

Netherthorpe School



RECRUITMENT PACK Teacher of Psychology



Learn, Enjoy, Succeed



www.netherthorpe.academy
01246 472220





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Welcome

Dear Applicant,

Thank you for showing an interest in joining the Cavendish Learning Trust. We believe that this is an extremely exciting time to join the Trust, as the process to re-launch many aspects of our work has commenced and the successful applicant will be an integral part of this strategy for the Trust. The Trust currently has four academies that are geographically based in Chesterfield, with over 1,600 children attending from the ages of 2 to 18. Our academies are:

Barrow Hill Primary Academy
Dunston Primary and Nursery Academy
Netherthorpe School
Whittington Moor Nursery and Infant School

We are very fortunate to be a cross-phase multi-academy Trust, which gives us the opportunity to share a wide range of knowledge and expertise for the benefit of the children within all of our academies. The Vision and Values of the Trust give a clear focus to the work we do and are built around our vision statement;

We are a family of schools working together focused on supporting the needs of our individual communities, providing excellent education to maximise children and young adults' life choices.

The Trust also has a framework for operation entitled 'Our Commitments', which ensures that all academies within the Trust are providing an equitable education to the children in the communities in which they serve. More information on both these key areas can be found by visiting our website www.clt.org.uk

Our academies are supported by a Shared Services Team which supports in the following areas:

Education Strategy including monitoring and evaluation
Budget setting and monitoring
Contracts and project management
Facilities
Human Resources
Data Protection and Compliance
Health and Safety

Thank you again for your interest in joining us and the best of luck with your application. We look forward to welcoming you to the Trust and sharing with you, our commitment to support the children and communities that we serve.

Dave Williams



CAVENDISH LEARNING TRUST

COMMUNITIES LEARNING TOGETHER



TEACHING & LEARNING

To provide a range of innovative, engaging and challenging learning experiences for children and young adults, in order to nurture talent and promote the development of the whole person.

PROFESSIONAL LEARNING

To provide professional development opportunities for all staff at every stage of their career, and in doing so nurture potential and motivation. To all ensure all staff feel valued.



ETHICAL LEADERSHIP

Embed the seven 'Principles of Public Life' of selflessness, integrity, objectivity, accountability, openness, honesty and leadership throughout the Trust.

WELL-BEING

To ensure that every child, young adult and member of staff in the organisation develops knowledge and skills to be independent and resilient individuals. To promote a learning and working environment that is safe and supports children, young adults and staff well-being.



COLLABORATION

To develop a culture within our family of schools which is founded on collaboration, mutual support and helping each other to continually improve for the benefit of our communities and all children, young adults and members of staff within them.

VISION AND VALUES

We are a family of schools working together focused on supporting the needs of our individual communities, by providing excellent education to maximise all children and young people's life choices.

CAVENDISH LEARNING TRUST

WELLBEING OFFER

INDUCTION AND DEVELOPMENT PACKAGES

We know how important it is to have a good start at a new place of work. We therefore offer a supportive induction package for all staff and access to a staff 'buddy' when you start. We also believe it is important that we help staff to develop and grow so we offer a range of staff professional development programmes across the trust.



REWARD AND RECOGNITION SCHEME

We provide a system where staff can be rewarded and recognised through a system of 'perks'. We also run a trust wide Staff Gifts scheme to recognise long service and those significant life moments. We feel it is important to recognise and say thank you to our staff for their hard work.

GOLDEN TICKET

We understand that sometimes there are events or activities that staff may want to access during school time. We offer a scheme where staff can cash in their 'golden ticket' to access an afternoon off work.



HEALTH SUPPORT

We offer all employees at the trust a free annual flu jab and eye test. We know life can sometimes be hard so we offer mental health support where staff can access a free 24 hour helpline and can access 3 free counselling sessions with a trained mental health professional

STAFF DISCOUNT SCHEME

We know that time with family and friends is important and we want staff to make the most of this time. We offer a scheme where staff can access discounts on shopping, days out, cinema tickets, gym membership and other experiences.



COMPETITIVE PENSION SCHEME

The trust offers a competitive pension scheme for all teachers and non-teaching roles.

CYCLE TO WORK AND CAR LEASING

The trust offers access to all employees to cycle to work and car leasing schemes.



We know that staff work hard for the children and families in our trust and therefore we feel it is important to recognise and reward this commitment.

Teaching Staff Development Pathways



Trust Subject and Phase Networks

Trust and School Health and Safety Training

Trust and School Safeguarding Training

Trust Vision and Values





Welcome

Dear Applicant

Thank you for taking an interest in applying for this post at Netherthorpe School. I am privileged to be the Headteacher at Netherthorpe School and extremely honoured to have been entrusted with the job of leading such a great school in September 2021.

