

Teacher in charge of Psychology

Queen Mary's High School

Required for September 2023

Permanent position

Full Time

MPR/UPR + TLR3B

APPLICATION PACK



Queen Mary's High School
Upper Forster Street
Walsall
West Midlands
WS4 2AE

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Email: qmarys@qmhs.merciantrust.org.uk
Associate Headteacher: Mrs N Daniel
Chair of Governors: Mr T Normanton



June 2023

Dear Applicant

Vacancy for the role of Teacher in charge of Psychology

I would like to thank you for taking the time to find out more about this exciting and rare opportunity to teach at Queen Mary's High School. We are an Outstanding (Ofsted, 2021), hugely oversubscribed selective girls' grammar school in the heart of Walsall. We are co-educational in our sixth form provision with a wonderfully diverse school community. Our students are truly exceptional, highly motivated and aspirational, they are an absolute pleasure to teach. We are seeking to appoint a well-qualified and talented teacher to teach and lead our Psychology A Level curriculum.

This is an exciting time to join Queen Mary's High School as a member of our teaching staff, we are not satisfied with maintaining our Outstanding judgment, but seek to improve further, ensuring that every aspect of the school's provision meets the exacting standards that are described in the latest inspection framework. We are a forward looking and innovative school with a clear focus on equipping our young people for their future lives. We value the diverse nature of our school community and the sense of family that we experience is a significant strength.

Queen Mary's High School has a dedicated, expert and conscientious teaching staff, ably supported by superb associate staff. Our ethos and values are demonstrated by the endeavour of all in our school community, who work together to ensure the highest standards of academic achievement, and to provide excellent pastoral care that supports, nurtures and empowers our students in achieving this excellence.

The successful applicant will become part of a collaborative and supportive staff body, who share a vision to realise and achieve ambitious outcomes for every individual in our school. We empower professional autonomy in our middle leadership to ensure growth and success. We are not a school where one size fits all, but we are a school in which diversity thrives, is encouraged and is celebrated. We are much more than the sum of our parts, growing exceptional talent in both our young people and in our staff.

If you are, like us passionate about having a positive impact on young people's lives, and excited by this opportunity, we warmly welcome your application.

If you would like to find out more about us, please contact the school to arrange a visit and see the school at work. I very much look forward to hearing from you.

Nicola Daniel
Associate Head Teacher

THE SCHOOL

Queen Mary's High School is an 11 to 18 selective girls' grammar school with approximately 900 students. This number is set to rise to in excess of 990 by 2025 due to an increase in PAN from 120 to 150 in 2019. There are a small number of male students in the sixth form.

Since the school's successful bid for funding from the Selective Schools Expansion Fund (SSEF), it has been able to increase its PAN and to engage in outreach to the local community with the aim of increasing the number of local disadvantaged children being admitted to the school. This, together with the inclusion of a lower qualifying score for disadvantaged local children, has resulted in the average percentage of disadvantaged students admitted to the school in Years 7-9 being 28% with the aim of this rising to 30% for the whole school over time.

Located in the heart of Walsall, Queen Mary's High School has been educating young women since it was founded in 1893. We are a busy, friendly and energetic school with a distinctive family-oriented ethos, a positive culture and an ambition for success. We draw our students from a wide area including Walsall, Birmingham, Wolverhampton, Sandwell and Staffordshire.

A building project is underway which will provide additional teaching spaces as well as an additional science laboratory. On a compact site, space is at a premium and additional teaching rooms have been provided through the creative use of current areas.

Our aim is to enable each student to achieve excellence in all aspects of their life and in order to achieve this we:

- Provide opportunities for each students to achieve the highest possible standards
- Inspire a love of learning for its own sake
- Foster self-esteem and sensitivity to the needs of others
- Develop an appreciation of our cultural heritage
- Equip each student to take a responsible place in society

The Psychology Department

Our Ofsted inspection in October 2021, judged Sixth Form provision to be outstanding, recognising particularly the quality of the curriculum, teaching and learning. Psychology at Queen Mary's is a well-established, popular and successful subject at A Level.

The Psychology curriculum is well embedded, diverse and interesting. It supports students in developing wide ranging skills and expertise that prepare them for progression to a range of higher education courses and careers. The curriculum provides a wealth of opportunity for hands on practical approaches to the core psychological studies.

Our students are aspirational, highly motivated, articulate and eager to learn. A significant number of them aspire towards Psychology related career paths and as such our A Level uptake is excellent. Each year students aspire to Russell Group and Oxbridge universities and degrees for which Psychology A Level is an excellent precursor.

There is close collaboration between colleagues to ensure that our teachers are a team that is committed to rigorous, consistent and effective teaching methods. We discuss our practice, share pedagogy and talk about learning on a regular basis, both informally and as part of our CPD. We are looking for a colleague who loves Psychology and will enthuse and inspire our young Psychologists. Our students really enjoy high challenge learning and respond with engagement and positivity. Any student who meets the sixth form entrance criteria can choose to study A Level Psychology.

Although Psychology is only in the taught curriculum at A Level there is significant scope and opportunity for the successful candidate to develop the subject's importance and contribution to the wider and enrichment curriculum throughout key stage three and four, as well as to develop our partnerships working with local and regional public and private sector industries and institutions to further enhance the student experience.

THE TRUST

The Mercian Trust's name is both rooted in history and indicative of a geographical identity and ambition. It was in Mercia that St Chad established an association of small monasteries which fostered unity through *bonds of kinship*. The Trust intends, a thousand years later, to adopt the same spirit of kinship in our approach to a Multi-Academy Trust. The Trust recognises the unique history and achievements of constituent schools and academies that are part of the Mercian family.

