

**Teacher of Psychology (0.6 FTE)**

**Closing date:** **Monday 12 June at 9am 2023**

**Interview date:** **Wk of 12 June 2023**

**Start date: September 2023**

**Contract type: Part time / permanent 0.6FTE**

**Pay range: M1 – UPS3**

Required from September 2023 to teach Psychology, Sociology and Criminology to 16-18 at Coombeshead Academy (part of Education South West). The Sixth Form curriculum area have a full range of courses, both A levels and BTECS/Diplomas to help students achieve their aspirations for the future. We also pride ourselves in creating a supportive environment to make that transition to independent study. With an emphasis on developing the student experience outside of the classroom we are developing our sporting and well-being programme to include use of fitness suite, and introduction of yoga and other mindful activities to ensure a well-rounded approach to wellbeing.

This is expected to be a part-time 0.6FTE role although a willingness to be flexible in future years as the Sixth Form college grows would be welcomed. Please come for a visit and meet the Sixth Form department. We welcome applications from ECTs as well as experienced teachers.

What we can offer you:

* The opportunity to work in a school where all staff are viewed as part of the family.
* Somewhere where leaders look after you as well as encourage you to pursue your aspirations and goals.
* A school where the classroom and the learning experience for young people is the centre of everything that we do.
* A school with a healthy view of the work life balance needed to be a great teacher.
* Shared schemes of learning and pre-planned resources support workload reduction.
* A sensible and balanced approach to marking and feedback in order to further reduce workload.
* The freedom to experiment in your own classroom.
* A clear behaviour policy which supports you to be able to teach with enthusiasm and freedom to a receptive audience.
* Opportunities to share your practice and learn from others across the trust and the teaching school alliance.

If you are interested in this position please email your completed application to: caroline.battong@educationsouthwest.org.uk **no later than Monday 12 June at 9am** with interviews taking place wk commencing 12 June.

ESW is committed to safeguarding and protecting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and an enhanced disclosure via the Disclosure and Barring Service.

**Coombeshead Sixth Form College**

**Job Description**



Post Title: **p/t Teacher of Psychology, Sociology and Criminology (0.6FTE)**

Responsible to: **Director of Sixth Form**

Scale: **MPS/UPS**

Start: 1 September 2023

This job description is not a comprehensive definition of the post. Discussions will take place on a regular basis to clarify individual responsibilities within the general framework and character of the post as identified below. The conditions of employment of teachers in the School Teachers’ Pay and Conditions of Service Document apply to this post, whose holder is expected to carry out the professional duties of a teacher as circumstances may require, under the reasonable direction of the Headteacher. Appropriate level of performance is defined in the Framework of Performance Standards for Teachers in England.

## Job Purpose

To be an effective teacher and tutor who supports and challenges all students to achieve their full potential.

**Accountabilities:**

1. To maintain a thorough and up-to-date knowledge of the teaching of your subject(s) and take account of wider curriculum and pastoral developments which are relevant to your work.
2. To plan tutorials, activities, lessons, and sequences of lessons to meet students’ individual learning needs.
3. To use a range of appropriate strategies and follow School policies for tutoring, teaching, behaviour management and classroom management.
4. To do all you can, involving parents and other agencies, to ensure that because of your tutoring and teaching you promote the health, safety, economic wellbeing and achievement of your students.
5. To assess, monitor and record the progress of students in your teaching and tutorial groups and give them clear and constructive feedback.
6. To set well-grounded expectations for students in your teaching and tutorial groups using information about prior knowledge and previous attainment, making progress as good or better than similar students nationally.
7. To take responsibility for your own professional development and use the outcomes to improve your tutoring and teaching and your students’ learning.
8. To make an active contribution to the policies, aspirations and plans of your year group, of your curriculum team and of the school.

**UPS2:** UPS2 teachers are expected to make a sustained and substantial contribution to the school based on threshold criteria.

