



Dame Alice Owen's School

NoR 1,450, Sixth form: 444

Ofsted: "An outstanding school", "Students achieve outstandingly well",
"Behaviour ... is excellent"

TEACHER OF PSYCHOLOGY (MPS/UPS)

The ability to teach another subject would be advantageous

We welcome applications from both ECTs and experienced teachers

Required for September 2023 / January 2024

Full Time, Permanent Post

Closing date: Noon, Monday 12th June 2023

Interview date: Friday 16th June 2023

We reserve the right to make an appointment before the closing date, so early applications are encouraged.

The governors of this highly successful, partially selective, mixed school invite applications for the post of Teacher of Psychology. We seek a highly motivated and energetic candidate to join our very successful and very well resourced Psychology Department, as part of a team of 2 excellent specialist teachers. Psychology is a very popular option at A level at the school. The ability to teach another subject would be an advantage. This post provides an excellent opportunity for an ECT or experienced teacher wishing to develop their A-Level teaching.

In the 2022 A level examinations, 44% of all grades were A* with 91% of grades being awarded A*-B. In GCSE examinations, students achieved a Progress 8 score of +0.74 and an average Attainment 8 score of 75.8 with 40% of all grades being a grade 9 and 95% of students achieving 5 or more grades 9-4 including English and Maths. 90% of A Level Psychology results were graded A*-B with 40% graded A*.

The Governing Body is committed to admitting the children of staff in line with our admissions procedures.

Please download our [Teaching Staff application form](#) from our website to make your application. Please note that applications cannot be considered unless the application is completed in full. We are not able to accept CVs for any posts based in school. To apply, please send your completed application form together with a covering letter stating why you are well placed to take this position at our school to recruitment@damealiceowens.herts.sch.uk by **noon, Monday 12th June 2023**.



Dame Alice Owen's School

Dugdale Hill Lane | Potters Bar | Hertfordshire EN6 2DU

Headteacher | Mrs Hannah Nemko MA

T: 01707 643 441

F: 01707 645 011

admin@damealiceowens.herts.sch.uk

www.damealiceowens.herts.sch.uk

INFORMATION FOR APPLICANTS

Name of post: Teacher of Psychology

Location: Potters Bar, Hertfordshire

Closing date: Noon, Monday 12th June 2023

Interviews: Friday 16th June 2023

Thank you for your interest in applying to Dame Alice Owen's School. Though much of the information we have about our school is available on our website, we have put some key information together here to help you through the application process.

The school is committed to safeguarding children, young people and vulnerable adults and promoting the welfare of children and expects all staff to share this commitment. Please take time to read our Safer Recruitment and Safeguarding and Child Protection policies available in the vacancy section of our website.

The selection process includes scrutiny of the information provided in your application form and a request for references including a reference from your current/previous employer.

If you have any general enquiries about the recruitment process, or to arrange a tour or informal discussion about this position, please do not hesitate to contact Accabre Rutlin, Head of Psychology at rutlina@damealiceowens.herts.sch.uk

The post you are applying for is exempt from the Rehabilitation of Offenders Act 1974 and applicants will be required to declare any convictions, cautions, reprimands and warnings that are not "protected" (as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020)). Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and an enhanced Disclosure and Barring Service disclosure check.

Please email your completed application form together with a letter of application to recruitment@damealiceowens.herts.sch.uk by **noon, Monday 12th June 2023**.

We look forward to receiving your completed application.

Hannah Nemko
Headteacher

Details of the School, Department and vacancy

Introduction

Dame Alice Owen's School is a mixed, partially selective secondary school with over 1,440 registered students and a vibrant and highly successful sixth form. Our school was founded 400 years ago by Dame Alice Owen, a remarkable philanthropist with an unusually modern vision for education. She established the first school in Islington and as demand outstripped space, it moved to its current setting in the Hertfordshire countryside. Because of its roots and its close and important relationship with the Worshipful Company of Brewers, there are 20 places each year for 11 year old students from Islington. It also offers 65 places to the highest scoring applicants who sit the entrance exam each year and a further 10 places for students showing the most aptitude in music who apply for a place in Year 7. The remainder of the places, in an annual cohort of 200, go to siblings, local students on the basis of proximity to the school and to those with priority need.

It is this combination of student and its truly outstanding record of achievement and added value that makes our school such a special place. It is oversubscribed by 5 applicants per place every year. Our dedicated staff, parents' association, Governing Body and school (staff and student) leaders constantly appraise and re-appraise the various aspects of school life, learning and achievement so we are never complacent. Our school faces the usual challenges of all educational establishments in the public sector, and ensuring that their impact is felt least by the students is a key objective.

We were delighted to be recognised as 'The Sunday Times Regional School of the Decade in November 2020' and the country's highest ranking non-fully selective state school of the year many times, but most recently in November 2022. Securing a place at Owen's has been described as "winning the lottery" in the Good School Guide and "the golden ticket" in Tatler. Our school benefits from some of the most able students in the country. Many of our school leavers from Year 13 have offers from top universities to choose from, including on average 20 places at Oxbridge each year.

Our Foundress left a number of fields in the then village of Islington to the care of the Worshipful Company of Brewers which now generate over one million pounds of additional income for the school annually, to support the school. This creates a very special ethos and fosters the very positive staff working environment. The students and staff benefit from a number of traditions including Beer Money, staff awards and Visitation.

