March 2021 Ref: EYA/NMA

Dear Applicant

**Full Time Teacher of Psychology required from September 2021**

Thank you very much for your interest in the post of Full Time Teacher of Psychology at Hayesfield Girls’ School and Mixed Sixth Form. We welcome applications from candidates who can also teach A level Sociology and A level Criminology although training will be provided. This is a full-time permanent position starting in September 2021.

This post will require someone who has a love of teaching and a passion for education and who is, or has the ambition to become, an outstanding practitioner. You should also be fully committed to providing learning and enriching opportunities outside of the timetabled school day. In return, we can offer you a strong teacher professional development programme, which affords many leadership opportunities to its employees.

Hayesfield is a unique and exciting school; it is an oversubscribed Girls’ School with a co-educational Sixth Form with accommodation over two sites. The School is truly comprehensive, serving both the most affluent and deprived wards in Bath. In order to meet the needs of all students we have significantly altered our approach to the curriculum and our pastoral care and have developed partnerships with a range of external providers. Even though we are proudly an ‘English Baccalaureate’ School and the majority of our students take a fairly traditional curriculum offer at both GCSE and A Level, we also work hard to provide high quality alternative vocational courses to ensure that all students can achieve their personal best here.

Ofsted recognised our achievements in March 2017, by awarding the School ‘Good’ with ‘Outstanding’ for the Sixth Form. You are very welcome to read our Ofsted report, which can be found on the website. We are very proud that our students were recognised as being confident, self-assured learners whose behaviour is exemplary both in lessons and around our School. We were set the challenge to ensure consistency in the quality of Teaching and Learning across the School so all subjects match the highest standards that are achieved in most areas.

Post-Ofsted, the School has gone from strength to strength and our 2020 examination results reflect our continual strive for excellence. 70% of students gained a strong pass in Basics (Grades 5-9 in English and Maths) and the Progress 8 score of +1.04 places Hayesfield in the top 5% of schools nationally. Please see the School’s website for more information regarding our exam results.

Students here achieve so highly because we have staff who are hardworking and committed to securing success for every single student they teach. We have a thorough appraisal process that sets targets based on expected student outcomes and we use this system to reward staff for exceptional performance.

The school has moved forward across a number of areas as a result of the appointment and development of an excellent team of teachers and associated staff. The staff are very supportive of each other and there is a strong sense of identity. Many Faculties are fully involved in curriculum innovation and include lead practitioners.

Hayesfield is a very popular school with families in Bath. We are heavily oversubscribed and, over the last five years, have grown from a six to eight form entry school. We received 310 first place choices for 224 places for September 2021.

At Hayesfield, we aim to provide an unrivalled programme of extra-curricular and enrichment activities, which allow our students to develop their individual character. Our extra-curricular dimension has grown exponentially over the last three years and is an integral part of our school offer. It is no coincidence that as we have grown our ethos in character development we have also become increasingly popular with families in Bath.

We provide opportunities for students to develop personal responsibility, leadership and self-discipline. We have a House system which allows students to be elected as representatives for Sports, the School Council and for their Tutor Group. We have a very popular Duke of Edinburgh Award scheme (Bronze, Silver and Gold offered), we take part in the World Challenge expeditions, and we even have our own Royal Navy Combined Cadet Forces Unit. We also have students who are designated E-Safety Gurus, Peer Mentors and lead our Anti-bullying campaign.

The School has undergone a major building development, with the aim of creating a campus school with faculties based primary on single sites. In 2009, the Sports and Performing Arts facilities in the new West Wing were opened. The Brougham Hayes Campus has been developed as a STEM centre. The Nucleus, a new science block, was opened in September 2012, Maths completely refurbished in October 2013 and The Design Studio was opened in February 2014. The third phase of the property strategy entailed the creation of a new Sixth Form Centre on the Upper Oldfield Park Campus and this opened in October 2014. In September 2019 we opened a reading room called the ‘Book-Eyrie’ on the Upper Oldfield Park Campus. We are currently extending the refectory at Upper Oldfield Park and creating an additional performance space.

It is an exciting time to join Hayesfield and we would welcome a professional who understands the greatness that can be achieved in a girls-only environment! You will have the opportunity to make a unique contribution to our School’s journey to outstanding and we, in turn, will provide unwavering support to further develop your teaching.

To apply for this post, please read the job description and complete the application form with a written statement of application (no more than two sides of A4).

If you wish to apply, please note that the closing date is **9.00am Monday 19th April 2021.**

We look forward to receiving your application.

Yours sincerely

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Emma Yates

Headteacher