



# West Kirby Grammar School

## Teacher of Psychology

September 2026

MPS/UPS

Graham Road, West Kirby, Wirral. CH48 5DP

[www.wkgs.org](http://www.wkgs.org)

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### Teacher of Psychology

#### **Full-time, permanent. Required for September 2026**

The Governors of this exceptional Grammar School wish to appoint a well-qualified and enthusiastic Teacher of Psychology. This is a full-time, permanent post. The ability to teach Psychology at A-level is essential. A strong degree in Psychology or a closely related discipline is sought.

The Psychology department at WKGS is a successful and popular area of the Sixth Form curriculum, committed to delivering engaging and intellectually stimulating lessons that encourage students to explore human behaviour and develop strong analytical and evaluative skills. The successful candidate will be dedicated to delivering high-quality teaching and learning while contributing positively to the continued development of the subject.

We are seeking an individual who is passionate about Psychology and committed to helping students develop a deep understanding of psychological theories, research methods and contemporary issues within the discipline. The ability to bring clear explanations, strong subject knowledge and enthusiasm for the subject is highly desirable. The successful candidate will join a supportive team and teach motivated students who enjoy the challenge of academic study.

This post would be equally well suited to an experienced practitioner looking for a new challenge or an Early Career Teacher (ECT), for whom we offer extensive support, mentorship and development opportunities. We are committed to professional growth and provide a supportive environment in which all teachers can thrive.

At Key Stage 5, students follow the AQA A-level Psychology specification, developing knowledge and understanding of core areas such as social influence, memory, attachment, psychopathology and research methods. Students are encouraged to think critically, evaluate research and develop a strong understanding of how psychological theory can be applied to real-world contexts.

Psychology is a popular subject within the Sixth Form and contributes strongly to the school's academic offer. Students regularly progress to study Psychology and related disciplines such as neuroscience, criminology and social sciences at leading universities.

West Kirby Grammar School is a highly successful selective girls' school with a coeducational Sixth Form. There are approximately 1,200 students on roll, and academic outcomes are exceptional. In 2025, 22% of GCSE grades were awarded at Grade 9 and 44% at Grades 9–8. Students achieved an average grade of 7.15, with 66% of all grades at 9–7. At A level, results were equally strong, with 65% of grades awarded at A\*–B and an average grade of B.

# Advertisement & Information

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The school was ranked 23rd nationally out of more than 4,000 state schools in The Telegraph's annual school rankings, placing us 1st among all state schools in Wirral, Merseyside and Chester and 5th in the North West of England. These outcomes reflect the exceptional standards of achievement, progress and destinations secured by our students.

Further information and an application form are available to download from the School's website ([www.wkgs.org](http://www.wkgs.org)) or by contacting the School on 0151 632 3449. A completed application form and a letter addressing the content of the person specification (no longer than two sides of A4) should be submitted to [office@wkgs.net](mailto:office@wkgs.net) for the attention of Mr S. Clarke, Headteacher.

Closing date: Wednesday 15 April 2026 @ 9 am

Anticipated interview date: Monday 20 April 2026

If you have any questions regarding the post, please contact the school for further information.

# Person Specification

## Teacher of Psychology

September 2026



Job title: Teacher of Psychology

Reporting to: Head of Psychology

Grade: MPS/UPS

This person specification is related to the requirements of the post as determined by the job description. Short listing is carried out on the basis of how well you meet the requirements of the person specification. You should refer to these requirements when completing your application.

E: Essential      D: Desirable

### 1. Qualifications

Degree or equivalent in Psychology or a related subject (E)

QTS (secondary phase) (E)

Further degree or related qualification (D)

### 2. Experience

Successful delivery of Psychology at Advanced Level (E)

Experience of teaching Psychology or related subjects within a Sixth Form setting (D)

Experience of supporting students in developing research, analytical and evaluative skills (D)

Experience of contributing to enrichment opportunities such as lectures, trips or wider academic opportunities (D)

### 3. Knowledge and Skills

Strong understanding of curriculum design and implementation in Psychology (E)

Ability to explain complex psychological theories clearly and effectively (E)

Ability to inspire and challenge students to achieve highly (E)

Effective assessment methods to monitor student progress and inform teaching (E)

A deep understanding of best pedagogical practice to ensure ambition and challenge for all students (E)

Ability to contribute positively to collaborative departmental planning and development (E)

Effective use of interactive technology in teaching and performance work (D)

### 4. Special Requirements

A belief in the potential of all students to perform at the highest level (E)

Empathy with students and colleagues (E)

Enhanced DBS clearance and identity checks (E)

Willingness to contribute to the wider life of the school (E)

Excellent references (E)



West Kirby Grammar School is a vibrant and thriving girls' grammar school of more than 1200 students aged 11 to 18, including around 50 male students in a coeducational sixth form of over 350.

