



**Application Pack and Job Description  
Teacher of Psychology  
(KS5 Psychology with possibility of some Sociology)  
Teignmouth Community School, Exeter Road**



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**Teacher of Psychology**  
**(KS5 Psychology with possibility of some Sociology)**  
**Required from September 2024**

Ivy Education Trust is seeking to appoint a Teacher of Psychology. There is a possible opportunity for the right candidate to deliver some Sociology too. We are particularly interested in candidates that can help to expand our offer as the courses become more popular with our students. We are seeking outstanding individuals with drive, passion, enthusiasm and an ambition to join our Humanities Department in the next stage of its development and beyond. Your challenge will be to teach outstanding and interactive lessons, leading to high levels of student progress.

The Ivy Education Trust works closely with all schools within the Trust and beyond. The Trust celebrates the diversity of each of its schools and is founded upon the alignment of vision and values that we all commonly hold to secure the best outcomes for our pupils.

Ivy Education Trust is committed to providing a broad, balanced and ambitious curriculum in all its schools so all children and young people develop the character and qualifications needed to open doors to their future success. A strong focus on developing and providing inspirational teaching and leadership in all schools, through school-to-school improvement, ensures outstanding progress and educational enjoyment for all members of the partnership's community.

The unique character of each school is celebrated and nurtured to ensure choice and variety in educational provision. The Trust is determined that all children should be able to attend a good or better school regardless of where they live.

Our mission is to improve life chances for every child and young person we serve, through broadening their opportunities and enabling them to reach their full potential. We support and all members of our learning community to dream big, aim high, and achieve more than they ever thought was possible. If you share these visions and aspirations, then we very much welcome your application for this post.

Application forms and further information are available from our website, [www.ivyeducationtrust.co.uk](http://www.ivyeducationtrust.co.uk) or via email to [recruitment@ivyeducationtrust.co.uk](mailto:recruitment@ivyeducationtrust.co.uk).

Completed application forms should be sent to [recruitment@ivyeducationtrust.co.uk](mailto:recruitment@ivyeducationtrust.co.uk) before the closing date stated below.

Closing date for applications is Wednesday 6<sup>th</sup> March at 09:00. Interviews will be arranged once applications have been shortlisted.

# Job Description

**Post Title:** Teacher of Psychology (with some Sociology)

**College:** Teignmouth Community School

**Salary grade:** MPS / UPS 0.7 FTE

**Contract type:** Permanent – Starting September 2024

**Responsible to:** Head of Faculty for Humanities

## Key purpose of Job:

In accordance with the School Teachers' Standards, develop and deliver the Psychology (and Sociology) curriculum across the age and ability range, in accordance with the requirements of a professionally qualified teacher, ensuring high quality teaching and learning with outcomes that meet and exceed projected student progress.

## Expected outcomes:

Students, regardless of their social or cultural background, are motivated to succeed and make outstanding progress through creative, relevant and innovative teaching and learning

## Main Duties:

- Teach Psychology (and Sociology) to KS5 in such a way as to challenge and inspire all students, with clear objectives, delivered in line with department schemes of work and Trust policies.
- Plan and deliver lessons to students according to their educational needs and with reference to prior attainment, SEN and EAL as required, striving to ensure equal opportunities for all and to provide students with the opportunity to achieve their potential.
- Assess, record and report on the development, progress and attainment of students in line with Trust policies, ensuring that marking and assessment are of consistently high quality and in accordance with the school assessment policy.
- Maintain effective behaviour management in the classroom, using positive behaviour strategies to ensure learner's engagement in the lesson and maintaining the school's high expectations of behaviour for learning within every classroom.
- Monitor the progress and achievement of the students following the course and identify the appropriate intervention strategies for underachieving students.
- Set high expectations for students and develop their behaviour for learning through focused teaching and through the development of positive and productive relationships, utilising the school's behaviour management software to support rewarding and sanctioning students.
- Manage, develop and share resources to enhance teaching of Sociology and Psychology. Main Pay Range/Scale teachers are expected to contribute towards the creation of departmental schemes of work and assessment methodologies from the end of their ECT year (with some experience of doing this within the ECT year).
- To maintain a thorough and up-to-date knowledge of the teaching of your subject(s) and to take account of wider educational developments relevant to your work
- To engage actively in the school's Coaching CPD.
- Contribute to objectives of the curriculum area within the school objectives and take part in an annual review of the subject and curriculum area.
- Take a full role in the pastoral system of the school, by being a tutor and a member of staff well known to the community of students.

