



William Brookes School

Job Description & Person Specification for Teacher of Psychology and PSHCE

Status of Post:	Full time, permanent or 0.4fte to 31 August 2022
Salary Scale:	MPS or UPS depending on candidate experience
Starting date:	January 2022 or sooner if available
Reporting to:	Head of Social Studies Department

General Information

We strive to be the “best we can be through courtesy, enterprise and endeavour”.

With over 940 students on roll, William Brookes School is a successful school situated in the picturesque town of Much Wenlock. Approximately ten miles from the centre of Shrewsbury, the school serves a community of small villages and the bigger town of Broseley. Academic standards at the school are high and frequently among the highest in the county, thanks to highly motivated staff, children who wish to learn and parents who support them. Our high standards are maintained by caring and creating a climate of trust and mutual support between all who work in the school, ensuring all students leave with qualifications and skills needed for a successful life.

We have the privilege of being the only Coubertin School in Great Britain. We were awarded this prestigious status in 1999 when we were asked to become a founder member because of our strong links with the modern Olympics. Pierre de Coubertin, who is heralded as the creator of the modern day Olympic Games, was inspired by a visit to Much Wenlock in 1890 as the guest of Dr William Penny Brookes. Coubertin was a French philosopher who believed in educating the whole body and mind. We value this in our present school beliefs.

The school underwent a complete rebuild in 2010 making it the only school in the Shropshire local authority to have a building fully equipped for 21st century learning, although we continually look to improve our excellent facilities and resources for learning. In 2013 we became a Single Academy Trust and in April 2021 became a member of the 3-18 Education Trust.

We also have a large Leisure Centre, swimming pool and 3G pitch, which are jointly managed and available for use by students and staff during the day. We have a strong commitment to the Performing Arts and have excellent facilities inside the Edge Arts centre for public and school performances. These include a Dance and Drama studio, a Lecture Theatre and Cinema alongside the main Performance studio.

Social Studies

During 2020-21, we formed a **Social Studies** department which includes RS, PSHCE, Psychology, Health & Social Care and Philosophy & Ethics. These areas are taught by 5 subject specialists with links to the teaching of PSHCE and RS at KS3 in a more integrated programme that connects the learning but allows for each specialism to be maintained at KS4. It would be highly desirable for the successful candidate to be able to teach GCSE and A level Psychology and potentially Citizenship at GCSE.

There are opportunities for team teaching and for accommodating visiting speakers for more than one group, with a 90-seat lecture theatre available on the ground floor. Some teaching spaces have interactive whiteboards ('Smartboards') and we have various devices available to support curriculum delivery including laptops and iPads. Resources are in plentiful supply and mainly electronic.

2021 Exam Results

GCSE:

- 78% of students gained grades 9-4 in English & Maths
- Attainment 8 score of 5.17

	2018	2019	2020	2021
Number of pupils	151	155	159	157
Attainment 8	4.72	4.71	5.14	5.17
Progress 8	0.05	-0.05	0.15	-
5+ in English and Maths	41%	40%	48%	50%
4+ in English and Maths	64%	71%	74%	78%
EBACC APS	4.18	4.13	4.57	4.62

A level:

- 56% were grades B or above
- 80% were grades C or above
- 100% of all exams were passed at A*-E
- William Brookes School is one of the top performing Sixth Forms in the county

	A* -A	A*-B	A*-C	A*- D	A* - E	U
2018	16%	40%	70%	85%	97%	3%
2019	10%	39%	68%	87%	98%	2%
2020	26%	53%	79%	94%	100%	0%
2021	26%	56%	80%	90%	100%	0%

Job Description

Purpose of the Post:

- To teach Psychology at GCSE and A level
- To support the School's aims and maximise the achievement of all students in Social Studies

Accountable for:

- Curriculum delivery and student progress and achievement, within the Social Studies department - and within the wider school, where relevant.

Details:

We are seeking to appoint a talented, creative teacher who can provide inspirational and innovative learning experiences and who would be confident in the teaching of controversial issues within the programmes of study in both Psychology and PSHCE.

The KS3 PSHCE programme includes topics such as:

- Relationship and sex education
- Managing Risk – personal safety, substance misuse
- Finance and Careers
- Conflict and resolution
- Rights and Responsibilities

All students have one hour of PSHCE at KS4 to further develop their knowledge and skills building on the KS3 programme.

We are one of the few schools in Shropshire introducing a GCSE in Psychology, giving students an insight into human behaviour and what makes people 'tick'. They will explore topics such as memory, criminal psychology, sleep and dreaming. Not only does this give students a foundation in psychological ideas, processes, techniques and procedures, but also prepares them for a wide range of future careers in marketing, forensic psychology and occupational therapy, to name just a few.

A level Psychology students follow the AQA syllabus. In year 1 they cover Memory, Social Psychology, Attachment, Psychopathology, research methods and different approaches to explaining behaviour. In year 2, students look at Schizophrenia, Forensic Psychology, issues and debates within psychology and Gender.

You will also teach PSHCE at KS3 with possible combined elements of RS.

