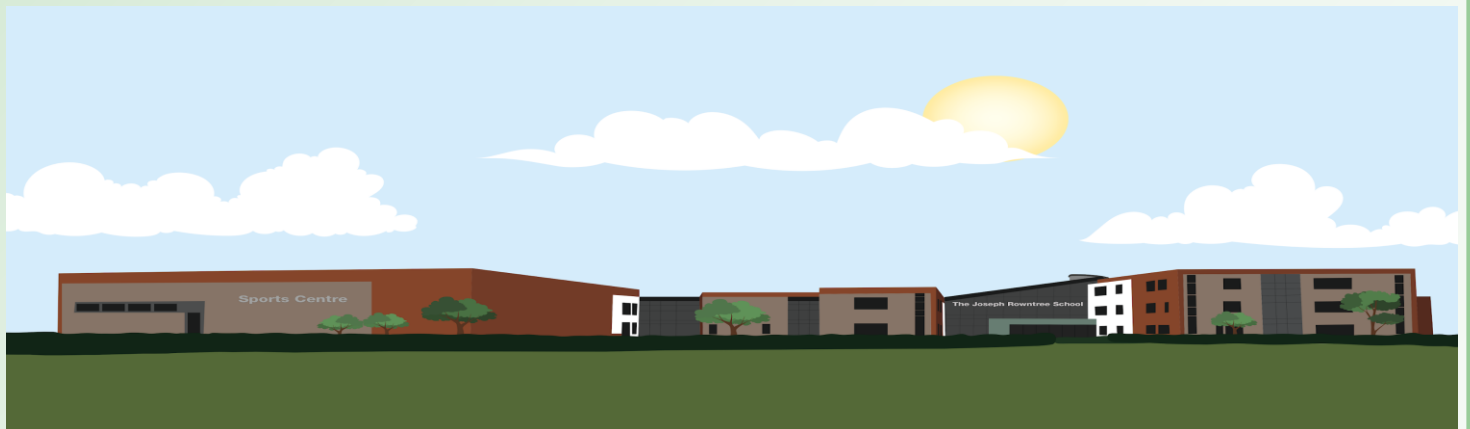
**Please note - This post is being advertised alongside a fixed term Teacher of Psychology advert.  
There is only one vacancy available but we welcome applications for either position.**

Closing date - Sunday 10 May 2026 at 12 midnight

Interview date – Friday 15 May 2026

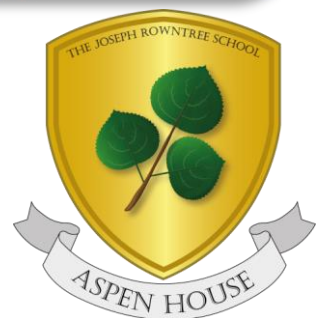
School website - [www.josephrowntreeschool.co.uk](http://www.josephrowntreeschool.co.uk)

School email - [contact@josephrowntreeschool.co.uk](mailto:contact@josephrowntreeschool.co.uk)





The  
**Joseph  
Rowntree School**  
the right school to grow in



Dear Prospective Applicant

Welcome to The Joseph Rowntree School. Please read the information about the school contained in this letter prior to completing your application.

### **General Information**

We are a successful 11-18 comprehensive school of 1268 students, with 221 students in the sixth form. Our modern buildings and state of the art facilities provide an excellent learning environment and our talented and dedicated team of staff are wholly committed to the school and its students. We offer a broad curriculum which enables students to develop knowledge and skills that lead to important qualifications and the nurturing of talents.

Our extensive range of extra-curricular activities develops skills, interests, relationships and an enjoyment of school life. We are a school community where students are happy, safe and develop into well-rounded individuals. Integral to our focus on achievement and creativity, is a strong guidance and pastoral care system; this ensures that students are valued and supported well.

In October 2022, the school was judged to be 'Good' by Ofsted. We were pleased that Ofsted reported so positively on many aspects of the work we do with our students, particularly how well they are supported in school, the ambitious curriculum they access and how they feel safe and happy here. We are proud of our successes but are ambitious for the future. We continue to strive to develop the very best education for our students

### **Origins**

The original school opened in 1942 as a model school in the North Riding. It was built on land provided by the Joseph Rowntree Trust. It continues to have voluntary controlled status with four governors from the Joseph Rowntree Foundation. It is, however, a non-denominational LA school. Since its illustrious origins the school has expanded considerably in phases to meet the demands of a changing educational scene and increased population.

