



Post title	Psychology Teacher
Line manager/s:	Head of Seniors
Supervisory responsibility:	The postholder may be responsible for the deployment and supervision of the work of teaching assistants relevant to their responsibilities

The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document which you are required to carry out, along with any other duties that the Headteacher may reasonably direct. It may be modified by the Headteacher to reflect or anticipate changes in the job, commensurate with the salary and job title.

Main purpose of the job:

- Be responsible for the learning and achievement of all pupils in the class/es ensuring equality of opportunity for all.
- Be responsible and accountable for achieving the highest possible standards in work and conduct.
- Develop and implement the curriculum for Psychology at GCSE level.
- Support the Head of Seniors in implementing a diagnostic, formative and summative assessment programme for pupils that allows for monitoring of the pupils' progress during their tenure at the school.
- Teach (enable learning in) Psychology at key Stage 4.
- Prepare for the relevant examination/s.
- Write subject schemes of work that meet school and syllabus requirements, including long, medium and short-term plans and ensuring that they provide effective guidance to support good teaching and learning, and pupil progress.
- Ensuring that their teaching is in accordance with the standards dictated by the ISI. Co-operate fully with ISI inspection teams if necessary.
- Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils.
- Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current *School Teachers Pay and Conditions Document (2016) and Teacher Standards*
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school

Duties and responsibilities

All teachers are required to carry out the duties of a schoolteacher as set out in the current *School Teachers Pay and Conditions Document*. Teachers should also have due regard to the Teacher Standards. Teachers' performance will be assessed against the teacher standards as part of the appraisal process as relevant to their role in the school.

Teaching

- Deliver the curriculum as relevant to the age and ability group/subject/s that you teach
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate
- Be accountable for the attainment, progress and outcomes of pupils' you teach



- Be aware of pupils' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these demonstrating knowledge and understanding of how pupils learn
- Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject)
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment
- Give pupils regular feedback, and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate

Behaviour and Safety

- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils
- Have high expectations of behaviour, promoting self control and independence of all learners
- Carry out playground and other duties as directed and within the remit of the current *School Teachers' Pay and Conditions Document*
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures

Team working and collaboration

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school
- Cover for absent colleagues within the remit of the current *School Teachers' Pay and Conditions* document



Fulfil wider professional responsibilities

- Work collaboratively with others to develop effective professional relationships
- Deploy support staff effectively as appropriate
- Communicate effectively with parents/carers with regard to pupils' achievements and well-being using school systems/processes as appropriate
- Communicate and co-operate with relevant external bodies
- Make a positive contribution to the wider life and ethos of the school

Administration

- Register the attendance of and supervise learners, before, during or after school sessions as appropriate
- Participate in and carry out any administrative and organisational tasks within the remit of the current *School Teachers' Pay and Conditions Document*

Professional development

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and well being, refining your approaches where necessary responding to advice and feedback from colleagues
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal
- Proactively participate with arrangements made in accordance with the [Appraisal Regulations 2014](#)

Other

- To have professional regard for the ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality
- Perform any reasonable duties and extracurricular activities within the life of a busy boarding school as requested by the headteacher

Note

This job description is not your contract of employment or any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed. Nothing will be changed without consultation.

Teacher - Person Specification

Education and Qualifications		Criteria	Assessment
Qualified teacher status		E	A
Experience		Criteria	Assessment
1	Experience as a teacher or successful completion of initial teacher training	E	A/I
2	Experience and understanding of the Psychology curriculum at KS4	E	A/I



3	Experience and understanding of another subject's Key Stage 3 curriculum	D	A/I
4	Experience and understanding of assessment for learning and planning for progression	E	I
5	Experience of working with SEN children	D	A/I
6	Experience or interest in working with early language development and or EAL children new to English	D	I
7	Experience of meeting the needs of a range of range of learners	D	I

Knowledge and Understanding		Criteria	Assessment
8	Understanding of data, baseline and analysis of progress	E	A/I
9	Understanding of a creative curriculum to promote engagement	E	A/I

Skills		Criteria	Assessment
10	Have evidence of, or the potential to be a good or outstanding teacher	E	A/I
11	Have high expectations and standards for self and children	E	A/I
12	Have clear understanding of how assessment for learning and questioning can improve learning	E	I
13	Be up to date and enthusiastic about innovative pedagogical practice	D	I
14	Ability to work with, direct and manage other adults in the classroom	E	A/I
15	Ability to teach at another subject at KS3	D	A/I
16	Ability to contribute to our co-curricular offering, e.g. running a club/s	E	A/I

Personal Qualities		Criteria	Assessment
17	Positive and enthusiastic approach towards work	E	I
18	Good team player	E	I
19	Enthusiastic about continuing professional development	E	I
20	Flexible and adaptable	E	I
21	Ability to work on own initiative	E	I
22	Willingness to carry out a boarding duty (5.30-9.30pm) once a fortnight or be a resident staff member, with free accommodation and extra boarding duties	D	I

Criteria Key

- E** Essential
- D** Desirable

Assessment Key

- A** Application Form
- I** Interview