



LAWNSWOOD
SCHOOL



LAWNSWOOD SCHOOL

Recruitment Pack

Teacher of Psychology (maternity cover)



CONTENTS

WELCOME	3
AIMS AND VALUES	4
EXCELLENCE IN TEACHING AND LEARNING	5
OUR FACILITIES	6
JOB ADVERT	7
JOB DESCRIPTION	8
PERSON SPECIFICATION	11

WELCOME



Mrs J Bell
Headteacher

"Pupils are polite, friendly and respectful. They belong to a welcoming and inclusive school that seeks to know and understand them as individuals. The school has created a positive environment in which pupils feel happy and safe."

Ofsted 2023

Thank you for taking an interest in Lawnswood School.

We are a vibrant and busy learning community where everybody matters, and we work together to provide a learning environment in which all our students make the best possible progress, both academically and personally. We believe it is important to ensure students feel happy and secure and are enabled to develop into successful adults and active members of the community.

In addition to an academic provision which is both challenging and supported, where necessary we offer excellent pastoral care and a wide range of opportunities for students to engage with school and the wider community.

It is important to us that our students enjoy their time in school and make the most of every opportunity, whilst still preparing themselves for their future. Our alumni are testament to the fact that we are able to prepare our students for varied and successful careers.

The dedicated and talented staff at Lawnswood are committed to ensuring every child succeeds and achieves their very best. This recruitment pack is full of valuable insights about the role, its requirements, and our thriving learning community.

We hope that you choose to join the team, and we welcome visitors at all times. Should you wish to visit the school, please do contact us.

We look forward to welcoming you to Lawnswood School.



AIMS AND VALUES

We aim to create an inspirational community of learning where we combine our ambitions for academic attainment with an emphasis on students' moral, personal, social and spiritual needs, so that they may take their place as caring, committed, self-aware and confident members of society. To ensure all our students are treated as individuals and are able to flourish and excel, Lawnswood School aims to:

- create a vibrant community where we work together, respect differences, treat one another with justice, tolerance and respect;
- ensure our students are equipped with the necessary knowledge, skills and confidence to undertake the next stage of their career;
- foster leadership and engagement to encourage our students to make a positive contribution to both our school and community;
- offer all students a broad and balanced curriculum that leads to positive outcomes;
- offer a range of activities, visits and trips that help students develop the skills and knowledge to take an active and positive role in the world;
- engage with members of our community to support opportunities of learning, experience and social skills; and
- provide and maintain an attractive, secure, safe and healthy school environment.

EXCELLENCE IN TEACHING AND LEARNING

Students at Lawnswood School are encouraged to be independent learners. Our broad and balanced curriculum ensures students are equipped with the knowledge and skills to ensure a successful future. Staff at Lawnswood are passionate about their teaching and work hard to deliver high quality, interesting and engaging lessons.

Putting the learner at the centre of the learning process places a real emphasis on developing individual students' capability to acquire the skills, knowledge and attributes needed to be successful during their time at Lawnswood and as they leave to pursue their future career.

We deliver a wide range of subjects that allow students to excel in their specialist areas and prepare them with the knowledge and skills for a rapidly changing workplace. When students arrive in Year 7 they spend the first four weeks working on a cross-curricular project in teams. During this time, we take every opportunity to assess and evaluate their individual learning needs.

This includes undertaking Cognitive Ability Tests, reading tests and gathering teacher feedback. Our baseline data, in conjunction with information from primary schools, is used to ensure that the students are placed in the correct classes, given appropriate targets and provided with additional stretch, challenge and support where needed.

At Key Stage 4 and 5, students are afforded more choice in their learning and our information, advice and guidance ensures they are supported in choosing a curriculum which both suits them as individuals and will open doors in the future. We report regularly to parents on their child's learning and encourage a continuing dialogue between school and home. In addition to parent consultation evenings we ensure there are frequent parent information evenings to support students and parents in their educational journey. Lawnswood has high expectations for all students and, whatever their individual gifts, interests and talents, they will be challenged, supported and above all inspired.

"The curriculum is ambitious and well sequenced. Pupils build their knowledge and understanding with increasing depth and complexity. They learn to think and work like subject specialists."

Ofsted 2023



OUR FACILITIES

The school is set in spacious and attractive grounds that support a wide range of outdoor learning. This is in addition to our traditional classrooms, smaller group rooms and individual spaces.

A well-resourced library in addition to specialist facilities in science, PE, drama, technology and music enable our students to excel in all areas of the curriculum.

To ensure we prepare our students for a changing modern-day world of work, we have extensive ICT facilities, designed to accommodate different lesson formats and our curriculum.