### **Grounds and Buildings**

The school is set in very extensive attractive grounds and playing fields. We have an excellent learning environment and superb facilities.

### **The Educational Context**

The school is part of the City of York Councils education provision. York is a unitary authority, characterised by forward-looking leadership and a desire to work in partnership with its schools and parents/carers. The school shares this aim. There is a close network of effective working relationships in this relatively small LA. The school also has close links with its six main link primary schools.

### **Our Students**

Our students are of above average ability with many from higher socio-economic groups. That said, we are fully comprehensive and proud of it. Approximately 18% of students receive free school meals (29% disadvantaged) and there are 190 on the SEN register (EHCP and K), 62 of whom have an Education & Health Care Plan. Equally, there are students with talents and ability to rank with the best in the country. The intake is largely from the villages of New Earswick, Haxby and Wigginton, with increasing numbers from within the historic city boundary. Our students are friendly, confident, articulate, hardworking and well-motivated. Our strong pastoral and behavioural systems help meet their needs and ensure that they fulfil their potential.

## **Our Staff**

The school is lucky in having a forward thinking and reflective teaching and support staff. There is a wide range of experience and expertise. We are friendly, welcoming and helpful. We set a high priority on professional development and job satisfaction. Our staff work hard and there is a genuine commitment to provide high quality education for all of our learners. Working at The Joseph Rowntree School is rewarding and there is a strong induction programme for new staff. Developing best practice is a real focus at the school.

## **Organisation**

The school's academic structure is based on departments. Guidance and welfare is based on a Year Group system. There is a great emphasis placed on teamwork and collaborative working at all levels. Leaders are expected to provide leadership, support and challenge to their teams. The Governing Body provide excellent support whilst challenging us effectively. The Senior Leadership Team consists of the Head, two Deputy Heads, three Assistant Heads and a School Business Manager. We have high standards and expect colleagues to meet these, regardless of which role they play in school.

## **Curriculum**

The full range of subjects typical of comprehensive schools is available in the school. Currently there are around 30 different AS/A2 subjects available in the Sixth Form with a small degree of collaborative arrangements with the neighbouring Huntington School. Extra-curricular provision is wide ranging, with particularly high engagement in Sport, Drama and Music. We continue to value all subjects equally, notwithstanding a particular focus on English and Maths. We take pride in ensuring our curriculum offer at all stages meets the needs of all students. Since 2010 we have had an enhanced resource provision for students on the Autistic spectrum, one of only two units in the City; our philosophy is to allow such students to access as much of the whole-school curriculum as possible, in order to match their needs.

## **In Conclusion**

The Joseph Rowntree School is a hard-working school community with a high level of cohesion and mutual support. We have high expectations of our students, both in terms of their behaviour and their studies. Our students are treated with respect and care and are expected to treat their staff the same in return. Relationships are good.

We always seek to appoint highly skilled and reflective members of staff. You will need to be enthusiastic, hardworking and committed to delivering high standards in your role. You should like and understand children and be prepared to go the extra mile to help them succeed.

## **Application information**

Please read our 'How to Apply Guide' which will explain the application process from completing the application form through to appointment. Please email your completed application to [recruitment@josephrowntreeschool.co.uk](mailto:recruitment@josephrowntreeschool.co.uk)

We do try to acknowledge receipt of all of the applications we receive but it is advisable that you request a read receipt due to the number of applications we receive. Please accept my thanks in advance should you decide to apply.

Further information about the school is available on our website at [www.josephrowntree.co.uk](http://www.josephrowntree.co.uk)

Thank you for the interest you have shown in The Joseph Rowntree School.

David Hewitt

Headteacher

## **Important Information**

### **Shortlisting**

Applications will be evaluated against the requirements of the post, with those candidates that best fit the requirements being shortlisted. Shortlisted candidates will be contacted and invited to interview. If you have not been contacted within one month of the closing date, please assume you have not been shortlisted. In this case, may we thank you in advance for your interest in this post and wish you the very best for the future.

Due to the volume of applicants, **we are unable to give feedback to non-shortlisted candidates.**

### **Selection Process**

As part of the selection process, in addition to assessing your skills and knowledge against the requirements of this role, specific questions will be asked to assess your suitability to work with children. The Joseph Rowntree School is committed to safeguarding and promoting the well-being of all children and expects all staff and volunteers to share this commitment. Therefore, interviews will include questions about safeguarding children.

