

APPOINTMENT OF

TEACHER OF PSYCHOLOGY

(with possible TLR 2.1 - £3017)

Required September 2023

Closing date: 9am, Monday 17TH April 2023

Interviews to follow

**Christ’s School, Queen’s Road, Richmond upon Thames, TW10 6HW**

**Tel: 020 8940 6982 e-mail: hr@christs.richmond.sch.uk**

**www.christs.richmond.sch.uk**

March 2023

Dear Candidate

Thank you for your interest in the position of Teacher of Psychology at Christ’s School.

Christ’s School is a Church of England comprehensive school for 1000 young people aged between 11 and 18. Our vision is to deliver Excellence as Standard to every member of our Christ’s family: excellent leadership; excellent staff; excellent outcome and excellent partnerships.

Our school is situated on an enviable site adjacent to Richmond Park in Richmond upon Thames in South West London. We have excellent links with our feeder primary schools and the local community. We are proud to be a faith school and welcome students from Christian and other religious backgrounds.

At Christ’s School we combine our expectations for students’ excellent academic achievement with an emphasis on their personal growth as well-rounded individuals. Our aim is for students to become confident, successful, responsible young people, who love learning, have a desire to lead and serve and are ambitious for their own futures.

Our learning environment is inspirational, supportive and happy, and based on the Christian values of Love, Justice and Peace. We provide outstanding educational opportunities and experiences for each of our students to enable all to explore intellectually, to grow emotionally and spiritually and to achieve their full potential.

Our Behaviour for learning approach focuses on restorative practice and recognises the importance of building positive relationships with individual students. It is based on the work of Paul Dix at Pivotal Education. We are proud to be a Regional Hub School for Pivotal and have achieved their Gold Award in recognition of our work in this area.

Our results continue to go from strength to strength. We were particularly pleased with our 2021 Ofsted inspection in which we performed strongly in each of the criteria and achieved a judgement of ‘Good’ overall. As a Christian school we were particularly pleased that our work to ‘promote pupils’ personal development’ was judged as ‘outstanding’ and ‘the level of care and support for all pupils is of the highest standard’. Our SIAMS inspection report also found the school to be outstanding at meeting the needs of all learners.

Applications should be sent in the form of a completed online application form including a supporting statement. This should outline how your skills and experience fit the job and person specifications, the impact you have made in your current/most recent role and should be no longer than 3 sides of A4, font size12.

Please email completed applications to Mrs Julia Ralph - [hr@christs.school](mailto:hr@christs.school). We are looking for completed application forms (email only) to be returned by **9am on Monday, 17th April 2023.**  Interviews to follow.

Early applications are welcome and we reserve the right to appoint before the closing date if we find a suitable candidate.

**Christ’s School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.**

**Christ’s School is an Equal Opportunities employer as detailed in our Equal Opportunities Policy.**

**Shortlisted candidates will be subject to online checks, with any resulting concern/queries to be addressed at interview.**

**Any appointment made will be subject to checks that details given on the application form are as stated. It will also be subject to receipt of a satisfactory medical disclosure form. Before an appointment can be confirmed, a DBS, enhanced disclosure will be required.**

Please visit our website where you will be able to find out more about our school, ethos, and vision. If you have any queries about the application process or would like to arrange an informal visit, please contact Julia Ralph on 0208 439 9652.

At Christ’s we deliver Excellence as Standard.  If you believe you can help us realise our vision, we look forward to hearing from you.

Yours sincerely,

Helen Dixon

Headteacher

Job description: Teacher of Psychology

**Job:** Teacher of Psychology

**Salary / Grade:** MS/UPS on Outer London Scale + possible TLR 2.1 = £3,017 for experienced applicants

**Hours:** Part-time (18 hours in a fortnight) Full time will be considered for a candidate who is able to offer a second subject. The ability to teach maths would be an advantage.

**Contract type:** Permanent

**Accountable to:** Headteacher

**Responsible to:** Assistant Headteacher

**Mission**

At Christ’s School we combine our expectations for students' outstanding academic achievement with an emphasis on their personal growth as well-rounded individuals. Our aim is for students to become confident, successful, responsible young people, who love learning, have a desire to lead and to serve, and are ambitious for their own futures.

Our learning environment is inspirational, supportive and happy, and based on the Christian values of Love, Justice and Peace. We provide outstanding educational opportunities and experiences for each of our students, to enable all to explore intellectually, to grow emotionally and spiritually and to achieve their full potential.

Our ambition is that Christ’s is a community where students:

* achieve their full academic, sporting, musical and artistic potential
* have a life-long curiosity and passion for learning
* are creative thinkers, capable of taking risks in their learning and of studying independently
* are spiritual individuals, compassionate and sensitive to the needs of others and of self
* embrace diversity and have a commitment to equality and inclusivity
* are considerate, polite and always act respectfully towards others
* develop personal qualities of leadership, courage, integrity, resilience and determination
* make a positive contribution to their community and to society as a whole
* are team players, who work collaboratively to achieve shared goals
* feel comfortable socially and express themselves confidently in a range of situations.

**Job purpose**

The post holder would be expected to promote and deliver outstanding teaching, learning and attainment in Psychology at Key Stage 5 and to ensure the highest standards of assessment and behaviour for learning are applied in all classes. The post holder will be responsible for promoting the safeguarding of all students and be always mindful of ensuring equality of opportunity for all students and staff. The post holder will adhere to the teachers’ professional standards and will also promote the school’s Christian ethos and vision.