We are always conscious of the need to improve our facilities in order to provide the best possible experience for our students. With this in mind, we have recently redesigned our catering facilities to provide relaxed and safe social spaces.

“I love that there are lots of opportunities available at Lawnswood School.”

Year 7 Student

JOB ADVERT

Teacher of Psychology (maternity cover)

Job Type	0.6-0.8 FTE, maternity cover	Required from	September 2026
Payscale	MPS/UPS	Closing date	Thursday 12 March, 9am

We are seeking to appoint a well-qualified and talented Teacher of Psychology to join a hardworking and forward-looking department. The successful candidate must have the ability to teach psychology at KS5.

You must have a strong commitment to teaching across the full ability range, and have a keen interest in developing the new key stage programmes of study to make psychology accessible and engaging for all.

If you have the drive and enthusiasm to inspire and encourage young people with your teaching, you are warmly invited to apply.

Our school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Appointments will be subject to an enhanced Disclosure and Barring Service check. If shortlisted, you will be required to disclose relevant information regarding criminal history and an online search will be conducted. This includes only information publicly available online. We promote diversity and want a workforce which reflects the population of Leeds.

Employment is conditional on confirmation of the right to work in the UK – either as a UK or Irish citizen, under the EU settlement scheme or having secured any other relevant work visa. Lawnswood School is not registered with the UK Government to offer visa sponsorship. For further details, please contact the school on 0113 284 4020.

For further information about the role and to download an application form (teacher version), please visit [Lawnswood School - Vacancies](#) and send your completed application with a covering letter (no more than two A4 sides) addressed to Mrs J. Bell, to hr@elawnswood.co.uk.

Closing date: Thursday 12 March at 9am

JOB DESCRIPTION

Teacher of Psychology (maternity cover)

Working time	0.6 – 0.8 FTE
Purpose	<p>To implement and deliver an appropriately broad, balanced and differentiated curriculum for students and to support a designated curriculum area, as appropriate.</p> <p>To monitor and support the overall progress and development of students as a teacher and tutor.</p> <p>To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.</p> <p>To contribute to raising standards of student attainment.</p> <p>To share and support the school's responsibility to provide and monitor opportunities for spiritual, personal and academic growth.</p>
Reporting to	Subject Leader for Social Sciences
Responsible for Liaising with	The outcomes of all students Headteacher, Associate Headteacher, Deputy Headteacher, AHTs, TLR post-holders, subject leaders, student support services, students and relevant staff with cross-school responsibilities, relevant non-teaching support staff, LA staff, parents.

MAIN (CORE) DUTIES

	As with all job descriptions, the role of the subject teacher is discussed between the post holder and the line manager. The details below represent the expected areas of work.
Strategic direction and development of the subject	<ul style="list-style-type: none"> To assist in the development of appropriate syllabi, resources, schemes of work, marking policies and teaching strategies in Psychology. To contribute to the Social Sciences department improvement plan and its implementation. To plan and prepare courses and lessons. To contribute to the whole school's planning activities.
Teaching and learning	<ul style="list-style-type: none"> To teach students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere. To assess, record and report on the attendance, progress, development and attainment of students, and to keep such records as required.

	<ul style="list-style-type: none"> • To provide, or contribute to, oral and written assessments, report and references relating to individual students and groups of students. • To ensure that ICT, literacy, numeracy and school subject specialism(s) are reflected in the teaching / learning experience of students. • To undertake a designated programme of teaching. • To ensure a high-quality learning experience for all students. • To prepare and update subject materials. • To use a variety of methods that will stimulate learning appropriate to student needs. • To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework. • To undertake assessment of students as requested by external examination bodies, departmental and school procedures. • To mark, grade and give written / verbal and diagnostic feedback as required.
Curriculum development	<ul style="list-style-type: none"> • To assist the subject leader and the AHT: Teaching & Learning, to ensure that the curriculum area provides a range of teaching which complements the school's strategic objectives.
Staff development	<ul style="list-style-type: none"> • To participate in arrangements made in accordance with the Performance Management Cycle. • To periodically review teaching methods and programmes of work. • To participate in arrangements for further training and professional development as a teacher. • To participate in school meetings which relate to the curriculum for the school or the administration or organisation of the school, including pastoral arrangements. • Where appropriate to the individual, and in negotiation with the Line Manager, to undertake role(s) that would be beneficial to career development. • To participate in administrative and organisational tasks related to such duties as listed in this document, including the management or supervision of persons providing support for the teachers in the school.
Pastoral system	<ul style="list-style-type: none"> • To be a form tutor and promote the general progress and wellbeing of individual students and of the tutor group as a whole. • To monitor and support the overall progress and development of students within the department. • To monitor student attendance together with students' progress and performance in relation to targets set for each individual, ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary. • To liaise with the year team to ensure the implementation of the school's pastoral system. • To register students and encourage their full attendance to all lessons and registration periods. • To evaluate and monitor the progress of students and keep up-to-date student records as required. • To alert appropriate staff to problems experienced by students. • To communicate, as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students after consultation with the appropriate staff.

