



# PARK HOUSE SCHOOL

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RECRUITMENT PACK



Proud to be part of the  
**GREENSHAW**  
LEARNING TRUST

Park House School,  
Andover Road,  
Newbury, RG14 6NQ

Telephone: 01635 573911

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# PARK HOUSE SCHOOL

Dear candidate

Thank you for your interest in the role of **Teacher of Psychology/Sociology** at Park House School. We are proud members of the Greenshaw Learning Trust since 1st September 2022, a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing our own distinctive character.

The Trust is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

As one of the highest performing multi-academy trusts in the country, we currently have schools across South London, Berkshire, Surrey, Gloucestershire and South Gloucestershire, and Plymouth. We are continuing to grow and have further schools joining us on a regular basis.

We strive to be an inclusive and diverse employer and we encourage applications from underrepresented demographics. We recognise the need to achieve a good work-life balance and encourage discussions regarding flexible working across our schools and Shared Service teams. We aim to create the conditions under which our colleagues are able to thrive and to deliver exceptional work for the young people and communities which we serve. To get a feel of life at Greenshaw Learning Trust, please download our 'Why you should work for GLT' recruitment brochure on our jobs portal.

Park House School is committed to safeguarding and promoting the welfare of children and young people, therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

The school website provides a clear picture of our aspirations and our vision: however, please do not hesitate to contact us to seek further information from our School HR Apprentice Abi May, [amay@parkhouseschool.org](mailto:amay@parkhouseschool.org). We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.



Yours sincerely

James King, Headteacher

## ABOUT OUR SCHOOL

At Park House School, we have built our ethos on a strong set of core values which underpin everything that we do - Work Hard, Be Kind, Take responsibility. Our aim is to give students at Park House School a better chance of success than if they attended any other school in the country.

We are based in Newbury in Berkshire which in itself is in a beautiful area of the country and provides good access to Oxford and London. The area we serve is diverse, and therefore our catchment and students offer a range of expectations and challenges, being able to drive ambitions is key. Our ambition for our students to have the best chance of success is central to our drive and vision. This is best evidenced by our incredible results in the summer exams of 2023 and 2024. Whilst the nation's results plummeted back to pre-pandemic levels, Park House has had two years of significant improvements and in 2024 attained their best results ever at both GCSE and A-Level. Furthermore, the school has attained the highest grades at both GCSE and A-Level in West Berkshire. Progress 8 is again well above the national average this year at +0.6.

Working hard, Being Kind, and Taking responsibility underpin the standards that all staff and students work to meet every day, and run through all aspects of school life.

### Work Hard

We all strive to work hard, and have a strong desire and determination to achieve success. We believe there are no limits to what can be achieved. We do what it takes for as long as it takes. In other words, we go for it every day, and ensure that every minute of every lesson counts!

### Be Kind

We endeavour to remain polite and courteous to each other at all times, in all aspects of school life. Kindness is vital to ensure we create a friendly working environment for both staff and students, and to maintain a sense of togetherness and joy within the school at all times.

### Take Responsibility

Taking responsibility involves understanding the obligation to fulfill duties, make good choices, and accept accountability for actions. We foster responsibility by teaching students to take ownership of their learning, be independent, and understand the impact of their choices on themselves and others.

# TERMS AND CONDITIONS

## CONTRACT

Permanent

## SALARY

Salary calculated in line with the National Teacher pay scale, MPS/UPS

## HOURS OF WORK

32.5 hours per week, full time, 52.143 weeks per year

## PLACE OF WORK

Park House School, Andover Road, Newbury, RG14 6NQ.

## PENSION SCHEME

Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Teachers' Pension Scheme or a Personal Pension Scheme.

## HOLIDAY ENTITLEMENT

Subject to Working Time provisions of the School Teachers Pay and Conditions Document your holidays coincide with periods of school closure

## PROBATION PERIOD

New employees are required to complete a six-month probationary period.

## STATUTORY CHECKS

All employment offers are made subject to checks in line with Government guidance (some of which are dependent upon the role/individual). These include: online checks, evidence of identity and right to work in the UK, an enhanced Disclosure and Barring Service check, overseas criminal record check if the successful candidate has worked or resided overseas in the last five years, confirmation of a satisfactory medical report, satisfactory references, evidence of qualifications, DfE teaching/management barred list check.

# JOB DESCRIPTION

<b>Post:</b>	Teacher of Psychology/Sociology
<b>Responsible to:</b>	Head of Department

## ROLE OVERVIEW

We are looking for an enthusiastic subject specialist to join our committed Social Science Department. The successful candidate will motivate, challenge, support and inspire our students. They must also have relevant experience in a similar role with a proven track record.

