**Burlington Danes Academy**

**Head of Psychology (TLR 1B)**

**This is a fantastic opportunity to lead the Psychology provision in an ‘outstanding’ school**

Ark Burlington Danes Academy is a non-selective 11-18 comprehensive school**.** The academy opened in September 2006 and has made rapid progress to become a highly successful and over-subscribed local school. In its 2013 OFSTED inspection Burlington Danes was rated ‘Outstanding’ in every category.

We are looking for an outstanding Head of Psychology with a commitment to academic excellence and helping every child succeed, who will be responsible for teaching and learning in this subject. This is perfect opportunity for an ambitious practitioner who is ready to progress their career into a leadership position.

This is an excellent opportunity to join an extremely well-led faculty, one of the most successful in the school. Our teachers are highly effective at diagnosing individual students’ strengths and weaknesses and targeted intervention, rooted in data analysis, is extremely strong and makes a real difference.

Candidates must have a demonstrable commitment to outstanding results and the ability to lead, inspire and motivate others.   The Head of Psychology will lead our successful and committed psychology team to even greater heights than those attained last year.

You will need experience of successful teaching to A level as well as the drive and commitment to move science teaching, learning and progress forward and respond to academy targets. Strong leadership and team-building skills are essential.

**The ideal candidate will:**

* have experience of teaching at an outstanding level
* have demonstrable evidence of raising attainment in an urban, multicultural setting
* be committed to Ark’s ethos of high expectations and no excuses
* have the resolve to make a real difference to the lives of pupils
* possess a strong desire to develop an outstanding department by creating a culture where learning is greatly valued by all
* have experience of working in a challenging classroom environment, implementing and developing schemes to improve behaviour
* have the resolve to make a real difference to the lives of pupils
* be committed to Burlington Danes Academy’s ethos of high expectations and no excuses.

**The successful candidate will have the opportunity to:**

* join a network of Ark academies and gain access to an exclusive range of benefits including reduced gym membership and a comprehensive CPD provision

If you share in our commitment to excellence, we want to hear from you. For information about the school, please go to [www.burlingtondanes.org](http://www.arkacademy.org). Visits to the academy before application submission are welcomed. Please contact Julia Morson on 0208 735 4972 or email Julia.morson@burlingtondanes.org to arrange this.

To apply, please complete the online application by visiting: <https://goo.gl/6MLRh2>. Please complete your application by **11am** on **Wednesday 22nd March 2017**

Applications will be reviewed on an ongoing basis so early applications are encouraged.

Ifyou have any technical issues, please contact the recruitment team on 0203 116 6345 or email recruitment@arkonline.org.

**Location:** Ark Burlington Danes Academy, Wood Lane, London W12 0HR

**Closing Date: 11am** on **Wednesday 22nd March 2017**

**Start Date:** September 2017

**Salary:** Ark MPS/UPS (Inner London) £28,799– £47,998 depending on experience, plus TLR 1B (£9378)

*Ark is committed to safeguarding children; successful candidates will be subject to an enhanced Disclosure and Barring Service check.*

**Job Description: Head of Psychology**

**Start date**: September 2017

**Salary:** Ark MPS/UPS (Inner London) £28,799– £47,998 depending on experience, plus TLR 1B (£9378)

**The Role**

To develop, lead and manage the exceptionally effective delivery of an outstanding psychology curriculum to ensure all our pupils make excellent progress.

**Key Responsibilities**

* Be held accountable for the progress of all pupils in Psychology learning across the school
* Constantly improve the quality of teaching and learning, where necessary holding teachers to account
* Lead the design and implementation of the psychology curriculum and assessment including controlled assessment and examinations
* Be a role model of outstanding teaching in the department
* Observe, mentor and provide guidance to teachers in the department.

**Outcomes and Activities**

**Teaching and Learning**

* Meticulously plan and teach engaging and challenging lessons that pave the way for success in school and life
* Meet the needs of all learners by consistently planning and teaching carefully differentiated lessons
* Set and mark appropriate homework
* Use regular, measurable and significant assessments of their teaching
* Complete all reporting on time
* Closely monitor progress and attainment of their pupils and use it to inform their teaching
* Provide content for and where necessary deliver high quality pupil interventions with direction from SLT member responsible for behaviour.
* Ensure that all pupils achieve or exceed academy targets
* Maintain regular and productive communication with parents about their child’s progress, behaviour and development, including attending after school parent meetings as required
* Organize and participate in exciting and motivating trips and events.

**Leadership of subject**

* Develop innovative schemes of work which are inspiring for learners and teachers alike and feed into standards based assessments
* Produce half termly assessments with marks schemes
* Ensure assessments are moderated internally and externally
* Ensure end of year assessments reflect each pupil’s overall level which is both externally valid and provides an accurate baseline for the next academic year
* Analyse progress and attainment data to make data-driven changes to curriculum design, and pupil interventions
* 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
* Ensure that classroom teachers are utilising best pedagogical practice for their subject
* Conduct half termly 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 teammates feel collectively supported and developed.

**Other**

* Undertake professional development as agreed with school leaders
* Perform additional duties and tasks required for the effective operation of the school
* Undertake other various responsibilities as directed by the Principal.

**Person Specification: Head of Psychology**

**Qualification criteria**

* Qualified to degree level and above
* Qualified to teach in the UK
* Right to work in the UK

**Experience**

* Experience of raising attainment in a challenging school
* Evidence of continually improving the teaching and learning of their subject though schemes coaching or staff

**Skills and attributes**

We are looking for these skills and attributes or at the very least, a clear, demonstrable capacity to develop them:

**Leadership**

* Effective team worker and leader
* High expectations for accountability and consistency
* Vision aligned with Ark’s high aspirations and high expectations of self and others
* Genuine passion and a belief in the potential of every student
* Motivation to continually improve standards and achieve excellence
* Commitment to the safeguarding and welfare of all pupils.

**Teaching and Learning**

* Excellent classroom practitioner
* Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards
* Has good communication, planning and organisational skills
* Demonstrates resilience, motivation and commitment to driving up standards of achievement
* Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

**Communication skills**

* The ability to listen and communicate effectively
* Empathy and the ability to understand the needs, aspirations and motivation of diverse individuals and groups
* The ability to influence and motivate others

**Problem solving**

* Identify, analyse and resolve problems and issues
* Develop plans with concrete outcomes and effective solutions
* Evaluate results and identify necessary actions
* Make fact-based decisions.

**Resilience**

* Sustain energy, optimism and motivation in the face of pressure and setbacks
* Stay calm in difficult situations and maintain clarity of vision
* Be adaptable in the face of adversity.

**Results and learning orientation**

* Commitment to ongoing improvement and learning
* A passion for teaching subject
* Focus on achieving challenging goals and results
* Resourcefulness and flexibility in delivering outcomes.

**Other**

This post is subject to an enhanced DBS disclosure.

*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*](http://arkonline.org/sites/default/files/Ark_safe_recruitment.pdf)*, but can be provided in more detail if requested. All successful candidates will be subject to an enhanced Disclosure and Barring Service check.*