

Job Description: Psychology Teacher

Reporting to:	Vice Principal
Start date:	September 2017
Salary:	Ark MPS (£26,791 - £37,828)/ UPS (£40,104 - £43,127) Possible TLR available depending on experience.
Disclosure level:	Enhanced

The Role

To deliver outstanding teaching, to ensure effective student learning in the subject and to achieve excellent results for the students.

To design an outstanding Psychology curriculum

To be a role-model and impact positively on the academy more widely.

Key responsibilities

- To plan, resource and deliver imaginative, interactive and inspiring schemes of learning and lessons that ensure that all students make excellent progress and attain at high levels
- To provide a nurturing and stimulating classroom and academy environment that helps students to develop as learners
- To maintain/establish positive behaviour for learning across the whole academy
- To contribute to the effective working of the academy
- To support students in the acquisition and development of learning dispositions and positive character traits
- To provide stimulating and enriching extra-curricular/enrichment opportunities for students and potentially for members of the wider school community
- To be accountable for student progress and attainment levels in the subject.

Outcomes and activities

Teaching and learning

- To plan and prepare effective schemes of learning and lessons
- To teach engaging and effective lessons that motivate, inspire and involve students and ensure outstanding student attainment
- To use regular assessments to monitor progress and set targets
- To respond accordingly to the results of such monitoring to differentiate intervention
- To utilise a full range of AfL strategies
- To maintain regular and productive communication with parents, to report on progress, sanctions and achievements
- To promote reading and teach literacy skills.

Academy culture

- To help create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships by maintaining a presence around the Academy

- To help develop an Academy culture and ethos that is utterly committed to achievement
- To demonstrate a commitment to equality of opportunity for all members of the Academy's community
- To actively promote the Academy at all times
- To contribute to discussions at meetings
- To contribute to the writing and implementation of the Academy Improvement Plan
- To be active in issues of student welfare and support.

Other

- To be a form tutor and deliver tutorial, BRIDGES and PSHE sessions to the form group
- To run enrichment weekly
- To support the INA dining vision
- To undertake other various responsibilities as directed by the Vice Principal or Principal
- To undertake the main professional duties of a teacher as set out in the Ark pay and conditions of service document
- To meet the expectations of all INA staff as laid out in the Staff Expectations Policy
- To uphold all Academy policies with consistency and diligence.

Person Specification: Psychology Teacher

Qualification criteria

- Qualified to degree level and above
- Qualified to teach (and work) in the UK
- Qualified and skilled to teach Psychology at KS5

Knowledge

- Up to date knowledge in the curriculum area
- Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour.

Experience

- Experience of teaching Psychology at KS5
- Experience of teaching a second subject would be an advantage
- Experience of raising attainment in a challenging classroom environment
- Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities.

Behaviours

- Passion for the subject
- High expectations for accountability and consistency
- Vision aligned with Ark's high aspirations, high expectations of self and others
- A firm and constant belief in the unlimited potential of every student and a commitment to inclusive educational provision
- Motivation to continually improve standards and achieve excellence
- Commitment to the safeguarding and welfare of all students and providing equality of opportunity
- The ability to enthuse and inspire others
- The ability to consistently deliver outstanding lessons
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and recognition
- Excellent communication, planning and organisational skills
- Demonstrates resilience, motivation and commitment to driving up standards of achievement
- Acts as a role model to staff and students
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice
- The ability to develop positive relations with students and adults
- The ability to work effectively alone and as a part of a team
- Excellent listening skills
- Strong interpersonal, written and oral communication skills and ICT skills
- Strong organisational and time management skills
- The ability to take personal responsibility, a readiness to reflect and self-evaluate, and the ability to change, develop and improve

- Confidence and self-motivation
- The ability to work well under pressure
- High levels of honesty and integrity
- A sense of humour and desire to have fun.

Other

- This post is subject to an enhanced Disclosure & Barring Service check
- The post holder must be committed to safeguarding the welfare of children and to providing equality of opportunity.