Additional Details:

The successful candidate will also join Sydney Houses as a Tutor to a vertical tutor group of approximately 28 students, plus intervention tutors. You will display a commitment to ensuring students of all abilities work to the highest standards and are able to make excellent progress.

ICT permeates all that we do, with a mixture of interactive whiteboards and dual projection rooms. Each Learning Zone also has a range of hardware, from iPads to laptops as well as other devices that enhance the quality of lessons. We actively use our own portal as a communication and resource tool and have a real desire to build on this virtual learning platform for enhanced home access by staff, students and their parents.

Key Responsibilities

Curriculum:

- To teach within the Social Studies department, offering specialism in one area
- To contribute to team planning, implementation and reviewing of the curriculum within the framework of the National Curriculum, GCSE and A level programmes and to work with other staff to contribute to schemes of work, helping to build opportunities within the schemes of work for:
 - Teaching and learning
 - Assessment for learning
 - Meeting the needs of all learners
 - ICT
 - Enrichment and external links

Learning:

- To maintain up-to-date records of student progress across all aspects of performance
- To ensure that students make good or outstanding progress in your lessons
- To deal effectively with behaviour, attendance and punctuality issues

Assessment:

- To carry out the regular assessment and marking of your students' work, according to the departmental and whole school assessment and marking policy
- To keep records of your students' attainment and progress
- To monitor your students' achievement against school and national data and to take action to improve achievement and combat identified under achievement
- To carry out assessment and feedback

Policy:

- To attend relevant meetings
- To undertake any other duties as reasonably requested by the Head and/or Assistant Head Teachers

Person Specification

	Essential	Desirable
Education: <ul style="list-style-type: none"> • Graduate in Psychology / Citizenship (or equivalent) • PGCE Teaching qualification (or equivalent) 	 ✓ ✓	
Skills & Experience: <ul style="list-style-type: none"> • Proven academic track record • Leadership experience/whole school responsibility • Teaching across KS3 and KS4 • Teaching of KS5 • Proven record of good/better exam results 	 ✓ ✓ ✓ ✓ ✓	
Personal Qualities: <ul style="list-style-type: none"> • Committed to achieving goals • Committed to high achievement • Committed to co-planning, delivering and assessment in Psychology, Citizenship and PSCE • Confident communicator • Strong team player • Flexible, resilient and tenacious • Organised • Creative • Caring • Good sense of humour 	 ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	
Knowledge and Understanding: <ul style="list-style-type: none"> • Understanding of National Curriculum and GCSE requirements including new specifications • Understanding of A level programmes including new specification 	 ✓	 ✓

Conditions of Service

The post is subject to the following:

- The Terms and Conditions for Teachers, as set out in the Teacher's Pay & Conditions Acts and any orders made under them
- The other terms and conditions set out in the various national collective agreements in force from time to time
- The Local Authority's and Governing Body's Rules and Conditions including any local agreement entered into with recognised trade unions
- The School's Instrument and Articles of Government
- The other conditions set out in the letter of appointment and this job specification

The Appointment Process

The appointment will be made on consideration of the following criteria:

The person appointed will:

- hold a good Honours degree level qualification in the related disciplines
- hold Qualified Teacher Status or equivalent
- have successful experience of teaching PSHCE to students of all abilities in KS3 and KS4 to GCSE, and Psychology to A level (desirable)
- have the ability to play a role in the development of the subject by contributing to new initiatives successfully
- have good organisational skills and the ability to work under pressure
- have a keen interest in Information and Communication Technology and good ICT skills

Application forms are available from the school website www.williambrookes.com.

Please complete and return your application form as soon as possible, clearly noting all the experience, skills and personal qualities that you can offer which are relevant to this post.

Completed applications and supporting documentation should be emailed to kcloud@williambrookes.com. You may also post your application to:

Mrs Kerry Cloud
Head's PA
William Brookes School
Farley Road, Much Wenlock
Shropshire, TF13 6NB

Should you require any additional information, please email Head Teacher, Geoff Renwick at grenwick@williambrookes.com or Deputy Head, John Connolly at jconnolly@williambrookes.com.

Please note:

- It is essential that all elements of the application form are completed appropriately.
- CVs will not be accepted.
- Appointments will be subject to clearance in respect of medical fitness and criminal disclosure.
- This post is exempt from the Rehabilitation of Offenders Act 1974 and as such any applicants who are appointed to this post will be subject to an Enhanced Disclosure from the Criminal Records Bureau before the appointment is confirmed. This check will include details of cautions, reprimands or warnings, as well as convictions and non-conviction information. Once provisionally appointed, the successful applicant(s) may also be required to apply for an Enhanced Disclosure at predetermined intervals during the course of their employment whilst in this post.
- William Brookes School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The closing date for receipt of applications is 12.00 noon on Monday, 18 October 2021

Interviews will be held on Thursday, 21 October 2021

If invited for interview, **you are required to provide evidence of your qualifications and appropriate documents to initiate the DBS process** should you be the successful candidate.

If you have not heard from us within four weeks of the above date, please assume that your application has not been successful on this occasion. In this event, thank you for your application.