## MAIN DUTIES AND RESPONSIBILITIES

- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.
- To monitor and support the overall progress and development of students as a Teacher/Tutor.
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- To contribute to raising standards of student attainment.
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.

## TEACHING, LEARNING AND STUDENT PROGRESS

- To undertake a designated programme of teaching across all key stages
- To teach consistently high-quality lessons
- To plan and deliver schemes of work and lessons that meet the requirements across KS3 – KS5
- To be a role model for students, inspiring them to be actively interested in your subject.
- To maintain appropriate records and to provide relevant accurate and up-to-date information for MIS, registers
- To complete the relevant documentation to assist in the tracking of students
- To set expectations for staff and students in relation to standards of achievement and the quality of learning & teaching
- To prioritise and manage time effectively, ensuring continued professional development in line with the role
- To follow the school policies and procedures



- To ensure the effective/efficient deployment of classroom support
- To maintain discipline in accordance with the school procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework
- To update professional knowledge and expertise as appropriate to keep up to date with developments in teaching practice and methodology.

## **STAFF DEVELOPMENT**

- To lead, monitor and evaluate the assessment and feedback to students in line with whole school and department policy
- To follow department monitoring and tracking systems relating to students' attainment, progress and achievement
- To mark, grade and give written/verbal and diagnostic feedback as required
- To undertake assessment of students as requested by external examination bodies, curriculum areas and school procedures
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required
- To complete the relevant documentation to assist in the tracking of students
- To follow department policy regarding department tracking of student progress and use information to inform learning and teaching
- To follow setting and co-ordinating assessment arrangements in history at all Key Stages, and in all areas as required by school policies, including standardising those assessments.
- Commit to their own professional development, proactively identifying development opportunities

## **OTHER JOB REQUIREMENTS**

- The teacher will be part of the school's appraisal scheme. They will have a team leader who will set agreed targets for the year. The team leader will monitor and review performance, including classroom teaching.
- The school will support the continuing professional development of all staff, to ensure that their expertise is being kept up to date.

## **SAFEGUARDING**

- Be keenly aware of the responsibility for safeguarding children and to help in the application of the Safeguarding Policy within the school.
- Comply with the school's Safeguarding Policy to ensure the welfare of children and young persons.

- Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment.

The duties and responsibilities in this job description are not restrictive and you may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

# PERSON SPECIFICATION

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples, within their application.

	Essential	Desirable
<b>Training, Qualifications and Experience</b>		
Teaching qualification (QTS)	x	
Commitment to own self development	x	
Hold a recognised degree (or equivalent) with a good classification in a relevant subject	x	
Relevant Postgraduate studies		x
<b>Personal and Professional Qualities and Attributes</b>		
An outstanding classroom practitioner	x	
Ability to teach your subject area up to Key Stage 4	x	
Desire to further raise overall achievement in your subject area through promoting the highest standards of teaching and learning	x	
A flexible approach to the teaching of your subject that seeks to promote the learning opportunities of all students and to secure the highest possible levels of achievement	x	
Demonstrate a commitment to following the School's principles of teaching, learning and assessment	x	
Good discipline/classroom management	x	
Commitment to working within the School's Safeguarding Policy and Procedures	x	
Commitment to high standards and expectations.	x	
High levels of professional integrity	x	
Proven experience of maximising student outcomes at all levels		x
<b>Additional Requirements</b>		
Excellent subject knowledge and a genuine passion for teaching your subject	x	
Detailed knowledge of current curriculum and pedagogical developments in the teaching of your subject and the wider curriculum	x	
Understanding of Exam Board specifications	x	
Detailed knowledge of current curriculum and pedagogical developments in the teaching of your subject and the wider curriculum	x	



Understanding of Exam Board specifications	x	
Committed to the safeguarding of children	x	

# THE RECRUITMENT PROCESS

## APPLICATION

To apply for a vacancy, please register for an online account and complete the online application form on the GLT website. In the application form you should demonstrate how you meet the requirements set out in the person specification. Include specific examples which support your application. You will have the opportunity to upload additional documents in support of your application if required.

Please ensure you enter your correct email address when registering for your online account. This is the email address we will use to contact you about your application.

Applications must be received no later than 11.59pm on 20th May 2025. Applications received after this date will not be considered. We reserve the right to interview candidates as applications are received and close the advert prior to the closing date should an appointment be made.

## INTERVIEW PROCESS

Interviews will be held on 22nd May 2025. Shortlisted applicants will be invited by email to attend an interview. References may be taken up after shortlisting. Please indicate on your application form if you are happy for us to do so. As part of your interview, you may be asked to undertake a practical test related to the knowledge and abilities in the person specification.

## TAKING UP POST

The successful applicant will take up the post on 1st September 2025.



## GREENSHAW LEARNING TRUST



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