

## Psychology Teacher (Mainscale)

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### Reminders

The closing date for this post is **9.00am on Monday 15 April 2024**.



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# About

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## The Post

The post will offer the successful candidate a fantastic opportunity to join our excellent, over-subscribed school, and to work within an inspirational and supportive team of staff. This post is permanent and will suit a colleague wishing to progress their career. The position is required to start in September 2024; ECTs can be employed in July.

## The Role

### A NEW DEPARTMENT

We are very excited to be offering psychology 'in-house' for the first time in a while. We have had consistent interest from Sixth Form students over the years and have previously used consortium schools. We are running GCE Psychology within our own timetable; the first group started in September 2023. In September 2024, we will have a Year 12 and Year 13 cohort. We are therefore looking for someone who can support the delivery of this, alongside some other timetable commitments - which can be discussed at interview. It is important that we get the right person to support our new department, to deliver a first-class psychology programme that matches the other already high-achieving subjects. We are delivering through the AQA syllabus.

We welcome applications from qualified teachers who can other another subject, where they will be able to work within already well-established departments and understand the Isleworth & Syon Way. Please make sure you look at [our website](#) and in particular the [Sixth Form prospectus](#) and [Course Guide](#) to get a flavour of the environment within which our Sixth Form students work.

## Applying

### HOW TO APPLY

You must submit either:

- an application via the GOV.UK Teaching Vacancies site;
- the 'Quick Apply' form from the TES site; or
- our 'Teaching Staff' application form from the school website, ensuring that all sections are fully completed.

The application will include a supporting statement, which should demonstrate how your qualifications and experience make you a good candidate for the post.

### SENDING YOUR APPLICATION

Please address your application to the Co-Headteachers. You may submit applications:

- via the Teaching Vacancies site;
- through the 'Quick Apply' process at TES;
- by email to [school@isleworthsyon.org](mailto:school@isleworthsyon.org) (with a subject line of 'Job Application: Psychology Teacher'); or
- by post to: Isleworth & Syon School, Ridgeway Road, Isleworth, Middlesex, TW7 5LJ.

Applications must be received by **9.00am on Monday 15 April 2024**. Early application is encouraged, as we may well undertake selection processes on receipt of completed forms.

### Rehabilitation of Offenders Act 1974 (Exceptions)

Isleworth & Syon School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. This Act requires applicants for employment concerned with the provision to persons under the age of 18 of schooling, supervision, training or recreational facilities which allows access to children and young people, to disclose all their previous criminal convictions whether "spent" or "unspent", bind-over orders and cautions, as defined within the Act. The successful applicant will be subject to an Enhanced DBS check, references and other pre- and post-employment checks.

### Equal Opportunities

The School is totally committed to avoiding all forms of discrimination as set out in the UK Equality Act (2010), and values diversity amongst its staff and for applicants for posts.

The School, therefore, aims to ensure that all individuals are treated fairly and equally. Unless the job is covered by a statutory exception, we will not discriminate directly or indirectly on the grounds of: cultural background; ethnic or national origin; nationality; age; gender; sexual orientation; disability; religion; marital status; or membership of a trade union.

*Read the Job Description on the next page.*

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# Job Description

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<b>RESPONSIBLE TO:</b>	The Headteacher Trustees Line Manager
<b>RESPONSIBLE FOR:</b>	The students and staff in your charge, and the management tasks associated with the extra responsibilities in the job description. The professional duties as set out in the Teachers' Pay and Conditions Document.
<b>RELATIONSHIPS:</b>	Co-HT, SLT, Trustees, students and parents/carers.

## 1. Conditions of Employment

You are employed in the capacity of a teacher subject to, and with the benefits of, the conditions of employment set out, or referred to, in your letter of appointment and statement of particulars. Within such conditions of employment, the description of your post is as follows:

### 1.1. CURRICULUM

To ensure the development of students by teaching the curriculum with due regard to the aims of the school.

### 1.2. PROFESSIONAL DUTIES

The post requires that you should take an appropriate share of the responsibilities attached to teachers generally within the school, in connection with the teaching of students, the preparation and marking of their work, and the promotion of their progress and welfare. You will work under the direction of the Headteacher, whose responsibility it is to ensure that a reasonable balance in the workload of each teacher is maintained. You will be required to undertake other duties as may reasonably be expected.

**1.3.** This job description identifies the responsibilities attached to your post. It is subject to the limits on working time set out in the Teachers' Pay and Conditions Document, in particular to those provisions whereby you may be required to be available for work under the Headteachers direction for 195 days, of which 5 days will be without students, and for not more than 1265 hours.