	<ul style="list-style-type: none"> To contribute to pastoral programmes, students' engagement, student leadership, citizenship and enterprise according to school policy.
Management information	<ul style="list-style-type: none"> To ensure the maintenance of accurate and up-to-date information about the department on management information systems, as required. To produce reports, analysis and commentary about examination performance, progress and other data as required. To support the data manager to manage the department's collection of data.

Other Specific Duties

- To actively promote the school's safeguarding and other policies and procedures, and undertake risk assessments as appropriate.
- To play a full part in the life of the school community, to support its ethos and to encourage staff and students to follow this example.
- To undertake any other duty as specified by the STPCB not mentioned in the above.

Our school is committed to safeguarding and promoting the welfare of children, and expects all staff and volunteers to share this commitment. Appointments will be subject to an enhanced Disclosure and Barring Service check. If shortlisted, you will be required to disclose relevant information regarding criminal history, and an online search will be conducted. This includes only information publicly available online.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date shown, but following consultation with you, may be changed by management to reflect or anticipate changes in the job which are commensurate with the salary and job title.

February 2026

PERSON SPECIFICATION

Teacher of Psychology (maternity cover)

	Essential	Desirable	Evidence
Qualifications and experience	<ul style="list-style-type: none"> • Good honours degree • Qualified teacher status • Ability to teach Psychology • Ability to teach A level • Ability to teach using various strategies • Use of ICT in teaching 	<ul style="list-style-type: none"> • Experience of using interactive whiteboards. 	Application Reference Interview
Skills and knowledge	<ul style="list-style-type: none"> • Knowledge of current developments in psychology • National Curriculum requirements at all Key Stages • Ability to use student progress data to inform planning • Must be an effective teacher, skilful in communicating with individuals and have a positive presence in the classroom environment and around school 		Application Reference Interview
Practical and intellectual skills	<ul style="list-style-type: none"> • Excellent organisation • Highly effective communicator and motivator 	<ul style="list-style-type: none"> • Excellent ICT capability 	Application Reference Interview
Disposition and attitude	<ul style="list-style-type: none"> • Commitment to equality of opportunity • Supportive approach which is firm and fair to all pupils • Be determined to raise achievement and improve value added measures • Have high expectations with no compromise 		Reference Interview

- Willingness to undertake professional development in the strategic nature of the role, training that leads to the development of effective teaching and learning styles.
- Positively promote and implement the school's Behaviour for Learning Strategy.

HOW TO APPLY

To apply for this vacancy, please download the Teaching Application Form from our website - [Lawnswood School - Vacancies](#).

Please complete this as fully as possible, and then email your completed application form to hr@elawnswood.co.uk, or post it to HR, Lawnswood School, Ring Road, West Park, Leeds LS16 5AG.

Your application will be acknowledged, and we will get in touch to let you know if you have been successfully shortlisted for interview.

Important notes:

In your application, please provide details of your education (from GCSEs or equivalent onwards) and please list your full employment history from leaving school. This should include details of all paid and unpaid / voluntary work.

All gaps in employment since leaving school must be clearly accounted for, and if these do exist you must clearly explain the reasons why and outline what you were doing during this time.

Please complete the form in full, evidencing how your skills, knowledge and experience meet the person specification for this role. Applications will be evaluated against the requirements of the post, with those candidates that best fit the requirements being shortlisted for interview.

Please note that CVs are **NOT** accepted.

Our application form has a section for you to add the details of two referees. Please carefully read the guidance on the application form regarding this section to ensure that the referee details you provide are in line with this.

If you require any adjustments to assist you with the recruitment process, please contact us at hr@elawnswood.co.uk and we will do our best to help.

All employment offers will be subject to pre-employment checks including references, an enhanced DBS check, online search and any other relevant checks in line with statutory guidance.

This role is based in the UK. Employment is conditional on confirmation of the right to work in the UK – either as a UK or Irish citizen, under the EU settlement scheme, or having secured any other relevant work visa.

For further details, or if you have any questions, please contact hr@elawnswood.co.uk



LAWNSWOOD
— SCHOOL —

 **Lawnswood School**
Ring Road, West Park
Leeds
LS16 5AG

 **0113 284 4020**

 **@lawnswoodschool**

 **hr@elawnswood.co.uk**

 **www.lawnswoodschool.co.uk**