The Mercian Trust is a unique multi academy trust based in Walsall with selective grammar schools, 11-18 comprehensive schools, a studio school and an Alternative Provision Free School.

Together our mantra is 'Life to the full in pursuit of what is good, right and true'.

This define this as equipping students to:

- Fulfil their potential
- Thrive in the world of work (when they leave our schools and sixth forms)
- Make a positive contribution to their families and the local, national and international community.

The Mercian family of schools are:

- Aldridge School
- Queen Mary's Grammar School
- **Queen Mary's High School**
- Shire Oak Academy
- The Ladder School
- Walsall Studio School
- Q3 Academy Great Barr
- Q3 Academy Langley
- Q3 Academy Tipton

JOB DESCRIPTION

As Teacher in charge of Psychology you will carry out duties in line with the conditions of employment as set out in the current *School Teacher's Pay and Conditions* document, and the Trust's policies and procedures.

Job Purpose:

- To secure high quality teaching and learning, the effective use of resources and high standards of achievement for all the students directly taught
- All teaching staff are expected to meet the requirements of the Teachers' Standards and these encapsulate the role of a teacher at Queen Mary's High School
- The position of Teacher in charge of Psychology also requires that certain aspects of the Post Threshold Standards are met (all of these are required for a UPR candidate)

PERSON SPECIFICATION

QUALIFICATIONS	ESSENTIAL	DESIRABLE	EVIDENCE
Honours Degree or equivalent	x		Application/ Cert
QTS		x	Application/ Cert
Professional teaching qualification	x		Application/ Cert

SKILLS, ATTRIBUTES AND EXPERIENCE	ESSENTIAL	DESIRABLE	EVIDENCE
A well-qualified graduate of Psychology	x		Application/ Interview
Experience of teaching 16 - 18 curriculum	x		Application/ Interview
A Level experience		x	Application/ Interview
Good track record of outcomes at A Level		x	Application/ Interview
Form Tutor experience		x	Application/ Interview
An awareness of the importance and role of the subject in contributing to the students' wider development	x		Application/ Interview
Ability to use national and school data in target setting and monitoring	x		Application/ Interview
Self-motivated hard worker	x		Interview
Ability to seek and respond to advice positively	x		Application/ Interview
Ability to work under pressure and to challenging deadlines	x		Application/ Interview
Relates well to students, staff and parents	x		Interview
Successful and innovative teacher	x		Interview
Effective classroom manager	x		Interview

Excellent communication skills – written and oral	x		Application/ Interview
Leadership potential	x		Application/ Interview
Effective inter-personal skills	x		Application/ Interview
Good organisational skills	x		Application/ Interview
Ability to communicate effectively with parents, colleagues and pupils in a manner appropriate to each	x		Application/ Interview
Clear sense of responsibility for their own professional development	x		Application/ Interview

VALUES AND ATTRIBUTES	ESSENTIAL	DESIRABLE	EVIDENCE
Believe in an environment that encourages all staff and students to give of their best	x		Interview/ reference
Commitment to safeguarding and promoting welfare of students	x		Interview/ reference
Commitment to home school partnership	x		Interview/ reference
Commitment to the school's role in the wider community	x		Interview/ reference
Commitment to continuing professional development and collaboration	x		Interview/ reference
Commitment to high standards of academic excellence and student behaviour	x		Interview/ reference
Commitment to caring for the individual	x		Interview/ reference

OUR OFFER

- A superb staff team committed to doing their very best for all in our school community
- Support from our Trust central teams and other schools in our Trust to ensure you have the tools to deliver success (our schools are all located close to one another, and we work better when we are working together)
- A wealth of support for your ongoing continuing professional development, including a Trust wide programme for teachers at all career stages, including an exceptional Early Career Teacher programme drawing on expertise from across the Mercian Trust
- We offer a range of benefits to support our staff wellbeing including access to the school fitness suite and a cycle to work scheme
- Never a dull moment; we never stand still, every day offers new challenges and opportunities within an ambitious, forward-thinking team

SAFEGUARDING AND SAFER RECRUITMENT

- Queen Mary's High School is committed to safeguarding and promoting the welfare of children and young people as required under the Education Act and expects all staff and volunteers to share this commitment.
You are required to:
- Uphold the school's policy in respect of child protection and safeguarding matters
- Have commitment to the school's equality policy
- Ensure any extra-curricular activities will be free from partisan, political and religious view. (Where political issues are discussed, a balanced view is always presented).

HEALTH AND SAFETY

The Law requires employees to:

- Take reasonable care of their own health and safety and that of others who may be affected by what they do at work.
- Co-operate with their employers on health and safety matters
- Carry out their work and duties in accordance with training and instructions
- Inform the employer of any work situation representing a serious and immediate danger, so that remedial action can be taken.

KEY INFORMATION – HOW TO APPLY

Post	Teacher in charge of Psychology
Responsible to	Senior Leader with line management responsibility for Psychology
Contract and Salary	Full time, MPR/ UPR plus TLR3B
Closing Date	9am, Monday 19 th June 2023 *We retain the right to close applications early*
Interview Date	Thursday 22 nd June 2023
Start Date	1 st September 2023
If you would like to visit the school	Please contact the Head Teacher's PA: Miss M Tomkinson m.tomkinson@qmhs.merciantrust.org.uk
How to apply	Complete the Mercian Trust Application form or the Online Application Form (TES Jobs). Please submit a supporting statement / letter of application outlining your suitability for this role.