As a school, we believe there are no limits on a student's potential: with the right approach to learning every student can reach levels of attainment and achievement that might previously have been considered the preserve of a 'gifted and talented' few.

Our values are inspired by our school motto: *ad metam contendo* - strive towards the goal.

These six core values aren't simply words on a page – we live and breathe them every day, driven by our determination to inspire and support every child in the pursuit of their goals, whatever they may be:

### **Community**

- We're proud of our sense of community and family at WKGS, as well as our contribution to the local and wider community.
- We choose to be collaborative, caring and kind, showing empathy and honesty in our actions.
- We value our tradition and have a vibrant House system that helps to create a compassionate and caring community.

### **High Expectations**

- We are aspirational for ourselves and those around us, taking great pride in our achievements.
- Our work is goal-orientated, celebrating success in different forms while striving for excellence in our pursuits.
- We naturally have high academic expectations and challenge everyone to achieve their full potential, both inside and outside of the classroom.

### **Opportunity**

- We offer exceptional opportunities for all in a wide variety of contexts.
- Our extensive curriculum ensures that every student has the opportunity to discover their talents.
- We encourage everyone to embrace our extra-curricular provision and wide range of enrichment activities; we promote leadership at all levels.

### **Innovation**

- We strive to create the leaders of tomorrow; individuals who are daring and forward thinking and who work to inspire those around them.
- Creativity is highly valued, and we aim to find inventive and enterprising solutions to the challenges we face.
- Change is embraced as we develop inventive new practices and systems.

### **Curiosity**

- We encourage all members of our community to display a love of learning and to show an inquisitive approach to challenge.
- The ability to reflect on practices is key, along with a passion to improve. Asking questions to deepen understanding and looking beyond the confines of the curriculum is actively encouraged.

### **Endeavour**

- We work with motivation and resilience, whatever the challenge ahead.
- Determined to succeed, we challenge ourselves and those around us to improve
- We engage with our tasks and work with perseverance to achieve.



### Staff Wellbeing

The wellbeing of staff is central to the approach taken by Governors, the Headteacher and the SLT at West Kirby Grammar School.

We have an excellent sense of community within our whole staff, who work very hard as a team to support one another in their endeavours. Below are examples of some of the systems we have developed to help maintain a happy and positive staff.

- Access to a comprehensive range of health and wellbeing services offered by Education Mutual
- Deadlines well publicised and staff consulted on annual calendar
- Reduced data collections to ensure no collections for data's sake
- In-house Wellbeing Manager available to all staff, and dedicated 1:1 wellbeing discussions with the Headteacher to respond to staff needs.
- Dedicated classroom wherever possible for teaching staff
- A flexible and generous approach to family appointments and child events
- Greater PPA/Free time than national recommendation
- Complimentary tea and coffee
- Complimentary Christmas Dinner for all staff each year
- Staff Christmas Cake baking event
- Complimentary coffee and cake mornings or afternoons
- Opportunities for professional development always considered
- Considerate approach to lesson observations, drop-ins and learning walks
- Headteacher 'Open Door' Policy at all times
- On site car valeting offered

### Life in West Kirby

WKGS is a nurturing and supportive institution with exceptional rates of staff retention. Very few staff move on each year and these are largely due to opportunities for promotion or staff retirement.

West Kirby is a fantastic place to work and live. Found on the North West coast, it is regularly rated in The Times as one of the Top 10 places to live in the North West. Just half an hour by train from Liverpool, it is a beautiful seaside town with a high street full of independent shops, the Marine Lake, the picturesque Hilbre Island and miles of sandy beaches.



**West Kirby**  
Grammar School



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