- To ensure the effective and efficient deployment of classroom support while working as a member of a designated team and contributing positively to effective working relations within the school
- To attend meetings and undertake break time duties as and when required, within directed time, as appropriate to the role and hours.
- To communicate and discuss students' progress with parents and, where appropriate, to communicate and cooperate with persons or bodies outside the school
- To follow agreed policies for communications in the school
- To take part in marketing activities, such as Open Evenings, Parents' Evenings, review days and liaison events with partner school/colleges; and Awards evenings and celebration events; and to contribute to the development of effective subject links with external agencies and partners within the Trust.
- To engage actively in the school's Performance Management review process
- To embrace the continued professional development programme within the school, striving to be a lifelong learner, maximising opportunities to have an impact within your role and to use the outcomes to improve your tutoring and teaching and students' learning
- Be familiar with, fully support and reinforce the aims, ethos, policies and procedures of the school/college and Trust with students, staff, parents and other stakeholders where and when appropriate.
- To make an active contribution to the development of the school's policies, including Department Improvement Plans and the overall school Improvement Plan and to contribute to the process of school Self-Evaluation taking full account of quality standards and performance criteria
- To supervise/line manage any technician, teaching assistant or temporarily assigned post within their curriculum area, as directed by the Head of faculty.

#### **Other Duties**

- All staff must commit to Equal Opportunities and Anti-Discriminatory Practice.
- The Trust operates a Smoke-Free Policy, and the post-holder is prohibited from smoking in any of the Trust buildings, enclosed spaces within the curtilage of buildings, and Trust vehicles.
- To support the achievement of the school's objectives by working proactively with colleagues on projects or activities outside direct area of responsibility as required
- To conduct oneself in a manner befitting a member of staff at all times, ensuring behaviours that display positivity to others.
- To make maximum use of opportunities to generate a culture of celebration and praise amongst the staff and students at the school.
- To follow the Trust's ICT policy for safe use of ICT
- To be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and to report any concerns in accordance with the Trust's safeguarding policies. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS.
- To place the safeguarding of all children in the school as the highest priority
- To comply with legislation, policies and procedures relating to confidentiality and data protection, reporting any concerns to the appropriate person
- To work in compliance with the codes of conduct, regulations and policies of the school and its commitment to equal opportunities
- To comply with the Trust's Health & Safety policy and statutory requirements
- To undertake any other additional duties not detailed above as required and as specified in the School Teachers' Pay and Conditions document, as long as they are commensurate with the level of the job.

**This is a description of the role as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.**

## Person Specification

Criteria	Essential	Desirable
<b>Qualifications</b>		
Teaching Qualification	✓	
Good Honours Degree	✓	
Class of Degree 2:2 or higher	✓	
Class of Degree 2:1 or higher		✓
<b>Professional Experience and Knowledge</b>		
Ability to teach Sociology and Psychology	✓	
Working with secondary school students across KS5.	✓	
<b>Personal Aptitudes, Qualities and Skills</b>		
Good communication and organisational skills	✓	
Ability to differentiate and personalise learning	✓	
Impart knowledge and develop understanding through effective use of lesson time	✓	
Manage classes effectively, using behaviour approaches which are appropriate to students' needs	✓	
Demonstrate high standards of personal and professional conduct	✓	
Understanding of safeguarding issues and promoting the welfare of children and young people	✓	
<b>Specific Requirements</b>		
Flexible and adaptive		✓
Self-motivated and enthusiastic		✓
Sense of humour/positive attitude		✓
Patient, tolerant and understanding		✓
Able to work within a team structure		✓
Suitability to work with children	✓	
A commitment to and evidence of promoting diversity and equal opportunities within a school, curriculum and in employment practice	✓	
Demonstrate the importance of work life balance and personal well-being	✓	

**Ivy Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All employees are expected to undergo Disclosure and Barring and employment checks.**