

## The Royal Alexandra and Albert School



**Post:** Head of Psychology

**Responsible to:** Deputy Head Academic

**Start Date:** September 2019

### The Role

To provide inspirational leadership of this department and effective delivery of an outstanding curriculum of Psychology to ensure all our pupils make excellent progress.

To inspire teachers and pupils to have a passion for each subject and to ensure the department is a vibrant department within the Sixth Form school community.

As well as teaching Psychology, it is hoped that the successful candidate will be able to teach one other subject (e.g. Sociology).

### Salary/Grade

UPS / MPR + TLR2 (£2,600)

The Role is a full-time role with the post-holder teaching 26 periods per week. (the full-time loading with no positions of responsibility being 29 periods)

### Key Responsibilities

- To provide strong and supportive leadership of Psychology
- To lead the department to the highest standards of professionalism as a role model for colleagues and pupils
- To provide effective leadership to a team of teachers in the delivery of the A Level teaching of Psychology
- To work alongside subject specialist teachers in leading the design and implementation of an outstanding curriculum for Psychology
- To constantly review and develop the quality of teaching and learning within the department to ensure outstanding practice and the development of exceptional performance skills in pupils
- Be held accountable for the progress of all pupils in Psychology
- To promote Psychology and ensure it is thriving within the Sixth Form

### Leadership of subject

- To ensure creative curriculums are developed and implemented in Psychology and ensure the delivery of high quality teaching, in all curricular and co-curricular activities
- Develop curriculums that meets the needs of all learners
- Develop innovative schemes of work which are inspiring for learners and teachers alike

- To assess the performance of pupils and record their development, progress and attainment and ensure this is done consistently across the department using internal moderation where necessary
- Analyse progress and attainment data and use this to raise student attainment, direct student intervention and inform possible changes to curriculum design
- Work in collaboration with colleagues to ensure pupils receive high quality interventions
- Through regular observation and feedback, mentor subject teachers to ensure excellent teaching and learning in all lessons
- To keep up to date with all initiatives and developments in teaching and in the subject
- Ensure that classroom teachers are utilising best practice for the teaching of Psychology
- Lead departmental inset to share good practice and develop teaching and learning within each subject area
- Conduct evaluations of the quality of teaching and learning of individual classes and as a department, agreeing implementing and holding teachers to account to changes to teaching and learning
- Create and sustain a positive department culture, where staff feel collectively supported and developed
- Take the role of Performance Manager for members of the department

### **Teaching and Learning**

- Plan and teach engaging and challenging lessons
- To provide clear structures for lessons, and for sequences of lessons, in the short, medium and longer term, which maintain pace, motivation and challenge
- To plan effectively to ensure that pupils have the opportunity to meet their potential, taking account of the needs from those who are underachieving to those who are very able, making use of relevant information and specialist help where available
- Use regular, measurable and significant assessments of teaching
- Complete all reporting on time
- Closely monitor progress and attainment of pupils and use it to inform teaching
- To set high expectations for pupil behaviour and establish a safe environment that supports learning and where pupils feel secure and confident
- Maintain regular and productive communication with parents about their child's progress, behaviour and development, including attending after school parent meetings as required

### **Other**

- Actively contribute to the co-curricular life of the School
- Undertake professional development as agreed with school leaders

- Perform additional duties and tasks required for the effective operation of the school as directed by the Headmaster
- Be aware of and comply with policies and procedures relating to child protection, health and safety regulations, security and confidentiality, reporting all concerns as appropriate
- Contribute to the overall ethos and aims of the School

### Person Specification: Head of Psychology

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>• Good Honours Degree in Psychology or in a relevant subject</li> <li>• Recognised Teaching Qualification</li> </ul>	<ul style="list-style-type: none"> <li>• Additional qualifications/ training</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Experience of successful teaching of Psychology at A level</li> <li>• Experience of raising attainment</li> <li>• Experience of supporting other staff to enhance teaching and learning</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to teach one other subject (e.g. Sociology)</li> <li>• Experience of curriculum design</li> <li>• Experience of leading and developing a team</li> <li>• Experience in more than one school</li> </ul>
Leadership and management	<ul style="list-style-type: none"> <li>• Effective team worker and leader</li> <li>• High expectations for accountability and consistency</li> <li>• High expectations of self and others</li> <li>• Ability to create and lead departmental development</li> <li>• Ability to manage change</li> <li>• Ability to enable others to achieve success</li> </ul>	
Teaching and Learning	<ul style="list-style-type: none"> <li>• Excellent classroom practitioner</li> <li>• Commitment to regular and on-going professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of using Alps</li> </ul>
Personal	<ul style="list-style-type: none"> <li>• Ability to inspire and lead others</li> <li>• Good communication, planning and organisational skills</li> <li>• Hardworking</li> </ul>	

	<ul style="list-style-type: none"><li>• Enthusiastic</li><li>• Resilient</li><li>• A strong team player</li><li>• Good sense of humour</li></ul>	
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The Royal Alexandra and Albert School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including an Enhanced DBS check.

Please complete the application form with a covering letter or supporting statement and return to [hr@gatton-park.org.uk](mailto:hr@gatton-park.org.uk)

**Closing Date:           Wednesday 9<sup>th</sup> May by midday**  
**The school reserves the right to appoint prior to the closing date.**