**UPS3:** UPS3 teachers play a critical role in the life of the school. They provide a role model for teaching and learning, make a distinctive contribution to the raising of students’ standards and contribute effectively to the work of the wider team. They take advantage of the appropriate opportunities for professional development and use outcomes effectively to improve students’ learning.

## Performance Management

## Your annual performance review is based on this overall job description and with particular emphasis on your annual targets. These are set in discussion with your line manager and grouped under the headings: Professional development; Team Improvement Plan; student progress.

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| --- | --- | --- | --- |
| **Name:** |  | **Date:** |  |

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| --- | --- | --- | --- |
| **Signed:** | (Principal) | **Signed:** | (Member of Staff) |

**Coombeshead Sixth Form College**

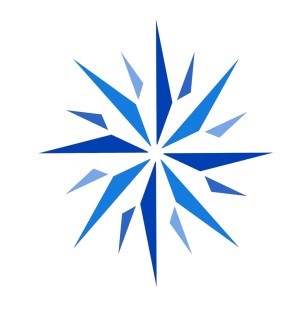
**Teacher of Psychology, Sociology and Criminology.**

**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.

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| --- | --- | --- |
| **Essential** | **Desirable** | **Evidence Base** |
| **Qualifications** | | |
| Degree and Qualified Teacher Status | Essential | Application Form / Certificates |
| Successful experience of teaching subject in placement or a previous school. | Essential | Application Form / Certificates |
| **Professional Experience and Knowledge** | | |
| Successful teaching and curriculum experience | Essential | Application Form |
| Ability to teach subject to GCSE. | Essential | Application Form |
| Experience of teaching at A Level. | Desirable | Application Form / Certificates |
| Ability to communicate effectively with students, parents and colleagues. | Essential | Application Form / Interview |
| Ability to use assessment for learning and data to improve student performance. | Essential | Application Form / Interview |
| High level ICT skills. | Essential | Application Form / Interview |
| Inspirational practitioner with a passion to enthuse and engage students so they achieve their full potential. | Essential | Application Form / Interview |
| Excellent understanding of the curriculum and current developments in teaching and learning. | Essential | Application Form / Interview |
| Positive attitude towards your own and others professional development. | Essential | Application Form |
| Able and willing to make a full contribution to the life of the curriculum team and the wider school community. | Essential | Application Form |
| **Personal Qualities** | | |
| Adaptable, flexible. | Essential | Application Form / Interview |
| Able to take responsibility and show initiative. | Essential | Application Form / Interview |
| Enthusiastic and inspiring. | Essential | Application Form / Interview |
| Able to command respect. | Essential | Application Form / Interview |
| Excellent team member, able to work both independently and cooperatively with others. | Essential | Application Form / Interview |

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**How to apply**

**Application deadline**

Completed applications must be received by **9am,** **Monday 12 June 2023.**

Please submit your application to Caroline Battong:

[caroline.battong@educationsouthwest.org.uk](mailto:caroline.battong@educationsouthwest.org.uk)

**Completing your application**

Candidates are asked to complete all the standard information required on the application form, and to submit a supporting statement outlining your suitability for the role.

The Governors are committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and an enhanced disclosure via the Disclosure and Barring Service.

It is the Governors’ Policy to ask to see original certificates for all qualifications of A Level or equivalent, and above, at interview.

**Discussion and visits**

Informal discussions with the Director of Sixth Form are welcomed, as well as visits to the school. Please arrange a suitable time with Caroline Battong [caroline.battong@educationsouthwest.org.uk](mailto:caroline.battong@educationsouthwest.org.uk). Telephone: 01626 248971

**References**

Candidates are advised that references will be taken up immediately after shortlisting. Candidates are asked to ensure that their referees are informed of the need to respond within the timescale set. In all cases, at least one professional reference is required.

The post will be offered subject to satisfactory completion of pre-employment checks.