Under the Equality Act 2010, we are legally required to consider making reasonable adjustments to ensure that disabled people are not disadvantaged in the recruitment and selection process. We are therefore committed to meeting, wherever possible, any needs you specify on the application form. Please contact the school if you need to discuss this in any detail. We will consider any reasonable adjustment under the terms of the Act to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

### **Validation of Qualifications and Identity**

All shortlisted candidates will be asked to bring original certificates of relevant qualifications and identity documents to interview. These will be photocopied and kept on file and, if appropriate, may be confirmed as genuine with the relevant awarding bodies. The copies for the successful candidate will be retained on their personnel file. The copies for unsuccessful candidates will be treated as confidential waste and disposed of appropriately.

### **Right to Work in the UK**

Under the Asylum and Immigration Act 1996, it is a criminal offence to employ anyone who is not entitled to live or work in the United Kingdom. Applicants can expect us to ask for proof of this at interview stage, where you will be asked to provide some original documentation to confirm that you are eligible to work within the UK.

Photographic proof of identity will also be required.

### **Disclosure & Barring Service**

Employment at this school is subject to an enhanced check with the Disclosure & Barring Service. All such checks must be satisfactory before any offer of an appointment can be confirmed and before commencement of work can take place. All supply and/or peripatetic staff will be required to produce their ID and other relevant documents when they arrive at school.

### **Safeguarding**

The Joseph Rowntree School is committed to safeguarding and promoting the welfare of its pupils and expects all staff and volunteers to share this commitment. Appointments will be subject to an enhanced DBS disclosure (see above)

School Policies can be found on our School website or by following the link below. The School's Child Protection Policy should be read by candidates who are intending on applying for a post at The Joseph Rowntree School.

<https://www.josephrowntree.co.uk/Policies/>

## **Medical Assessment**

Before taking a teaching appointment, the preferred candidate is required to complete a Work Health Assessment Form. This will be sent with the letter of appointment which states that the appointment is subject to a satisfactory medical assessment.

## **References**

It is important that you give details for valid referees otherwise there may be a delay in confirming your appointment, should you be successful.

Please ensure that you provide the full details for two people who can comment on your suitability for the post. These people should be:

1. Your present employer, one of which should be your current Headteacher, or, if unemployed, your last employer, including your last Headteacher; AND
2. Your former employer i.e. your employer prior to your present or last employer; OR
3. If you haven't been employed before or you have only one former employer, you may use, if they consent, the details of:
  - (a) Your current or former teacher, lecturer or tutor
  - (b) Some other person of a "profession" who can comment on your suitability for the role e.g. policeman, doctor, solicitor etc.

You cannot use a family member or a friend as a referee. This applies even if you work for a family member.

All referees must be over 18 years old.

Please seek an alternative referee if you cannot comply with the above requirements. Contact us if you are unsure.

References may be taken up prior to interview for posts within schools. If you have any objection to references being taken up at this point please make the Recruiting Manager aware of this.

Confirmation of the offer of employment will be subject to satisfactory pre-employment checks including references.

## **Induction and Continuous Professional Development**

The Joseph Rowntree School is committed to developing its staff and is proud of the approach it takes to supporting appropriate staff development. Staff are fully inducted into our school community to enable new colleagues to become familiar with the culture of our school and its policies, expectations and procedures.

## **Dress Code**

We expect all staff to dress professionally and appropriately for the roles undertaken at The Joseph Rowntree School. We pride ourselves on the high standards of dress of both our students and staff; these standards are led by our staff whom we expect to set an example.

## **School Policies**

All school policies are available on our website or upon written request.