What we can offer you

- An awareness of workload:
 - Minimal data entry. Reports to parents are very short with numbers replacing the need for additional prose;
 - Pride in supporting effective teaching and learning strategies which reduce staff workload whilst also having a positive impact on student learning;
 - Firm commitment to teaching staff undertaking minimal cover or none;
- An awareness of wellbeing:
 - A warm and supportive environment including numerous staff social events throughout the year. You can find our [Staff Wellbeing Statement here](#).
- A variety of benefits including:
 - The Governing Body is committed to admitting the children of staff in line with our admissions procedures;

- Access to an Employee Assistance Package, which provides staff with a wide range of health and wellbeing services;
- Excellent facilities and resources including a Fitness Suite which is open to all staff for certain hours outside of the school day;
- Ample free parking on school site;
- The school is situated on an attractive 35-acre site in the Green Belt. Central London is easily reached by rail from Potters Bar and the school is close to motorway links;
- Strong support to help you develop
 - Strong support for staff and an extensive programme of staff development opportunities. All staff members are encouraged to continue their personal development and undertake further qualifications if they wish.

Key qualities and attributes of Dame Alice Owen's School

Below are some of the key qualities and attributes we believe have contributed to the school's excellent reputation:

- Dedicated staff who are experts in their subject and responsive to change;
- Energetic, curious and enthusiastic students;
- Committed, forward-looking and supportive leadership;
- Strong sense of collaboration, both within departments and across the whole school;
- Superb pastoral care;
- Excellent resources and facilities;
- Wide range of co-curricular activities;
- Keen desire to develop as individuals and as a whole school.

Our primary aim is to work in partnership with students and parents to ensure that students achieve their full potential by:

- Striving for academic excellence;
- Providing a happy, safe, purposeful and caring environment and encouraging a sense of pride in the individual and our School;
- Embracing innovation whilst maintaining our strong links with tradition;
- Providing interesting and challenging opportunities so that students enjoy their learning and maintain a desire to continue learning throughout their lives;
- Recruiting and developing outstanding staff;
- Offering high quality co-curricular activities which involve all students;
- Promoting respect for and understanding of religious and moral values.

The Psychology Department

A subsidiary of the Science Department, the Psychology department is well resourced and is situated in the large, modern, airy laboratories.

The Head of Department is very experienced and there is excellent collaboration amongst teachers leading to a supportive atmosphere and high-quality teaching and learning across the Department. We seek out the latest developments in education to further improve the learning of our students as well as extra-curricular opportunities to further enhance learning such as our link with Dr Guy Sutton. There are numerous ICT resources to support learning and we encourage innovative uses of the resources available.

Teaching Programme

The Psychology Department is a supportive, vibrant and successful department offering the AQA A level course. Currently the department teaches aggression, schizophrenia and gender as options in Year 2, but this could be flexible depending on candidate experience, expertise and availability of resources.

Job Description



Post Title: Teacher of Psychology
Responsible to: Head of Psychology

Purpose of the Role: To teach a range of classes across the 11 – 18 age and ability range and use available resources to maintain the highest possible standards of teaching and learning in the subject.

Teaching and Learning

1. Teach well prepared, challenging lessons in accordance with Dame Alice Owen's expectations;
2. Make good use of class information and data to ensure all students are supported and challenged according to their needs;
3. Demonstrate your commitment to personal development through your actions and your commitment to your own Performance Management;
4. Implement curriculum change as appropriate;
5. Contribute to the writing and delivery of appropriate Schemes of Work which meet the academic needs of all students as directed by your HoD;
6. Ensure public examination syllabuses are taught thoroughly, keeping abreast of changes and swiftly making amendments as required;
7. Promote a stimulating learning environment, including useful and stimulating displays, which encourage students to learn.

Achievements and Standards

1. Track and monitor individual students to bring about improvement where needed;
2. Ensure appropriate participation in departmental moderation as required throughout the year;
3. Take responsibility for overall behaviour management within lessons and throughout the school to ensure a safe, secure and structured learning environment;
4. To play an active role in performance management and self-development activities.

General requirements

1. To carry out any pastoral support roles (including being a tutor and delivering PSHRE) as required;
2. To contribute to the extracurricular offer;
3. To play a role in ensuring effective safeguarding and wellbeing of our students;
4. Provide clear and useful feedback to students and parents/carers as required;
5. To attend periodical after school meetings/events such as Visitation, Parents' evening, as required by the Headteacher and published in the school calendar;
6. To check your email regularly and respond in a timely manner;
7. To contribute articles to the half-termly newsletter as appropriate;
8. To complete any other reasonable tasks as required by the Headteacher.



Person Specification

	Desirable/ Essential
Education	
Holds a degree (or higher) level qualification in a related subject	E
Holds QTS	E
Up-to-date in-service training in subject and whole school issues	E
Additional qualifications relevant to the post	D
Experience	
Recent experience of teaching the 11-18 age range	E
Experience of producing examination results to a high standard	E
Experience of facilitating outstanding extra-curricular provision	D
Experience of working in more than one previous school	D
Specialist skills and knowledge	
Strong working knowledge of the National Curriculum, issues and developments	E
Excellent administration, organisation and management skills	E
Excellent information and communication technology skills	D
Knowledge of equal opportunity issues for students and staff	E
Clear commitment to the safeguarding of students	E
An innovative and exciting approach to teaching and learning with an understanding and proven practice of excellence for all	E
Other	
An outstanding classroom practitioner	E
An energetic committed individual with a clear vision and unwavering commitment to excellence for all	E
Open and enthusiastic	E
A problem solver with a 'can do' attitude	E
Ability to multitask, prioritise, stay relaxed under pressure and deal with numerous challenges simultaneously	E
Willingness and clear commitment to be involved in extracurricular activities	E
Excellent emotional intelligence and interpersonal, communication skills	E
A good sense of humour!	E

This job description sets out the duties of the post at the time it was drawn up. Such duties may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot in themselves justify a reconsideration of the grading of the post.