**Welcome to Coombeshead Academy**

Coombeshead Academy is a thriving 11-18 school with students joining us from a range of partner primary schools across Newton Abbot and the surrounding area. We also welcome students from other secondary schools into Year 12 where they can study A Levels and vocational Level 3 courses in our successful Sixth Form collaboration with Teign School and South Devon UTC.

Our school forms part of Education South West (ESW) where we work in partnership and collaboration with other schools to build success for young people across South Devon.

Our school vision is based on **Inspiring Excellence**where we believe that every young person should have the opportunity to learn in a stimulating and inspirational environment where they can be challenged at the highest levels, as well supported and nurtured, to achieve their very best.

Our core values of**Positive** **Attitude, Endeavour, Achievement, Community and Enrichment**underpin all our decisions and interactions with students and families. We offer a broad and balanced academic curriculum. We focus relentlessly on the experiences and outcomes our students receive during their time with us so that they are fully equipped with the qualifications and life experiences needed to be successful adults.

**‘Growing you whole self’**by accessing the wider curriculum offer that is available at school is a central element of our school. The whole self is about being a leader, taking part and generally exploiting every opportunity that is offered by the school.

These core values are encapsulated in our motto of the **Coombeshead Way**

1. **Turn up and be ready:** We want every student here at school every day. We know that good attendance guarantees good outcomes and therefore better life chances to get the jobs they want in the future. By being ready to learn with the right attitude and the right equipment no learning time is wasted and the progress our young people make every lesson can be maximised.
2. **Work hard:**By putting in 100% effort every lesson, every day and never giving up even when facing challenges with new learning and with more difficult concepts.
3. **Be nice:** We want all our young people to focus on treating each other with respect and tolerance as well as allowing everyone to learn and excel in every lesson

We have a caring, disciplined, family atmosphere. All our students are known and treated as individuals. We have high standards, and we place particular emphasis on school uniform 11-16, exemplary behaviour, attendance and punctuality.

We value all our staff, and we ensure their skills and knowledge are second to none through a comprehensive professional learning programme.

We look forward to welcoming you to Coombeshead Academy.

**Education South West (ESW)**

Thank you for your interest in Education South West - we are always on the lookout for exceptional talent to join us and contribute to our team of creative education professionals.

At Education South West we believe that education makes children’s lives better. We believe that every child has the right to achieve all that they are capable of and more, regardless of their background or raw ability.

Across all our schools our staff aim to provide an educational experience which is outstanding; our schools all believe strongly in the power of and broad and balanced curriculum. Sport, art, technology drama and music play a key role in all our schools.

We encourage innovation, creativity, and individuality. By sharing this individuality and creativity we believe that schools and communities become stronger through unity and collaboration.

We are caring and compassionate. Every individual in our schools matters and we believe strongly that children and staff should enjoy their time at school, and work. A positive can-do attitude to their work and study is necessary. The happier and more stimulated a person is the more motivated they are to improve.

We believe in developing a positive attitude to learning and to life, in having clear goals and in providing a supportive environment to help the realisation of these.

We support and challenge our school leaders and the staff in our schools to be the best they can, leading effective teams at every level, growing future leaders, and working together to provide an exciting education for all.

We welcome and support aspirational and ambitious teachers and classroom support staff, dedicated to supporting children through their time at school.

We offer excellent opportunities and professional development through in-school CPD, our Research School status, through our teaching schools and through our links with the wider education community. We are ambitious for our children and our employees and always looking to support, challenge and develop talent, whatever stage you are in your career.

When recruiting staff to work with children we place immense importance on:

* people who go the extra mile.
* a commitment to professional development and a desire to continue learning, via research, private study and in learning from others.
* a desire to ensure that everything that is done within schools is the best it can be.
* a firm commitment to the philosophy that we work in education to improve young people’s lives and improve society; we serve our communities and the wider populace.
* the ability to develop positive relationships with pupils, students, and parents.
* good interpersonal and communication skills when liaising with stakeholders.
* a good sense of humour.
* a commitment to working in partnership with others and sharing selflessly best practice within and outside of ESW.