Having worked at the school for 21 years, I have established strong relationships with our staff, young people and their families, and understand what is needed to take the school forward.

Netherthorpe School is an **inclusive community school** that ensures all students are able to **Learn, Enjoy and Succeed**. We aim to foster enjoyment in learning, so that each individual has the opportunity to **make good progress and achieve excellence**. We ensure we develop **confident individuals** who are able to live safe, healthy and fulfilling lives, whilst also being a responsible and active citizen who will make a **positive contribution** to society.

Our strategic priority is for all individual students to achieve and exceed their expected outcomes.

In order to support the strategic aims of the school, we ensure the following;

- High quality teaching and learning experiences both within and outside the classroom by employing an ambitious and forward looking curriculum and assessment system across all key stages.
- A pastoral structure that ensures every student has the guidance and support tailored to their individual needs.
- A focus on Inclusion, mental health and well being for all.
- A pro-active student leadership structure to inform the decisions made by the School Leadership Team to help students in achieving their potential.
- The opportunities to develop students' moral and social understanding.
- Strong and effective working relationships between staff and our students.
- A warm and welcoming environment.

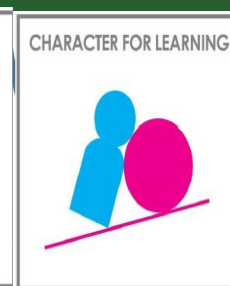
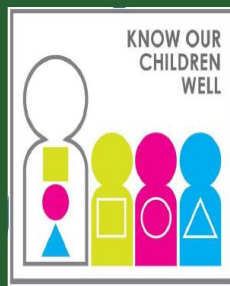
I am ambitious for both the school and its community and am committed to continued improvement. Our staff are our most valuable asset and we are committed to attracting the best staff to the school and ensuring their personalised professional development, with our core purpose being the improved quality of teaching and learning for all.

We look forward to receiving applications from candidates who would love to join us on our journey to excellence.

Helen McVicar



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Information about the School

Netherthorpe school is a popular, oversubscribed, 1100 secondary school offering high quality education to our 11-18 student community.

The school consistently attracts student numbers above our PAN of 170 from a geographically dispersed catchment area.

The school location deprivation indicator is in quintile 5 (most deprived) of all schools and the pupil base is in quintile 4 (more deprived) of all schools in terms of deprivation.

The proportion of disadvantaged students is currently 33.04% which is above national average and supported through our Pupil premium strategy led by our Disadvantaged Lead. The proportion of students from minority ethnic groups is very low and significantly below national average.

Netherthorpe School is above national average for all areas of SEND compared with Secondary School data nationally. The number of EHCP children is currently at 31 and increasing. Our largest primary area of need remains social, emotional and mental health needs making up 35.9% of our SEND register compared to a national average of 22.6%. This year, the Trust and school have worked in partnership to build an Integrated Inclusion Resource Centre to support students across the Trust community. This will open in May 2023.

Netherthorpe School has an incredible amount of history and tradition. It is a truly special place. Combining modern facilities with listed buildings, this offers a unique learning environment for students of all ages to flourish. We aim for every student and staff member to 'Learn, Enjoy, Succeed' and I am pleased to say that this is the case.

Netherthorpe can trace its origins back to 1572 when four local families, the Sitwell family, the De Rodes family, the Cavendish family and the Frechville family decided to establish a school to serve the local people of Staveley. The aim was to provide extra-ordinary opportunities for the children in the area and I am pleased to say that over 400 years later the school continues to do this.

The school was inspected by Ofsted in October 2022 and was judged to be requires improvement in all categories with the exception of our sixth form provision which was graded good.

"We feel this was a fair inspection and we had already identified the areas of priority highlighted by Ofsted as requiring improvement. These are evident in the schools' strategic plan."

"We are not a school that makes excuses, and we always make decisions that are best for the school community. The comments in the report give us something to work on and there were plenty of highlights in there too; things that we are proud of and that should be celebrated."



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Ofsted, October 2022

Ofsted recognised that leaders are in the early stages of their development work and that the new Senior Leadership Team have the determination and capacity to realise their vision of providing high quality education at this school.

We think very carefully about the knowledge that we want our young people to know, and offer a broad range of subjects at Key Stage 4 and 5. We are proud that our curriculum and teacher's subject knowledge was recognised by Ofsted to be good and ambitious with plenty of opportunities.

Safeguarding was recognised as being effective and the pupils feel that the school is a 'safe and happy' environment. Pupils told inspectors that they understand that bullying will not be tolerated and that it will be dealt with by the school.

