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**Recruitment Information Pack**

**Teacher of Psychology & Health and Social Care**

David Nieper Academy

Grange Street, Alfreton, Derbyshire, DE55 7JA

T: 01773 832331

March 2023

Dear Applicant

Thank you for showing an interest in the post of Teacher of Psychology & Health & Social Care at the David Nieper Academy.

Our Academy is sponsored by the Christopher Nieper Education Trust (previously David Nieper Education Trust), together with local employer partners, who are highly committed in supporting the development and achievements of our students. With a clearly defined approach to teaching, applied learning and brand-new purpose-built facilities, which opened in February 2017, we believe that this is a truly exciting time to join the academy. We are a growing academy now of 780 students 11-18 and will soon be at our full capacity of 850 students 11-18. This role is a new post due to our growing pupil numbers. Our September 2022 Ofsted Inspection graded the academy as ‘Good in all areas’, a fantastic improvement from the ‘inadequate’ Ofsted rating when we took over the academy - and we endeavour to build on this as we grow and develop further. We are currently the only academy within the Trust however the Trust is likely to grow in the very near future with a number of other schools actively looking to join.

Our aim is to raise standards, expectations, aspirations, inspire excellence and to encourage students to achieve their full potential. We will help them develop confidence and key lifelong learning skills and to obtain the qualifications required as they look to future careers and explore the many opportunities in further education, apprenticeships, university and beyond.

David Nieper Academy has a clear distinctive character due to the integrated involvement of its prestigious business partners. High profile local businesses, most being either international or national household names such as Denby Pottery, Owen Taylor & Sons Ltd, Bowmer & Kirkland, Places for People, Equip UK alongside David Nieper Ltd, are committed to bringing the world of work and 21st Century employment practices into every classroom. Practical contextual applied learning has been proven to assist all students in retaining and understanding more fully the concepts and principles taught in the classroom. We are looking for a candidate who will embrace this approach and ensure that David Nieper Academy is adopting this approach through its world class learning pedagogies.

If you like the sound of the academy and Trust and are keen to be instrumental in its future success, then we would like to hear from you and look forward to receiving your application by 9.30am Monday 20th March 2023. If you would like a conversation or tour of the academy prior to application these are warmly welcomed.

If you have any queries or would like a conversation or tour of the academy please contact Mrs Maria Barnes, HR Assistant, via email at [mbarnes@davidnieper.academy](mailto:mbarnes@davidnieper.academy)

Yours faithfully



Dr Kathryn Hobbs

Headteacher/ CE

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**Christopher Nieper Education Trust**

**Teacher of Psychology & Health and Social Care**

David Nieper Academy, Grange Street, Alfreton, Derbyshire, DE55 7JA

Age Range – 11-19

Full time permanent position

Would suit an experienced teacher or newly qualified teacher

Responsible to Head of Faculty

Start: September 2023

Salary: Main scale or UPS

The David Nieper Academy is a newly formed academy in Alfreton, Derbyshire. A brand-new school building opened in early 2017 with the Sixth Form Centre opened in September 2017. A key aspect of our vision is our focus on applied learning within all subject areas and across all year groups. We have seen an increase in student numbers within each year group and we are looking to build on this year on year. This is an immensely exciting time to be joining the academy and being a key component in the development of the academy.

We are introducing A Level Psychology from September 2023 with a large cohort of students wishing to pursue this subject.

All staff have access to ongoing CPD, wellbeing support and other benefits associated with being linked to our Sponsor David Nieper. We offer a very strong and comprehensive NQT induction programme, followed by continuing support and development.

The Governing Body is seeking to appoint a teacher of Health and Social Care to continue our excellent work in this area.

The successful candidate must be able to:

* plan and deliver outstanding lessons that engage and motive students
* work well as part of a team
* embrace the co-curricula and extra curricula aspects of the academy
* have excellent communication and interpersonal skills
* have a ‘can-do’ attitude; be highly organised and
* have the ability to work under pressure.

The Governing Body is committed to the safeguarding of children and young people, so all staff appointments are subject to employment checks and a satisfactory enhanced DBS check.

Candidates should indicate an acceptance of, and a commitment to, the Academy’s policies in relation to equality and safeguarding and promoting the welfare of children.

It is an offence to apply for this role if an applicant is barred from engaging in regulated activity relevant to children.

Please follow the below link to view the Christopher Nieper Education Trust Safeguarding/Child Protection Policy <https://davidnieper.academy/about-us/academy-policies/>

**How to Apply**

To apply please complete and return an application form along with your covering letter, clearly demonstrating your suitability for this post. CV’s will not be accepted. Send via email for the attention of the HR Assistant, Mrs Maria Barnes, [mbarnes@davidnieper.academy](mailto:mbarnes@davidnieper.academy)

**Closing date for applications: 9.30am Monday 20th March 2023.**

Interviews are likely to be 24th March 2023; however, this is subject to change.

If you have not heard from us within 2 weeks of the closing date, please assume that unfortunately, on this occasion, your application has not been successful.

**Teacher of Psychology & Health and Social Care**

**The Role**

To provide highly effective teaching of A Level Psychology and Health and Social Care at Level 2 and 3 in both Key Stage 4 and the Sixth Form, contributing to the ongoing development of the Faculty and Sixth Form.

Due to the growth of our Sixth form we are introducing A level psychology from September 2023. We are looking for a well-qualified, skilled and enthusiastic teacher of Psychology to introduce and teach this subject to a very keen cohort of students.

Health and Social Care is taught across Key stage 4 and Key stage 5. We offer at Sixth Form a very successful National Level 3 Extended Certificate and at Key Stage 4 BTEC Level 1/2 Tech Award. A key aspect of our Level 3 provision is that all students take part in a one day a fortnight work placement/ employer engagement, allowing them to put into practice the work they have covered in lesson.