### 1.4. TEACHING - IN EACH CASE HAVING REGARD TO THE CURRICULUM FOR THE SCHOOL

- Planning and preparing courses and lessons.
- Teaching, according to their educational needs, the students assigned to him/her, including the setting and marking of work to be carried out by the student in school and elsewhere.
- Assessing, recording and reporting on the development, progress and attainment of students.

### 1.5. OTHER ACTIVITIES

- Promoting the general progress and well-being of individual students, and of any class or group of students assigned to him/her.
- Providing guidance and advice to students on educational and social matters and on their further education and future careers, including information about sources of more expert advice on specific questions; making relevant records and reports.
- Making records of and reports on the personal and social needs of students. Communicating and consulting with the parents/carers of students.
- Communicating and co-operating with persons or bodies outside the school; and participating in meetings arranged for any of the purposes described above.

### 1.6. ASSESSMENTS AND REPORTS

Providing or contributing to oral and written assessments, and reports and references relating to individual students and groups of students.

### 1.7. APPRAISAL

Participating in arrangements made in accordance with regulations made under section 49 of the Education (No 2) Act 1986 (74), for the appraisal of his/her performance and that of other teachers.

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## **1.8. REVIEW, INDUCTION, FURTHER TRAINING AND DEVELOPMENT**

- 1.8.1. Reviewing from time to time his/her methods of teaching and programmes of work. Participating in arrangements for his/her further training and professional development as a teacher.
- 1.8.2. In the case of a teacher serving an induction period pursuant to the Induction Regulations, participating in arrangements for his supervision and training.

## **1.9. EDUCATIONAL METHODS**

Advising and co-operating with the Headteacher and other teachers (or anyone or more of them) on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment and pastoral arrangements.

## **1.10. DISCIPLINE, HEALTH AND SAFETY**

Maintaining good order and discipline among the students and safeguarding their health and safety, both when they are authorised to be on the school premises, and when they are engaged in authorised school activities elsewhere.

## **1.11. STAFF MEETINGS**

Participating in meetings at the school which relate to the curriculum for the school, or the administration or organisation of the school, including pastoral arrangement.

## **1.12. COVER**

- 1.12.1. Subject to paragraph 66.9.2 (Conditions of Employment Document), supervising and so far as practicable teaching any students whose teacher is not available to teach them. Subject to the exceptions in paragraph 66.9.3 (Conditions of Employment Document), no teacher shall be required to provide such cover:
- 1.12.2. After the teacher who is absent or otherwise not available has been so for three or more consecutive working where the fact that the teacher would be absent or otherwise not available for a period exceeding three consecutive working days was known to the maintaining authority or, in the case of a school which has a delegated budget, to the governing body, for two or more working days before the absence commenced.
- 1.12.3. The exceptions are: he/she is a teacher employed wholly or mainly for the purpose of providing such cover ("a supply teacher"); or the authority or the governing body (as the case may be) have exhausted all reasonable means of providing a supply teacher to provide cover without success; or he/she is a full-time teacher at the school but has been assigned by the Headteacher in the timetable to teach or carry out other specified duties (except cover) for less than 75 per cent of those hours in the week during which students are taught at the school.

## **1.13. PUBLIC EXAMINATIONS**

Participating in arrangements for preparing students for public examinations, and in assessing students for the purposes of such examinations; recording and reporting such assessments; and participating in arrangements for students' presentation for and supervision during such examinations.

## **1.14. ADMINISTRATION**

Participating in administrative and organisational tasks related to such duties as are described above, including the management or supervision of persons providing support for the teachers in the school and the ordering and allocation of equipment and materials; and attending assemblies, registering the attendance of students and supervising students, whether these duties are to be performed before, during or after school session.

- 1.15. This job description is subject to amendment from time to time within the terms of your conditions of employment, as the needs of the school may require - but only to an extent consistent with those conditions of employment, and only after consultation with you. The agreed Grievance Procedure may be invoked in any dispute arising from this job description, or subsequent amendment, in which case teachers are advised to consult their Professional Association.

## **2. Knowledge and Experience**

- 2.1. The post holder will have experience of working within the secondary sector and have a proven track record of high-quality teaching in the subject area. Appropriate further professional development will be evident.
- 2.2. The post holder will have a thorough understanding of the relevant Programme(s) of Study and the National Curriculum. They will also have a thorough understanding of the principles of good classroom management and a good understanding of assessment, monitoring, recording and reporting procedures.