The school was praised for its 'nurturing and caring' staff with inspectors noting that there are 'lots of opportunities for pupil leadership'. The inspection team also recognised the pride of pupils in representing their house and in the achievement badges worn.

Kudos was also given to the amount of extra-curricular activities available.

Student quotes

"It's a good school and I feel supported here."

Year 9 Student 2023.

"It's a privilege to be a part of a school with such rich history and I feel supported and enjoy my time at school." *Year 9 Student, 2023*

"There is a real sense of community here at Netherthorpe and everyone who comes here is proud to do so."

Year 13, Head Prefect 2023

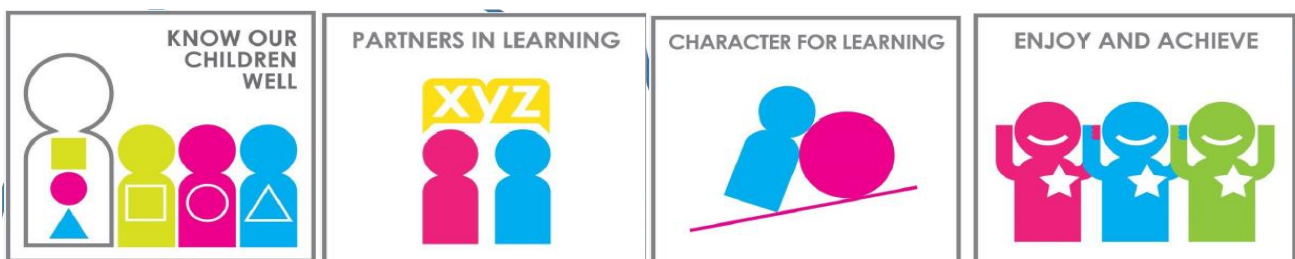
"You can go to any member of staff here for support, and receive it. My sisters both came here; one is a deputy headteacher and the other qualified as a doctor. I wouldn't have wanted to go anywhere else - I love it here."

Year 12 Student, 2023

Staff quotes

"The best thing is working with people who care and see the best in every student and opportunity to keep getting better. There are brilliant staff and students at Netherthorpe."

"Any opportunity to develop my career, either through training sessions or external practice, have all been encouraged and supported."



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The Application Process

Visits are highly recommended and warmly welcomed. To arrange an appointment, please telephone 01246 472220 or the Heads PA on 01246 479014

Vacancies with Netherthorpe School are advertised on our website www.netherthorpe.academy

Please complete and submit the application form, which can also be found on the school website, in full ensuring you have provided true and accurate information. This should be supported by a personal statement which details your reasons for applying and how your experience meets the requirements outlined in this pack.

Please note: due to safer recruitment, CV's are not accepted. Only fully completed application forms are to be submitted for shortlisting.

Please send your application form and letter of application to vacancies@netherthorpe.derbyshire.sch.uk where you will receive an acknowledgement that this has been successfully submitted.

Applications received after the closing date/time will not be considered.

If you have any questions, please contact the school on 01246 472220 or email the contact above.

Shortlisted candidates will be contacted by the school with arrangements for interview.

If you have not been contacted prior to the interview date, your application has not been successful on this occasion.

Cavendish Learning Trust are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

An offer of employment will be subject to the receipt of a satisfactory enhanced level DBS disclosure with a children's barred list check, two satisfactory references and successful completion of vetting procedures.

In accordance with the statutory guidance Keeping Children Safe in Education (KCSIE), an online search may be conducted as part of due diligence on shortlisted candidates.

We are committed to recruiting and retaining a diverse workforce and candidates with a disability who meet the essential job criteria will be given an opportunity to demonstrate their abilities at interview.

Closing date:	Monday 26 June 2023 (Noon)
Proposed Interview date:	Wednesday 28 June 2023 (let us know of any issues with this)
Start Date:	Ideally September 2023 but later date considered



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Information about the department

We are seeking to appoint an innovative, enthusiastic and inspiring teacher of Psychology who is passionate about their subject and committed to engaging learners, developing high standards of education and securing high standards of achievement so that the life chances of all students are enhanced. The post is a permanent 0.6 role

The department is an established, knowledgeable and experienced team currently made of one Head of Department who is a full-time member of staff with another member of staff in the Senior Leadership team delivering a small number of hours.

We continue to be committed as a school to focusing on the development, implementation and embedding of high quality education practice in the Sixth Form, which remains rated as 'Good' by OFSTED in our recent inspection.

The department remains the most popular subject at Post 16, with the team who are involved in the evolution of learning practice across school for students and staff, as part of their engagement with lead practitioner opportunities for staff.

The department has seen high numbers and stability over the past decade. This is despite significant changes and challenges and is a credit to the enthusiastic, engaging and committed teaching of the three staff in the team currently. The department offers Edexcel Psychology Level 3 Advanced from which a wide range of destinations are achieved as part of a popular Sixth Form that continues to recruit healthy numbers.