## Person Specification — Head of Psychology

Attributes	Essential	Desirable	How Identified
<b>Education and Training</b>	Relevant Degree (good honours) QTS status	Postgraduate or relevant qualification. Evidence of recent relevant professional development activities	Application / Interview
<b>Leadership and Management Skills</b>	Ability to set high standards and provide a professional role model for staff in the teaching and learning of the subject. Ability to set clear aims, direction and purpose for the subject and to lead staff to achieve identified developments. Creative approach to curriculum development. Ability to support, guide and motivate others. Ability to devolve responsibilities and delegate tasks, as appropriate. Good organisation and proven administrative experience. Ability to manage all aspects of Departmental assessment including; analysis and review	Ability to identify professional development needs and encourage continuing professional development, plan and organise CPD.  A good level of ICT skills and understanding of the ways in which ICT can be used to enhance the teaching and learning of students and to monitor student progress.	Application / Interview
<b>Curriculum Experience</b>	Good knowledge of current curriculum developments. Proven experience as an excellent classroom practitioner. An in-depth understanding of the nature of the Psychology curriculum and its relationship to the curriculum as a whole.  Good knowledge and understanding of the characteristics of high quality teaching in Psychology and the main strategies for improving and sustaining high standards of teaching, learning and achievement for all pupils.  Knowledge and understanding of how evidence from a variety of sources can be used to inform expectations, targets and teaching approaches in the subject.	Experience of leading a curriculum development.	Application / Interview
<b>Personal Qualities</b>	A capacity to work under pressure with leadership and good humour. Attention to detail and a proven capacity to finish a task. Excellent interpersonal skills.		Application / Interview
<b>Safeguarding children</b>	Motivation to work with children and young people. Ability to form and maintain appropriate relationships and personal boundaries with children and young people. Sound attitudes to the use of authority and maintaining discipline.		Application / Interview

## **JOB SPECIFICATION - HEAD OF DEPARTMENT**

**Post:** Heads of Department of English, Maths, Science, Modern Languages, ICT, Design Technology, Food/Textiles, Art, Music, P.E., History, Humanities, Geography, R.E., Business Studies, Drama, Sociology, Psychology

### **Purpose:**

- To drive for achieving successful results and progress for all students.
- Leading and managing the departmental team to ensure high quality teaching and learning in the subject area.
- Developing approaches to teaching and learning within the department and contributing to the middle leaders network.
- Contributing as a middle leader to the ethos, policy and practice of the school.

### **Main Responsibilities:**

- To provide vision and direction for teaching and learning in the department, leading colleagues in working to meet agreed teaching and learning targets.
- Provide a framework for effective teaching and learning of all students of all abilities through current and relevant schemes of work and policies.
- To promote school systems to raise student achievement and maintain high standards of student work and behaviour through positive approaches to their work, supported self-discipline, the monitoring of individual performance and other assessment procedures.
- To offer staff support and development through the monitoring and evaluation of the effectiveness of teaching and learning and standards of student performance.
- To contribute to the selection, induction and development of newly qualified teachers and staff new to the school.
- To lead department meetings.
- To attend and contribute to the meeting of the Heads of Department and Extended Leadership Team.
- To advise the Headteacher on the performance of the department from self-evaluation based on performance data, lesson observation, work trawls and students' views.
- To plan for the improvement in teaching and learning in the department and contribute to whole school planning.
- To ensure that financial and other resources are deployed effectively including appropriate delegation and allocation of roles in the departmental team.
- The efficient organisation of teacher assessments and examination entry procedures as they affect the department.
- Monitoring the progress of all students and arranging intervention when necessary.

(Differences in size of TLR payments to those post-holders are related to the size of each department and consequent responsibility for teaching and support staff).

# THE JOSEPH ROWNTREE SCHOOL



## **The Psychology Department**

The Psychology department at The Joseph Rowntree School is a thriving and successful department which consistently achieves excellent outcomes; with both GCSE and A-Level consistently showing above national average results. The department holds high expectations of work and behaviour, which reflects the whole school policy on behaviour and standards. The subject is a popular choice for our students, both at GCSE and A-Level. Student feedback highlights the strong and positive teaching and learning in the department, which is reflected in the results and uptake of the subject.

At KS4 the students are taught 5x60-minute lessons across a fortnightly timetable and they follow the OCR 9-1 specification. At KS5 the students are taught 9x60-minutes lessons across a fortnightly timetable. The A-level students follow the AQA specification and in year 13 study the option topics: schizophrenia, forensics and cognitive and development.

The successful applicant will be part of the wider Humanities faculty which is a welcoming and supportive department. The Psychology department has a well organised and complete scheme of work and resources. The successful applicant needs to be passionate about Psychology, be hardworking and committed to the values of the school.

# THE JOSEPH ROWNTREE SCHOOL



## School Ethos and Values

- Respect all members of our community
- Overcome obstacles to success
- Work together collaboratively
- Nurture talent
- Teach and learn through inspiration
- Recognise excellence
- Embrace diversity
- Encourage wellbeing