



## **JOB DESCRIPTION**

### **Teacher of Psychology**

#### **JOB PURPOSE**

Teachers at King Ed's provide an exceptional education to our students. Our teachers are:

- experts who have a deep passion for their subjects, matched with a love of teaching teenagers and seeing them succeed;
- conscientious – ensuring that nobody falls through the cracks, working with others to provide support where it is needed;
- leaders who enjoy developing their practice, and contributing to the growth and development of others.

#### **KEY PERFORMANCE AREAS AND RESPONSIBILITIES**

##### **Curriculum and teaching**

1. Set high expectations so that every student is inspired and challenged to work hard in and out of lessons, attend and behave well and achieve their full potential.
2. Cultivate students' intellectual curiosity through planning and teaching well-structured lessons that build skills and knowledge and provide plenty of challenge
3. Build students' capacity for independent learning – setting regular homework and tasks that require them to use their own initiative, work hard, and take responsibility for their learning
4. Develop curriculum and resources that will support all students to learn effectively, including those with special educational needs and disabilities
5. Use data and technology to inform teaching, identifying areas for intervention and providing feedback to students, staff and families in order to promote excellent progress.
6. Get to know your students really well, maintaining accurate assessment records and sharing this data on college systems.
7. Be accountable for giving students a high quality education with every opportunity to succeed.

##### **Ethos and Culture**

1. Foster a strong sense of community and ethos amongst staff and students,

encouraging respectful and collegiate relationships

2. Act at all times to eliminate any form of harassment or discrimination, to ensure equal opportunity for all and to foster good relations between different groups.
3. Establish positive working relationships with colleagues who are providing support to students, and with parents/carers as needed.
4. Create a respectful and positive ethos amongst students, fostering debate and diversity in the classroom, and valuing error as a necessary part of learning.
5. Support students to make the transition between school and college, and college and next steps, advising and guiding them to make good choices.
6. Act as a positive role model, promoting ethical behaviour and communication, and upholding the college's behaviour policies and systems.
7. Work collaboratively with college and MAT colleagues as a committed team member, building successful and high performing teams, and establishing great practice.
8. Contribute to a culture of safety and vigilance, sharing information and dealing with issues promptly, and being compliant with all aspects of Safeguarding and Health and Safety law.
9. Communicate with all colleagues and external contacts with confidence, tact and diplomacy.

### **Other**

1. Participate in training and team development activities, to update knowledge and skills.
2. Participate actively in the work of the college and MAT, attending and leading training and team meetings, and participating in appraisal and quality assurance processes.
3. Promote the college and the MAT in recruitment and publicity events.
4. Adhere to all college policies and procedures, paying careful attention to rules around safeguarding, data protection, health and safety, equality, and financial regulations.

5. It is compulsory for all members of staff to attend the annual open events in mid-October (which take place on one evening and on one Saturday), for which there is a compensating college closure day/TOIL given
6. All employees of the College have responsibilities in respect of health and safety. In particular they will:
  - co-operate at all times with the senior leadership team in the implementation of and adherence to health & safety policy and procedures;
  - take reasonable care for their own safety and for the safety of others who may be affected by their actions at work;
  - not intentionally or recklessly interfere with or misuse anything provided for the purpose of health and safety at work;
  - report all health and safety concerns to line managers;
  - pro-actively report near misses;
  - assist with the completion of the risk assessment programme;
  - provide risk assessments for activities for which they are the responsible leader;
  - ensure a safe working environment is maintained for staff and students at all times;
  - ensure that all relevant health and safety training is up to date;
  - comply with health and safety related policies and procedures.

*This job description is not an exhaustive list and you will be expected to carry out any other reasonable tasks as directed by your line manager.*

<b>Person specification: teacher</b>			
<b>Criteria</b>		<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	Good first degree or equivalent in relevant subject	✓	
	Strong A Levels or equivalent		✓
	Able to work in the UK	✓	
	Teaching qualification		✓
<b>Experience/ knowledge</b>	Excellent understanding of subject and general pedagogy	✓	

<b>Person specification: teacher</b>			
<b>Criteria</b>		<b>Essential</b>	<b>Desirable</b>
	Teaching experience at 16-19, particularly A Level		✓
	Experience of leading a team and/or working to support the success of others		✓
	Experience or understanding of how to improve and sustain the behaviour, commitment and hard work of students, leading them to make good progress in their studies.	✓	
	Knowledge of the post-16 education system, assessment and curriculum		✓
<b>Skills/ competencies</b>	Ability to interpret student data to drive lesson planning and student progress	✓	
	Enjoy working with teenagers, and able to make good relationships with them and provide them with the support they need to succeed.	✓	
	Be or demonstrate the potential to be an exceptional teacher	✓	
	Excellent interpersonal, planning and organisation skills	✓	
<b>Behaviours</b>	Committed to raising attainment and progress of every student, regardless of background or characteristics	✓	
	Robust awareness of safeguarding and welfare concerns and taking swift and appropriate action	✓	
	Committed to the college and its mission to provide an exceptional education for every student	✓	
	Resilient and constructively self-critical	✓	
	Motivated and dedicated to achieving excellence	✓	

**Person specification: teacher**

<b>Criteria</b>		<b>Essential</b>	<b>Desirable</b>
	Proactive in seeking feedback to improve and committed to professional development	✓	
	High levels of integrity	✓	
	Will raise difficult issues with sensitivity and tact, rather than allow the wrong thing to be done by colleagues (at any level of seniority)		✓