Job Description

Post Title:	Teacher of Psychology
Line manager:	Head of Psychology
Salary:	Main Scale/ Upper pay spine with no TLR

Specific Areas of Responsibility

To take responsibility for the education and welfare of children in your subject lessons in accordance with the latest School Teachers' Pay and Conditions document (STPCD), having due regard to the requirements of the National Curriculum and Trust policies.

Generic Areas of Responsibility

Teaching and Learning:

To have a thorough and up to date knowledge of their subject(s) taking into account wider curriculum developments relevant to their work;

- To demonstrate high standards of teaching thereby influencing the learning & achievement of students;
- To implement and deliver a curriculum in line with school policies, departmental curriculum maps and schemes of learning
- To consistently and effectively plan lessons and sequences of lessons to meet students' individual learning needs, including being aware of and taking into account strategies agreed in the IEPs (Individual Education Plans) of SEND students;
- To ensure that every student is given the opportunity and support to make progress;
- To contribute to the development and planning of the departmental curriculum;
- To consistently and effectively use information about prior attainment to inform planning, set well-grounded expectations for students, and monitor progress to give clear and constructive feedback;
- To register the attendance of students in line with policy and follow up absences where necessary;
- To implement and monitor the application of the school's homework protocol within their subject area;
- To set high standards for pupils' behaviour and maintain a good standard of discipline through well focused teaching, fostering positive relationships and successfully implementing the schools Behaviour Management Policy;
- To work as part of a team and contribute positively to effective working relationships within the school.
- To participate in departmental activities to support the wider development of our students.

Assessment and Making Use of Data to Track Student Progress

- To implement assessment, monitoring and evaluation procedures consistent with national requirements and in line with school policy.
- To be able to use the performance data available in school in order to determine how much progress the students are making;
- To track student progress through data analysis.
- To make use of data to set in class targets for individual students as well as groups of students in identifying student underachievement and student potential.

General Responsibilities

- To ensure that Health and Safety policies and practices are adhered to, including those specific to the subject area, and that Risk Assessments are in line with national requirements.
- To provide information to relevant stakeholders as required.
- To implement and promote school policies and procedures, eg. Health & Safety, Child Protection and Equal Opportunities.



Accountability and Monitoring

- To be accountable for student progress and development within their classes.
- To ensure that provision is made for the full ability range of students.
- To ensure effective communication with parents and community representatives as appropriate.

Coaching, Mentoring and Enhancing the Professional Development of Others'

- To take responsibility for their own professional development and actively engage in all opportunities provided using the outcomes to improve their teaching and student learning.
- To support with the development of others through coaching programmes.
- To engage with the appraisal process as an entitlement to self-review and to guide them in developing a continuing professional development plan.
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School Ethos

To play a full part in the life of the school community, to support its distinctive vision and ethos to adhere to the staff professional code of conduct.



Person Specification

	Key Requirements	Essential	Desirable
Qualifications	Right to work in the UK	•	
	Qualified Teacher Status	•	
	A degree or equivalent	•	
	Good honours degree – 2:1 or better		•
Knowledge, Skills and Experience	Successful teaching experience/ teaching practices	•	
	Evidence of strong classroom practice and a passion for your subject	•	
	Evidence of continuing professional development	•	
	An understanding of current educational developments and a clear grasp of issues relating to education in general and their subject specialism(s)	•	
	Experience across the full 11-18 range	•	
	Ability to teach the Key Stage 5 Curriculum		•
	Experience of working with challenging students		•
	Ability to use innovative, active teaching methods		•
	Inclusive approach to education and a good understanding of how to meet the needs of disadvantaged and SEND students	•	
	Awareness of the use of assessment data in raising standards	•	
	Awareness of the new Ofsted framework		•
	An ability to work in collaborative partnerships with all stakeholders	•	
	Competent IT skills	•	
	An understanding of how to ensure students make good progress regardless of their starting points	•	
	The ability to think outside the box with drive and enthusiasm	•	



Person Specification

	Key Requirements	Essential	Desirable
Skills, Abilities and Personal Qualities	Good interpersonal and communication skills	•	
	Strong teamwork skills and the ability to motivate others	•	
	The ability to build good relationships with all students and staff	•	
	Good organisational skills with the ability to prioritise	•	
	The ability to motivate others at all levels of the organisation	•	
	Ability to think quickly under pressure and exercise good judgement	•	
	Emotional intelligence, resilience and a sense of humor	•	
	Ability to develop literacy and numeracy across the curriculum	•	
	Suitable skills and attitudes for working with children	•	



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