



**SOCIOLOGY &  
PSYCHOLOGY TEACHER**  
MPR/UPR

**Weavers Academy**

**'Striving for success, focusing on learning'.**

You can find out more at:  
**[www.creativeeducationtrust.org.uk](http://www.creativeeducationtrust.org.uk)**

## Dear Colleague



Whether you are just browsing or actively looking, I am pleased that you have shown an interest in Weavers Academy.

I understand what a difficult decision moving schools can be so whether you have made up your mind or you are just seeing what is out there, we are happy to talk or meet with you to ensure you make the right choice. We value transparency. This is more to us than a business transaction!

I am excited to be recruiting for the post of Social Science Teacher join us at our forward thinking and positive school, Weavers Academy, Wellingborough.

Having achieved a 2022 Ofsted grading of 'good', in all areas including leadership, inspectors found that pupils are proud of Weavers and as a result behave well in lessons and around the school. The academy has pursued a rigorous and continuous programme of educational improvement which can be seen and measured throughout the academy. Work that the school has done to further improve behaviour and attendance has resulted in students becoming increasingly ambitious for their futures.

We are committed to ensuring that all students reach their full educational potential. This comprises of our 4 key curriculum areas in Academic, Ambition and our Co-curricular & Extracurricular programmes. Our curriculum development has resulted in a highly effective and sequenced curriculum that provides a secure platform ready for expert delivery.

Our ethos and values are underpinned by our vision, 'Striving for success, Learning with PRIDE'. 'Learning with PRIDE' helps identify the values that students and staff should embody in order to be successful, lifelong learners. Perseverance, Respect, Independence, Determination and Engagement are values we develop in our students and expect in all staff. This ethos drives us forward, every day.

We are proud of the co-curricular and extra-curricular programmes that all staff play an active part in, that means over 1300 pupils per week have access to high quality and planned additional activities. The options range from skiing to singing, chess to climbing and performance options to provisional driving licence preparation. We are very proud to show you and find out what you might offer!

We have a commitment to staff development, and we have put in place a detailed programme of profession development that provides weekly CPD for staff. As a result, curriculum planning, teaching strategies and assessment techniques have advanced and drive student progress.

You can find out more at:

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We would welcome applications from staff who are experts in their field and are determined, independent and highly engaged. You will be joining a highly effective team with a collective focus to improve student achievement by providing a positive culture. You will need to be a team member, undertaking duties as required to meet the needs of the school, students and the team.

Yours sincerely

**Jon Hunt**  
**Principal**

For further information and an application form please visit our website (we are in the process of updating and improving our online provisions): [www.weaversacademy.org.uk](http://www.weaversacademy.org.uk)

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines.

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# ABOUT CREATIVE EDUCATION TRUST



**Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience and employability. We believe that a rewarding educational experience and the highest possible qualifications are the best way to ensure social mobility for young people.**

Creative Education Trust is a growing multi-academy trust educating over 13,000 children in England. It was established in 2010 to work in England's post-industrial cities and coastal towns: areas of economic disadvantage and with a history of academic underachievement. We transform these schools by integrating a knowledge-rich curriculum with skills and creativity.

Creative Education Trust defines creativity as the ability to find connections between the things we know and turn these connections into new ideas and action. The academic arts and the sciences, practical subjects and life skills all need this creativity, and creativity is valued highly by employers. Our staff and expert advisers use imaginative methods for linking knowledge across subject boundaries, fostering personal development and resilience and developing practical skills that prepare students for their transition to adult life and employment.



## Our Mission

To give every child in our schools the best possible start in life through excellent education and wide-ranging co-curricular opportunities

## Our Vision

To send out into the world educated, creative, confident and responsible young people, who can succeed in their ambitions and make their communities better places

## Our Values

### Ambition

We are ambitious in everything because only the best will do

### Excellence

We do not stop at 'good enough'

### Creativity

We connect our knowledge in innovative ways

### Resilience

When the going gets hard, we up our game and reach our goal

### Inclusion

Every child and every colleague matters – we will work for and with them all

### Respect

We value the ideas of others and make sure all voices are heard

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# ABOUT WEAVERS ACADEMY



**We are a mixed secondary school, catering for children between the ages of 11 and 18 years and located in Wellingborough.**

Since September 2013 we have been part of the Creative Education Trust. This has enabled the school to rigorously pursue rapid improvement for the children we teach.

The school boasts many facilities, and we strive to provide an inclusive and expansive education for all the young people in our care.

## **Our on-site facilities include:**

- Multiple Sports Fields
- Extensive Multi-Use Games Area
- School hall with stage, equipment with auditorial technology
- Drama studio complete with sound system and mirrored wall
- IT suites with state-of-the art technology
- Interactive whiteboards in all classrooms
- Modern and open-plan library with wide range of reading materials
- Brand new gym facilities
- 3 large sport halls
- Bespoke 6<sup>th</sup> Form Centre
- Leadership Hub



## Summary of Weavers Academy's Progress

- The atmosphere in lessons is positive. Pupils respond well to the challenges provided by teachers.
- This is a school where staff care for pupils and are determined that they will succeed.
- The way that behaviour is managed has improved the standard of behaviour across the school.
- **Ofsted GOOD – May 2022**

To see full details of the school performance data please visit:  
<https://www.compare-school-performance.service.gov.uk/school/139068/Weavers-academy>

# SOCIAL SCIENCES LEARNING AREA

The Social Sciences learning area at Weavers Academy is a recently formed department created in response to increasing popularity amongst students.

At KS4 we offer GCSE Psychology, Sociology, and NCFE Level 1/2 Health and Social Care. At KS5 we offer A Level Psychology, Sociology and BTEC Level 3 Health and Social Care.