Your journey with ESW starts here and we look forward to meeting you in the future.



**THE SIXTH FORM COLLEGE**

At Coombeshead Sixth Form College we have a full range of courses, both A levels and BTECS/Diplomas to help students achieve their aspirations for the future. We also pride ourselves in creating a supportive environment to make that transition to independent study. With an emphasis on developing the student experience outside of the classroom we are developing our sporting and well-being programme to include use of fitness suite, and introduction of yoga and other mindful activities to ensure a well-rounded approach to wellbeing. The new entrance is well underway, and should be ready for the students in the new year. The signs are up and we are ready to go!

Students have been to Learn 2 Live, a presentation from the emergency services preparing them for safe road use as they consider their development as drivers. We have had the opportunity to take students interested in a career in teaching to the Future Teachers Conference, which has resulted in students applying for teacher training degree pathways, continuing Coombeshead Sixth Form’s long record of inspiring the next generation of educators.

Year 13 students have completed their UCAS university applications and are receiving some fantastic offers form universities across the country for a wide range of courses.

Our Student Union continues its charity fundraising, currently sending candy canes around the building spreading some festive joy and raising much needed funds. We raised over £100 for charity so far this year through bake sales and a pool tournament for Macmillan and Red Nose Day.

We have welcomed European students this year and they have been an absolute pleasure to have, and have contributed much to our understanding of different cultures.

**STAFF AND STUDENTS OF THE COLLEGE**

All staff are considered leaders within the college and given the opportunity to participate in the decision-making process through regular curriculum team, pastoral and staff meetings and governor meetings.

Relationships between staff and students here are excellent. We see evidence of this in the time which staff devote to giving students individual help outside of classes and the time and energy they commit to trips. Our students are well motivated and responsible, and we receive many plaudits when they are active on visits.

**CONTINUING PROFESSIONAL DEVELOPMENT**

We are very clear in our belief that the staff are our best resource and invest a lot of time and resources in continuous professional development.  We place a great deal of importance in supporting trainee teachers and NQTs.  All our NQTs have an individual curriculum team-based mentor as well as mentoring from the Professional Development Leader.  We do our absolute best to offer all our staff a continuous training programme as their career enters various stages from NQT through to preparation for middle and senior leadership, and then on eventually to headship.  Our policy is to train our own staff who can then lead others.

We also use Incremental Coaching as the basis of regular developmental discussions for staff.

**THE CURRICULUM**

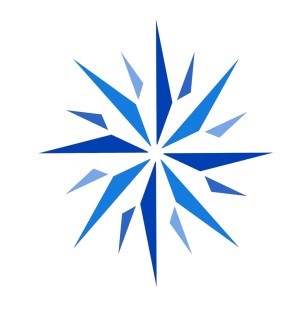
We have a clear vision of what makes teaching and learning at Coombeshead distinctive. Learning here is exciting, inspiring, engaging, and effective. We train all our staff in using effective teaching and learning strategies based on the principles of the model for expert teaching the work of the EEF and Research School. We support staff by having a programme of Incremental Coaching that ensures that all staff have access to a coach who focusses on in-lesson improvements in teaching strategies.

Our Sixth Form offers a wide programme of A levels and vocational qualifications. We are proud of the breadth of our curriculum with many opportunities for enrichment as part of the Sixth Form which prides itself on being a thriving community of its own.

**EXTRA CURRICULAR**

We have a thriving extra-curricular programme which is always changing and always developing. We will discuss with you at interview how you would like to contribute to this programme. We run many sports teams who achieve County and national success, and stage many different concerts and drama productions throughout the year.

There are many other trips and visits which enhance the curriculum including a Creative Arts residential in London / Bristol, English, and Drama residentials in London and Stratford, Geography and Biology field trips and so on. Staff would not give up this time if they did not enjoy working at Coombeshead with our students, and we are enormously appreciative of their time and goodwill.

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