Ark is committed to safeguarding and promoting the welfare of children and young people in our academies. In order to meet this responsibility, we follow a rigorous selection process. This process is outlined [here](#), but can be provided in more detail if requested. All successful candidates will be subject to an enhanced Disclosure and Barring Service check.

Dear colleague,

Thank you for your interest in the post of Politics Teacher at Isaac Newton Academy, an ARK School. I'm delighted to have this opportunity to introduce myself, to give some details about our school and to describe the kind of candidate we hope to appoint to the position.

Isaac Newton Academy opened in September 2012 in Ilford, East London, in brand new, purpose-built accommodation. The Academy has been carefully designed with ARK's philosophy in mind and has facilities and resources to support a rich and diverse 21st century curriculum. It has an intake of 180 year 7 students each year. When full, in 2018, the secondary school will be 1,250 students (900 11 – 16 year olds and 350 sixth formers). In 2014 the primary phase of the Academy opened to 90 reception-aged pupils. This too will grow year on year, until full in 2020. The Academy benefits from joining a number of successful secondary schools in the diverse Redbridge community as well as being part of the ARK Schools network.

I feel both privileged and excited to have been appointed as Isaac Newton Academy's Principal. This is my third Headship but without doubt my most exciting leadership opportunity. The chance to create a new and outstanding school from scratch, designing the curriculum, policies and procedures, structuring the school day and year and appointing the staff, is a rare and golden one.

In September 2017 INA opens its sixth form. We anticipate having a sixth form of 350 students when full. A level Politics is being offered and we anticipate it being a popular subject with one A level group in Year 12 and one in Year 13 (from 2018). We are looking to appoint an experienced and outstanding Politics teacher to run the A level course alongside an existing member of staff. In the first year there will be 5 hours of A level Politics teaching per week (shared between 2 teachers). This post would therefore suit someone looking for a part time contract in the first instance. It could also, however, suit a teacher looking for full time post if they were able to offer another subject at KS3 and/or 4.

The post holder will co-lead on the implementation of Psychology into the KS5 curriculum. They will take joint responsibility for the introduction and delivery of the KS5 course. There is the potential for the post holder to be given a TLR responsibility if they would like to be considered for the post of Lead Teacher of Politics.

First and foremost, I am looking for an individual who is committed to ARK's six pillars and feels as passionately as I do about the school's vision (outlined in the prospectus found on the Academy website). You will read that at Isaac Newton Academy we have extremely high expectations of ourselves and of each and every student. It is important that the post holder believes unswervingly that, regardless of background or prior attainment, every student entering the school has the potential to leave with a set of qualifications that will enable them to pursue their education at a top university. We are setting ourselves very ambitious goals, and the post holder will play a central role in ensuring that Isaac Newton becomes a truly great school. He/she will require determination, resilience, optimism and creativity in order

to ensure that effective and efficient systems are in place to support every student to achieve their target grades.

It is my vision that Isaac Newton Academy will be at the centre of the local community, with opportunities for the students' parents, siblings and neighbours to attend classes and benefit from the amazing facilities. I am looking to appoint an A-level Psychology teacher who shares this desire to enrich the lives of residents of Ilford and make the school a true community school.

And what you can expect from me as your Principal? I will be committed to providing you with the environment, support and resources necessary to carry out your role to an outstanding level. I will prioritise your professional development needs. I will ensure that you receive supportive and developmental line management and coaching.

If what you have read about Isaac Newton Academy chimes with your personal educational philosophy, I very much hope that you will consider applying for the post. This is a key role in the Academy and a challenging yet highly rewarding opportunity.

If you would like to discuss the role or have any technical issues with the application form, please contact Gina Webb, HR Officer, on 020 8911 6666 or g.webb@isaacnewtonacademy.org.

To apply please go to: <https://goo.gl/m1Hige>. Please complete your application by Friday 6th January 2017.

Yours faithfully,

Rachel Macfarlane

Principal