



# Appointment of Teacher of Psychology

From September 2024

## Pay Scale

(Currently M1 £30,000 – UPS3 £46,525)

Applications from unqualified teachers will also be considered  
(currently UN01 £20,598 – UN06 £32,133 per annum)

Full time or part time hours considered

Please note: An additional responsibility, with a relevant TLR allowance, may be available

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**'We're happy to talk flexible working'**





# The Role

**Wycombe High School is currently recruiting for a dynamic and inspirational teacher to teach Psychology at our all girls' outstanding grammar school.**

Psychology continues to be one of the most popular subjects in our Sixth Form and Wycombe High School drives to ensure we deliver the best experience and results in the small but highly motivated Social Sciences faculty. Many students go on to study Psychology at Russel Group Universities while yet more study associated subjects like Criminology. Students can also take the opportunity to do EPQs in this subject.

We are an ambitious and compassionate school, with staff who contribute eagerly to all aspects of school life. Our staff and students relish challenge, chase excellence and inspire one another. They also have the opportunity to partake in educational visits (e.g. Disneyland Paris is scheduled for 2025!).

The successful candidate will be offered the opportunity to work in a friendly, vibrant and outstanding school, where we go above and beyond for our staff and internal promotions are often available for the best candidates.

In a recent staff survey, 100% of staff stated they were proud to work at Wycombe High School. Our students thrive in this collaborative environment and have said:

“

*It's a very friendly environment, I love the community feel, love the café*

*Subject knowledge of teachers is outstanding and they willingly give their free time to support learning e.g. drop in sessions*

*As students, we have a profound appreciation of the way in which diversity is respected, valued and developed*

*Please keep being so accessible to people not feeling 100%. The pastoral care has helped so much!*

”



**Key Dates** Deadline for applications 09:00 hrs on Thursday 25 April 2024  
Interviews will take place week commencing 29 April 2024

[\*\*Apply here\*\*](#)





## The Person

**We are looking for the right person to fill this vacancy; you are looking for the right school to work in. The characteristics we are looking for include:**

- Good honours degree in a relevant subject area
- Qualified Teacher Status is desirable, but not essential as applications from unqualified teachers will be considered
- Very good practitioner, consistently rated as accomplished (or an ECT on the way to this) is desirable
- Innovation, identifying alternative ways to resolve issues, improving standards and procedures as part of a team
- Confident user of ICT to enhance teaching and learning
- Ambitious for self, department and students
- Proactive and able to use initiative
- Able to work effectively and calmly under pressure
- A shared approach to problem-solving and achieving goals
- Very good subject knowledge
- Evidence of good relationships with young people and adults
- Ability to analyse data effectively
- Keen to be involved in curriculum development
- Committed to the ethos, vision and values of Wycombe High School.

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# How to apply

The application form can be found on our website:  
[www.whs.bucks.sch.uk/about-whs/vacancies](http://www.whs.bucks.sch.uk/about-whs/vacancies)

To apply for this post, please complete the application form in which you should:

1. State your reasons for applying for this post
2. Outline the experiences that you believe have prepared you for this post
3. Describe the skills and strengths that you will bring to the school, paying particular attention to the person specification above.

Please note that the application form must be completed in full. It is not sufficient to substitute a C.V. for all or any part of the form.

You are welcome to telephone or e-mail the school to ask for clarification of any matters in this booklet or if you have queries on how to complete the application form.

Send completed application via email to:

Mrs N. Renyard, Headteacher  
Wycombe High School,  
Marlow Road, High Wycombe,  
Bucks, HP11 1TB  
Email: [hr@whs.bucks.sch.uk](mailto:hr@whs.bucks.sch.uk)



## References

Please note that it is our practice to take up references before shortlisting for interview. If you would prefer us not to do so unless you are shortlisted, please indicate this clearly in your application. Current and previous employers will be contacted as part of the verification process pre-appointment checks.

When an applicant is short-listed, any discrepancies or anomalies in the information provided or issues arising from references will be taken up at interview. Your referees should include your most recent employer. References from relatives or friends are not acceptable.

## Safeguarding

Wycombe High School is committed to safeguarding and promoting the welfare of children and young people. All staff are required, before taking up post, to undertake a criminal record check through the Disclosure and Barring Service (DBS). HR will carry out an online search on shortlisted applicants. Please be aware that we may ask you for your social media handles to facilitate this.

Candidates for teaching and support staff posts will be assessed at interview for their suitability to work with children. Appointment is conditional upon at least two satisfactory references which include specific comments on working with children and young people.

All staff at the school have a responsibility to promote and safeguard the welfare of students at the school.