Students enjoy studying Social Sciences at Weavers Academy; outcomes have continued to improve and are in line with national averages. In our growing sixth form college, our subjects prove extremely popular, so much so that we introduced GCSE Psychology and Sociology last year to satiate the appetites of our KS4 students who did not want to wait until KS5 to learn them!

Despite being very popular, our class sizes are maintained at levels conducive to effective teaching and learning. Our students are eager, respectful, and dedicated, and our staff team is friendly and supportive.

The Social Sciences team have designated classrooms, and each teacher teaches primarily in their own classroom. All classrooms are equipped with Promethean projectors, visualisers, and access to ICT. Staff are provided with laptops, centralised lesson resources and a dedicated on-site ICT team.

## Psychology and Sociology

We currently have six classes at KS4 and four classes at KS5. We offer OCR GCSE Psychology and AQA GCSE Sociology. At A Level we offer AQA Psychology and AQA Sociology.

## Health & Social Care

The two Health and Social Care courses are very popular at both KS4/5. We currently have three classes at KS4 and two classes at KS5. We offer NCFE Level 1/2 and Pearson BTEC Level 3.

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## **SOCIOLOGY & PSYCHOLOGY TEACHER JOB DESCRIPTION**

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### **LOCATION**

Weavers Academy, Wellingborough

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### **SALARY: MPR/UPR**

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### **THE ROLE**

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- To teach both Sociology and Psychology at KS4/5.
  - To monitor and support the overall progress and development of students as a teacher/form tutor.
  - To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
  - To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.
  - To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.
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### **REPORTING LINES**

- The post will report to the Head of Social Science.
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### **LEADERSHIP AND MANAGEMENT**

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- To align with the schools' vision and ethos of 'striving for success, focusing on learning' such that the highest achievements are expected from all members of the school community.
  - To collaborate in the development of appropriate syllabi, resources, schemes of work, marking policies and teaching strategies in the Learning Area, alongside other members of the Social Sciences team.
  - Promote and uphold the values and ethos of Weavers Academy.
  - To contribute to the Learning Area Raising Achievement Plan and its implementation.
  - To maintain own training and development so that the quality of the curriculum and its implementation leads to students knowing more, remembering more and being able to do more over time.
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## **TEACHING**

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- To undertake a designated programme of teaching according to your subject specialism.
  - To teach students according to their educational needs, including the setting and marking of work, including the setting, and marking of work so that all students make good progress.
  - To assess, record and report on the attendance, progress, development, and attainment of students in and to keep such records as are required.
  - To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students so that all make good progress.
  - To ensure a high-quality learning experience for students which meets internal and external quality standards.
  - To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the learning area.
  - To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the curriculum.
  - To maintain discipline in accordance with the school's procedures, and to encourage good practice with regards to punctuality, behaviour, standards or 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.
  - Collaborate closely with parents and students and respect the contribution that families make.
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## **SUPPORTING THE WORK OF CREATIVE EDUCATION TRUST**

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- Develop strong, positive relationships with Creative Education Trust colleagues, participating in trust-wide work and projects as appropriate.
  - Participate with internal and external partners and specialists to share best practice, contribute to the development of Trust strategies and policies, and promote the school and Creative Education Trust in a national context.
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- To take part in marketing and liaison activities such as Open Evenings, Parents Evenings, Review days and liaison events with partner schools.

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- To contribute to the development of effective subject links with external agencies.

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- Undertake any other reasonable duties deemed appropriate to the role.

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### **SCHOOL ETHOS AND COMMUNITY**

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- Work with parents and students to ensure that they understand the aims of the school, its policies and procedures and future direction.

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- Foster a culture where students respect others and their physical surroundings through implementing a range of strategies developed with external consultants, monitoring their impact on outcomes.

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- This job description is not necessarily a comprehensive definition of the post, and the post holder will be required to undertake other duties appropriate to the grade and character of the work as directed.

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- The duties may be varied to meet the changing demands of the school at the reasonable discretion of the principal.

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# SOCIOLOGY & PSYCHOLOGY TEACHER PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
<b>QUALIFICATIONS &amp; KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Relevant degree in a Social Science subject</li> </ul>	<ul style="list-style-type: none"> <li>• Expertise in planning the progression of subject skills within individual and across sequences of lessons.</li> </ul>
<b>QUALITY OF TEACHING, LEARNING AND PROGRESS</b>	<ul style="list-style-type: none"> <li>• Successful experience of teaching a Social Science subject</li> <li>• Able to differentiate resources to meet the needs of all students effectively.</li> <li>• Experience of strong, effective behaviour management strategies</li> </ul>	<ul style="list-style-type: none"> <li>• Successful experience of teaching either Psychology or Sociology at KS5</li> </ul>
<b>INTERPERSONAL SKILLS &amp; PERSONAL QUALITIES</b>	<ul style="list-style-type: none"> <li>• Ability to communicate effectively and relate well to all stakeholders (including written, oral and presentation skills)</li> <li>• Ability to be flexible and adaptable.</li> <li>• Ability to work under pressure and be able to meet deadlines.</li> <li>• Willingness to contribute to extra-curricular activities.</li> <li>• To be able to develop good learning relationships with students so that they are all motivated to learn and make good progress.</li> <li>• To be able to develop effective relationships with parents and carers so that they work with the academy to support their children to learn.</li> </ul>	
<b>SAFEGUARDING</b>	<ul style="list-style-type: none"> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people.</li> <li>• Ability to raise the self-esteem and expectations of children and young people.</li> </ul>	

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