The Humanities Faculty at David Nieper Academy

**The Role**

To provide highly effective teaching of Humanities with a main specialism of Psychology, contributing to the ongoing development of the Psychology and Health & Social Care curriculum and the Humanities Faculty. To be a full and contributing member of the Humanities Faculty and the Academy.

The Humanities Faculty currently encompasses a wide range of subjects including:

Key stage 3 & 4 History (A level History from September 2023)

Key stage 3 & 4 & 5 Geography

Key stage 3 & 4 RE core and GCSE

Key stage 3 & 4 & 5 PSHCE and Citizenship

Key stage 3 & 4 French

Key stage 4 & 5 Business Studies

Key stage 5 Finance

Key stage 4 &5 Health & Social Care

Key stage 5 Sociology

Key stage 5 Psychology (from September 2023

The Humanities Faculty at David Nieper Academy

The humanities faculty at David Nieper Academy includes history, geography, religious studies, MFL, PSHE/citizenship, Business Studies, Health & Social Care, and sociology and will be expanding to include Psychology. Despite its wide variety of subjects, the faculty works very closely together and shares a common ethos when it comes to education. Our view is that every single young person – regardless of their background – is entitled to access the rich body of knowledge that characterises the disciplines we represent. We firmly believe that it is from this rigorous knowledge-led foundation that students are best-equipped to succeed in the applied learning opportunities that we are committed to providing here at David Nieper Academy. As such, successful candidates would be joining a faculty that:

* Is committed to developing innovative, research-informed teaching based on knowledge of how children learn
* Celebrates explicit instruction as an approach to teaching that supports the fostering of students’ knowledge acquisition, independence and criticality skills
* Is self-reflective and constantly striving to improve the key principles of our practice (namely: review, acquire, question, model, practice, assess and feedback)
* Is newly and fully resourced after a recent curriculum over-haul
* Has a ‘warm but strict’ approach to discipline where expectations are high
* Is highly supportive and enjoys a strong sense of collegiality and humour

Overall, this is an immensely exciting time to join this thriving and growing faculty on our drive to improve results. Our knowledge-led approach is proving to be more popular than ever amongst students leaving to large number of groups at both GCSE and A Level. Due to the growth in the Sixth Form A level Psychology and History will be introduced from September 2023. If you have any further questions about our Faculty, please do get in touch.

**Key Responsibilities**

* To introduce and teach A Level Psychology and Health and Social Care across key stage 4 & 5 and to contribute to other subject areas if required
* To be a form tutor
* To contribute to the extra-curricular life of the school
* Participate in the academy Performance Management arrangements

**Teaching and Learning**

* Plan and teach engaging and challenging lessons that pave the way for success in school and life
* Meet the needs of all learners by consistently planning and teaching carefully differentiated lessons
* Contribute to Faculty planning and the creation and updating of schemes of work
* Use regular, measurable and significant assessments of teaching
* Set and mark appropriate homework
* Complete all reporting on time
* Closely monitor progress and attainment of all students and use it to inform teaching
* Provide content for and, where necessary, deliver high quality student interventions with direction from the Head of Faculty
* Work to ensure that all students achieve or exceed targets
* Maintain regular and productive communication with parents about their child’s progress, behaviour and development, including attending after school parent meetings as required

**Other**

* Undertake professional development as agreed with academy leaders
* Perform additional duties and tasks required for the effective operation of the school as directed by the Headteacher.

**Benefits**

* Free access to BUPA Employee Assistance Programme
* Ongoing training, support and mentoring will be provided
* Free onsite Parking
* Generous discount at the David Nieper Ltd factory shop

**Person Specification: Teacher of Psychology & Health and Social Care**

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| **Criteria** | **Essential** | **Desirable** |
| Qualifications | * Good Honours Degree in related subject/s * Recognised Teaching Qualification | * A degree in Psychology * Additional qualifications |
| Experience | * Experience of successful teaching at Key stage 4 & 5 * Evidence of continually improving teaching and learning | * Experience of teaching key stage 3 and/ or additional subjects * Experience of recruiting to Sixth form subjects * Experience of planning & structing a course * Practical experience of a health & social care setting |
| Teaching and Learning | * Excellent classroom practitioner * Good communication, planning and organisational skills * Commitment to regular and on-going professional development and training to establish outstanding classroom practice. | * Experience of data tracking * Knowledge of curriculum reforms |
| Personal | * Hardworking * Enthusiastic * Focused * Dedicated * Resilient * A strong team player * Prepared to go the extra mile * Good sense of humour |  |

**Method of Application**

1. We will only accept applications on the David Nieper Academy application form. Curriculum Vitae will not be accepted.
2. The statement in your application should focus on:

* Candidate’s previous experience which will help in successfully undertaking the role
* Personal skills to benefit the learning by students at the David Nieper Academy.

1. For any queries or if you would like a phone conversation (in lieu of a visit) prior to application, please email [mbarnes@davidnieper.academy](mailto:mbarnes@davidnieper.academy)
2. Completed application forms to be returned via email for the attention of Mrs Maria Barnes, HR Assistant, at [mbarnes@davidnieper.academy](mailto:mbarnes@davidnieper.academy)

5. The academy operates a NO SMOKING policy on site.

6. Interviews - Candidates invited to interview will:

1. Have the opportunity to tour the academy
2. Teach a lesson
3. Complete a set of exercises
4. Have a formal individual interview with the selection panel.

An enhanced DBS check is required for all successful candidates that are offered a position within our Academy. If you are successful at the interview stage and you have accepted our offer of employment, then a DBS check will be started. If you subsequently withdraw from the position after accepting our employment offer, then you may be required to pay the DBS check charge.

K. Hobbs

March 2023