**Duties and responsibilities**

* Plan, prepare and deliver outstanding lessons to provide students with the opportunity to achieve their potential.
* Ensure that lessons are relevant, engaging and stimulating considering individual needs of the students.
* Manage, develop, update and share resources to enhance teaching of Psychology
* Contribute to objectives of the curriculum area within the school objectives and take part in an annual review of the subject and curriculum area.
* Coordinate preparation and update of planned schemes of work
* Monitor the progress and achievement of the students following the course and identify the appropriate intervention strategies for underachieving students.
* Maintain effective behaviour management in the classroom using positive behaviour strategies to ensure learners engagement in the lesson.
* Assess appropriately the work of the students following the course in accordance with the school assessment policy
* Keep records of students’ progress and achievement and set appropriate targets.
* Take responsibility for a range of curricular events that ensure students have real chances to experience a full range of learning opportunities, beyond the subject classroom.
* Use data provided to effectively plan intervention and monitor levels of progress
* Ensure data collection is quality assured, moderated and reviewed in a timely manner.
* Promote Psychology as an A level option and increase and maintain uptake numbers
* Provide information as required to the School Leadership Team and other appropriate staff with respect to the subject
* Ensure the subject’s resourcing needs are identified and that the budget allocation is managed in the most cost-effective way possible.
* To ensure that all exam board administration is completed to a high standard and on time.
* Ensure that all health and safety requirements are understood, accounted for and met.
* Establish and maintain effective working relationships within the sixth form team and also with other colleagues and clients / partners of the school.
* To be responsible for own continuous professional development
* Participate as required in meetings with colleagues in respect of the post’s duties and responsibilities.
* Any other duties and responsibilities within the range of the salary grade.
* To coordinate and review the completion of the subject sections of UCAS references for students studying Psychology A Level.
* To provide high quality advice to students considering studying Psychology at university.
* To lead extra-curricular provision for A level students.
* Any duties or responsibilities to achieve the purpose of the post.

This is not a comprehensive list of all tasks which may be required of the post holder. It is illustrative of the general nature and level of responsibility of the work to be undertaken, commensurate with the grade.

**Christ’s School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants will undergo appropriate child protection screening including checks with past employers through the Disclosure and Barring Service.**

**Christ’s School’s Equality Statement**

Christ’s School is committed to positively tackling discrimination in all its forms and works to ensure that all sections of the community have fair and equal access to and experience within employment. We welcome applicants from all backgrounds and communities, in particular those that are currently underrepresented in our workforce: we are respectful of all individuals’ race, age, religion, gender identity, sexual orientation, caring responsibilities, disabilities and cultural background.

**Person Specification**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **CRITERIA** | **Essential / Desirable** | |  | **Assessed by application / interview process** | |
|  | **E** | **D** |  | **A** | **I** |
| **QUALIFICATIONS AND REQUIREMENTS** |  |  |  |  |  |
| Honours degree or equivalent | √ |  |  | √ |  |
| UK or equivalent Qualified Teacher Status | √ |  |  | √ |  |
| Up to date CPD related to teaching and learning/pedagogy | √ |  |  | √ |  |
| In sympathy with the Christian values of the school | √ |  |  | √ | √ |
| **KNOWLEDGE AND UNDERSTANDING** |  |  |  |  |  |
| Good knowledge of national curriculum, relevant schemes of work and national strategy for secondary education | √ |  |  | √ | √ |
| Good understanding of assessment processes at KS5 and how to use these to support planning styles and raise student attainment | √ |  |  | √ | √ |
| Ability to use and understand assessment data | √ |  |  | √ | √ |
| Good knowledge of a wide range of pedagogic approaches to cater for different learning styles and ensure that all students are engaged | √ |  |  | √ | √ |
| Good knowledge and understanding of strategies for promoting good relationships with students and effective behaviour management techniques | √ |  |  | √ | √ |
| Excellent understanding of what constitutes effective teaching and learning | √ |  |  | √ | √ |
| Proven ability to teach Psychology at Key stage 5 | √ |  |  | √ | √ |
| Familiar with effective learner and progress intervention strategies |  | √ |  | √ | √ |
| **SKILLS AND EXPERIENCE** |  |  |  |  |  |
| Proven track record of raising and maintaining high educational standards in KS5 |  | √ |  | √ | √ |
| Experience of leadership roles within a team including design and development of resources to support learning |  | √ |  | √ |  |
| Successful experience of teaching students of all abilities, including SEN and Gifted and Talented | √ |  |  | √ | √ |
| Excellent communication skills orally and written | √ |  |  | √ | √ |
| Effective and efficient use of data to improve learning | √ |  |  | √ | √ |
| Involvement in the planning and/or delivery of extracurricular/enrichment activities | √ |  |  | √ | √ |
| The capacity to make decisions based on sound judgements | √ |  |  | √ | √ |
| Evidence of innovative practice |  | √ |  | √ | √ |
| **PERSONAL ATTRIBUTES** |  |  |  |  |  |
| Good interpersonal skills | √ |  |  | √ | √ |
| A commitment to a team ethos | √ |  |  | √ | √ |
| Professional integrity and honesty | √ |  |  | √ | √ |
| Ability to meet deadlines | √ |  |  | √ | √ |
| Self-motivated with an ability to use own initiative | √ |  |  | √ | √ |
| Able and willing to scrutinise own practice and to make their practice accessible to others | √ |  |  | √ | √ |
| The capacity to form positive learning-centred relationships with other professionals | √ |  |  | √ | √ |
| Believe they can improve on their previous best | √ |  |  | √ | √ |
| Commitment to safeguarding children and young people | √ |  |  | √ | √ |
| Potential for promotion |  | √ |  | √ | √ |
| Ability to engage, motivate, enthuse and support colleagues |  | √ |  | √ | √ |