



An All-through Co-operative School

Preston Manor School
Carlton Avenue East, Wembley HA9 8NA
Headteacher: Ms Beth Kobel
www.preston-manor.com

"Making School Memorable by Striving for Excellence"

Person Specification
Post Title: Head of Psychology Grade: Main/Upper Pay Scale + TLR 2a
Qualifications
Essential
• Qualified Teacher Status including KS3/KS4 (where a suitable QTS candidate cannot be found, an unqualified and/or work permit teacher may be appointed) • Good Degree • Clear evidence of continuing professional development areas
Desirable
• Further professional qualifications • Recent CPD in related curriculum areas
Experience
Essential
• Experience of leading, coordinating and monitoring student achievement • Ability and willingness to teach outside the subject area • Clear evidence of successful teaching across the full ability and age range and at examination level (including A Level and another Key Stage) • Clear evidence of raising student achievement within a successful department • Experience of raising the achievement of targeted groups, implementing curriculum development that has led to raising standards / improvements in the departments teaching and learning / assessment for learning • Monitoring and evaluation • Good practice in social inclusion • Good time management skills
Desirable
• Experience in KS3 and KS4 teaching in another subject • Experience of teacher AQA A level Psychology • Experience of marking external examinations • Experience of teaching in more than one school • Experience of managing a budget
Knowledge and Understanding
Essential
• Up to date knowledge of the changes in the Psychology Curriculum • Strategies for social inclusion, personalised learning and differentiation across a mixed ability range • Current national developments in education, teaching and learning • Good communication, administration and organizational skills • Effective management of student behaviour • Provision for SEND, vulnerable and "at risk" children
Desirable
• Knowledge of curriculum changes in AQA A level Psychology

Skills/Qualities
Essential
• Effective organisational skills with the ability to meet deadlines • Ability to gather, analyse and interpret data for effective target setting • Dynamic and innovative approach to teaching and learning developments within a department • Ability to model effective teaching methods in order to raise achievement • Ability to assess and promote students' progress in a variety of ways • Good interpersonal and communication skills • Confident use of ICT • Ability to plan strategically in order to raise achievement • Ability to lead and influence others • Ability to build positive working relationships with colleagues and provide support through coaching/line management • Ability to write clear concise reports • Ability to carry out lesson observations, provide feedback and set suitable targets • Ability to lead, manage and implement changes to the curriculum • Ability to motivate and effectively manage students in large groups and individually • Emotional literacy and empathy for all young people • Able to work in such a way as to secure the professional respect of colleagues and be adept at developing the knowledge, skills and understanding of those colleagues • Ability to assess and promote student progress and their needs in a variety of ways • Ability to work strongly in a team both within the school and department
Desirable
• Record of ensuring students make more than expected progress in exam classes
Equal Opportunities
Essential
• Awareness and commitment to equal opportunities issues and how these can be addressed in the classroom environment • Commitment and contribution to School policies • Committed to the promotion of equal opportunities, fundamental British values** and Co-operative values***
Desirable
• Willingness to help formulate and implement equal opportunities policies
Child Protection
Essential
• Commitment to safeguarding and promoting the welfare of children and young people
Disposition
Essential
• Flexible approach to changing environments • To be interested in young people, how they learn and in developing ways of removing barriers to learning • Commitment to the comprehensive ideal, social inclusion and to raising standards for all students • Interest in developing interventions to counteract disadvantage, prevent underachievement and improve the literacy levels of all students • To believe in the importance of team work and a collaborative approach • Commitment to and understanding of collective responsibility and distributed leadership • Willingness to attend outside meetings and to work outside the timetabled day • Ability to work hard with competing deadlines, prioritising appropriately and maintaining good humour • Willingness to contribute to extra-curricular activities within the school

** Fundamental British values – democracy, the role of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs

*** Co-operative values – self-help, self-responsibility, democracy, equality and solidarity in addition to the ethical values of honesty, openness, social responsibility and caring for others