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# Pay and Conditions

## Pay Scale

### Teachers Pay Scale M1—UPS3 or Unqualified Teachers Pay Scale

(currently M1 £30,000 — UPS3 £46,525 per annum, or UN01 £20,598 – UN06 £32,133, pro-rata for part time hours)

Successfully appointed candidates will automatically be enrolled into the Teachers' Pension Scheme, into which the School pays very generous employer contributions of 28.68%.

We provide an Award-winning Employee Assistant Programme for staff, a completely free service giving staff 24/7 access to counselling, plus legal, medical and financial advice and support. We are also proud to be Mind Wellbeing Index Gold Award Winners for 2022-2023 and to have been voted The Sunday Times Parent Power 'Secondary School of the Year 2023'.

## Equal Opportunities

Wycombe High School is committed to equal opportunities for all its students and staff, irrespective of race, colour or nationality, gender, marital status, family circumstances, religion, sexual orientation, age or disability. There will be no discrimination on these grounds, or for any other reasons which cannot be shown to be justified. Students applying for admission to the school and candidates for posts at the school will be treated according to school policies on admission and recruitment and with regard to British legislation.

Attention will be paid to the importance of equal opportunities education in both the formal and informal curriculum and our curriculum will be reviewed at frequent intervals to ensure that this policy is reflected in practice.

The Headteacher is responsible to the Trustees for monitoring this policy.

The school operates an Equality Cohesion Scheme.

## Smoking And Alcohol

The school operates a no-smoking policy. Smoking is not permitted at any time on the school site.

The consumption of alcohol on the school site is not permitted during the hours of the time-tabled school day and thereafter only at the Headteacher's discretion during authorised school events.

## Dress Code

The school has a dress code for staff:

Staff should dress in a professional manner, appropriate to the education profession. Staff regularly meet parents, external agencies and visitors to the school and, as such, are the professional face of the school. They are also role models for young people and operate under statutory duties of care.

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# Benefits



## Working In Partnership With Mind

We have worked alongside Mind (the mental health charity) since 2018 and have been awarded their Gold award for employers who have: 'successfully embedded mental health into their policies and practices.'



## Disability Confident Committed Employer

A guaranteed interview for applicants who meet the minimum shortlisting criteria.



## Employee Assistant Programme

This is a free, independent, confidential service for staff, their partners and dependents up to the age of 21, giving 24/7 access to counselling, legal, medical and financial advice and support.



## Generous Employer Pension Contributions (28.68% employer contributions)

Teaching staff are auto-enrolled in the Teachers' Pension Scheme which offers exceptional employer contributions and benefits.



MHFA England

## Mental Health First Aiders

We currently have five trained members of staff who are available to offer support and guidance to employees who need it.



## Domestic Abuse Champion

A fully trained member of staff is available onsite, signposting to specialist services or organisations.



## National Whole School Wellbeing GOLD Award 2024

Working with 'Raising Attainment With Wellbeing' we have been awarded the National Whole School Wellbeing Gold Award, acknowledging that we put wellbeing at the heart of learning, teaching and leadership.

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# Workload and Wellbeing Initiatives



## Teachers' Workload Initiatives

- Condensed days for parents' consultations, with a collapsed P5
- Revised Assessment Policy to support with marking
- Weekly 'Learning & Teaching' briefings
- Disaggregated Inset Days plus two Academy Days
- Early finish at the end of each term
- Dedicated Subject Leader for PSHEE
- The Virtual Staffroom, a platform for staff to keep connected online
- Staff encouraged to put their 'out of office' email at the end of the day

## Staff Workload and Wellbeing Initiatives

We have a thriving Staff Association, and five Mental Health First Aiders, who organise social events for school employees such as:

- Christmas Party
- End of Term Celebration
- Yoga (subsidised, onsite classes)
- Social breaktimes, with food provided to staff
- Onsite subsidised canteen
- Corporate leisure centre membership (reduced cost to staff)
- Onsite free car parking and Cycle Scheme registration (salary sacrifice for tax-free bicycles)
- Bingo!
- Ten Pin Bowling
- Book Club
- Inset Day wellbeing sessions (e.g. staff quiz, nutritionist talk, Army team-building day, menopause workshop...)



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Candidates will be advised as soon as possible if they have been successfully shortlisted for interview.

Candidates who have not heard from us within seven days of the closing date should assume their application has been unsuccessful on this occasion.

AT WYCOMBE  
HIGH SCHOOL

WE LOOK

**BEYOND**

We look beyond the  
traditional grammar school.

We look beyond league tables  
and examination results.

We look beyond stereotypes  
and conventions.

We look beyond a world  
where futures are fixed.



Wycombe High School, Marlow Road,  
High Wycombe, Bucks HP11 1TB

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