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### 3. Performance Standards

Performance will be measured against student progress and outcomes in relation to set targets and progress as measured against team development plans.

### 4. Organisation Chart

Separately available.

### 5. Additional Information

- 5.1. The post requires that you should take an appropriate share of the responsibilities attached to teachers generally within the school in connection with the teaching of students, the preparation and marking of their work, and the promotion of their progress and welfare.
- 5.2. You will work under the direction of the Co-Headteachers, whose responsibility it is to ensure that a reasonable balance in the workload of each teacher is maintained.
- 5.3. You will be required to undertake other duties as may reasonably be expected.

<b>JOB HOLDER SIGNATURE:</b>		<b>DATE:</b>	
<b>PRINT NAME AND TITLE:</b>			

<b>LINE MANAGER SIGNATURE:</b>		<b>DATE:</b>	
<b>PRINT NAME AND TITLE:</b>			

*Read the Person Specification on the next page.*

# Person Specification

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSMENT METHOD
<b>Qualifications and training</b>	<p>Degree or good professional qualification.</p> <p>Qualified Teacher Status.</p> <p>Successful DBS and safeguarding clearance.</p>	<p>Evidence of in-service training / higher qualifications if teaching for more than two years.</p>	<p>Application form.</p> <p>Proof of qualifications.</p>
<b>Experience</b>	<p>Experience of successfully teaching main subject(s) to at least Level 2 (GCSE/vocational).</p>	<p>Teaching experience in a school with a Sixth Form and successfully delivering Level 3 (Advanced Level) qualifications.</p> <p>Pastoral work, including experience as a form tutor.</p> <p>Involved in organising and/or supporting extra-curricular activities.</p> <p>Serving as an examiner or moderator.</p>	<p>Application form / letter.</p> <p>Interview.</p> <p>Reference.</p>
<b>Skills, attributes, and personal qualities</b>	<p>Written and spoken fluency and accuracy in English.</p> <p>Excellent attendance and punctuality.</p> <p>Excellent inter-personal skills.</p> <p>Competence in ICT.</p> <p>High-quality organisational skills.</p> <p>Ability to work to deadlines and, on occasion, under pressure.</p> <p>Ability to explain ideas clearly and succinctly.</p> <p>Ability to utilise an effective range of teaching and learning approaches.</p> <p>Ability to create a learning environment that values all students equally, enabling all to achieve.</p>	<p>An ability to use, or experience of, on-line learning platforms.</p>	<p>Application letter.</p> <p>Interview.</p> <p>Reference.</p>
<b>Professional knowledge &amp; understanding</b>	<p>A thorough understanding of exam board syllabuses.</p> <p>Knowledge of the principles of good teaching and learning and of classroom management.</p> <p>An excellent understanding of assessment, monitoring, recording and reporting procedures.</p> <p>A thorough understanding of current subject initiatives.</p> <p>Understanding the pastoral role of schools.</p>	<p>An experience of working with other organisations and agencies to provide support and learning opportunities.</p> <p>A desire or ambition to develop professionally within the school.</p> <p>A good understanding of what constitutes value-added good student progress in an educational setting.</p> <p>A thorough understanding of current educational initiatives.</p>	<p>Interview.</p> <p>Reference.</p>

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSMENT METHOD
	An understanding that students are likely to learn at different rates and to require different levels and types of support to succeed.		
<b>Commitments &amp; philosophy</b>	<p>A belief in the positive impact of high-quality teaching on the lives of young people and a commitment to achieving high standards.</p> <p>A commitment to providing learning opportunities beyond the school day.</p> <p>Commitment to equal opportunities and to all aspects of an inclusive education.</p> <p>Commitment to the ethos and life of the school.</p> <p>Committed to teaching, to self-reflection and further professional development.</p>	<p>A commitment to always share best practice.</p> <p>A commitment to providing high quality learning experiences for the whole community.</p> <p>A commitment to working with other partners in education and business.</p>	<p>Application letter.</p> <p>Interview.</p> <p>Reference.</p>

Selection decisions will be based partly on the criteria outlined in this form. At each stage of the process, an assessment will be made by the appointment panel to determine how far the criteria have been met.

Criteria should be addressed on the application form and/or in the statement of application. Criteria will be further tested later in the process through interviews and other methods such as presentations.

When completing your statement of application, you should ensure that you provide supporting evidence of how you meet the criteria through reference to work or other relevant experience. We will consider any reasonable adjustments under the terms of the Equalities Act (2010), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.