



BEACONSFIELD HIGH SCHOOL

Recruitment Information

Teacher of Psychology

(0.8 FTE) 2020-21

Application Closing Date

24th February 2021 9am

Interview Date

2nd March 2021

Thank you for your interest in applying for the position of **Teacher of Psychology (0.8 FTE)**.

This booklet will give you an insight into who we are, what makes us tick and why we think we are an exciting and inspiring place to further your career.

Our school is a modern, diverse, inclusive and dynamic environment, a centre of excellence in and out of the classroom, and a happy community. At the heart of everything we do is respect – personally, for each other, for the environment and, of course, for learning. Please click for a [virtual tour of the school](#).

Our community is vibrant, friendly and dynamic and we are proud of the open and supportive relationships between our staff and the students. Despite being a grammar school, we are not an exam factory. Creativity is not squeezed out in the push for the traditional view of academic success and our music, drama and art departments are thriving.

We are rightfully proud of the supportive and caring pastoral system that complements the wealth of learning and extra-curricular activities provided by the dedicated staff. Our common goal is to help our students grow and develop into successful young adults, with a pride in their school, and in themselves.

Staff retention is high. People enjoy working here and I have often heard new staff members say how invigorating it is to work in a school where the students want to learn and are hungry for knowledge!

I hope that what you go on to read will inspire you to apply for this position.

Mrs Rachel Smith
Headteacher



Contents

1. About Us
2. 2020 GCSE and A-Level results
3. Our Vision and Values
4. Student Leadership
5. Recruitment Information for Teacher of Psychology 2020-21
 - Letter to Applicants
 - Job Description
 - Person Specification
6. Why work with us?

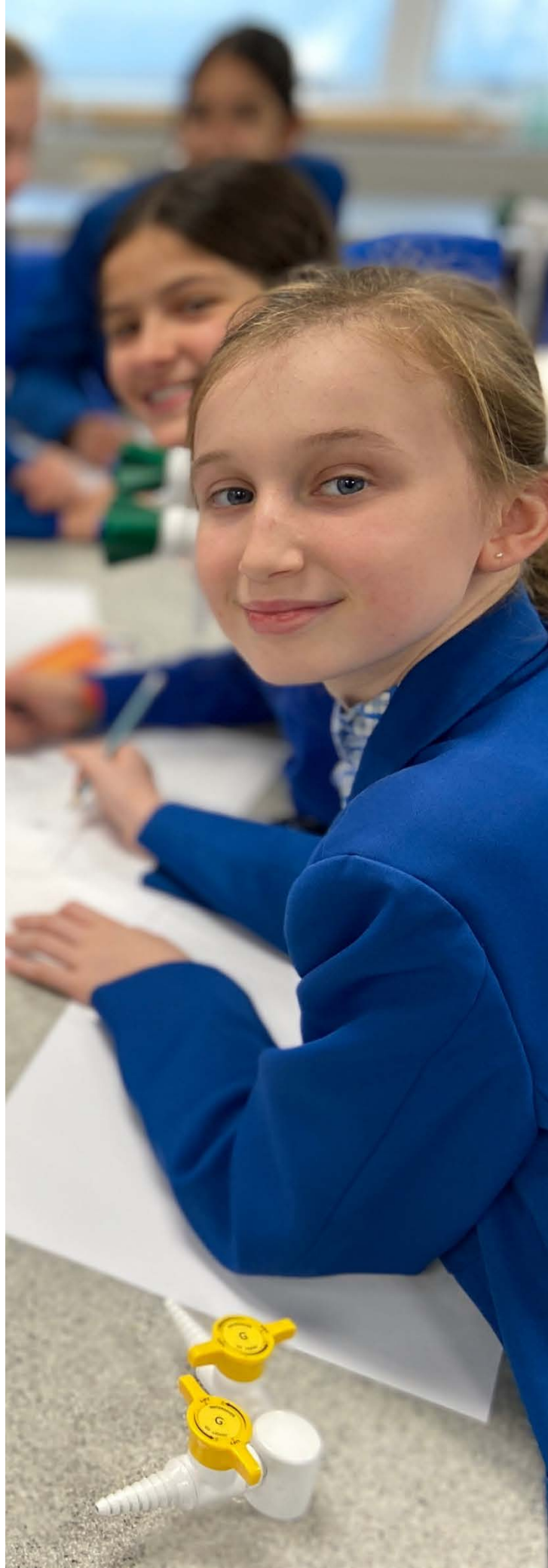
About us

Situated in the Chilterns, 20 minutes from central London, Beaconsfield High is a girls' grammar school that has been delivering a highly successful academic culture for more than 50 years. Currently we have 1100 students on roll from Year 7 to Year 13.

We are proud to be a centre of academic excellence – see our latest exam results on page 5 - and we are one of only 45 schools nationwide to be recognised as an ***Exceptional School***. An award which exemplifies the excellence and uniqueness of outstanding schools, including the quality and consistency of teaching that Ofsted now expects.

Students are required to achieve the qualifying score in the 11+ examination and live within the designated catchment area in order to join us, and when they do, they come to us from a variety of different backgrounds. As one of only 13 grammar schools in the area, places are in high demand.

Our students are challenged by remarkable teaching standards and benefit from the attention and respect of highly proficient, dedicated and conscientious staff.





Leadership, respect, humility and morality, creativity and physical activity are just some of the additional life skills and behaviours that are taught on a daily basis.

These and many other aspects of school life were recognised in December 2019 when we were inspected by Ofsted and subsequently rated ‘Outstanding’ in all areas. The report states that pupils *“are fiercely proud of their school and of their own achievements”* and in terms of leadership, Mrs Smith is *“passionate about pupils’ entitlement to a well-rounded education... with the governing body and her senior leadership team, she has transformed the curriculum.”*

Inspectors noted that whilst learning is a priority, *“leaders and governors rightly give a high priority to pupils’ mental health”* which has been and continues to be a clear priority for the future plans of the school and its students.

Our Governing Body have also been awarded the prestigious **Governor Mark**, a national award supported by the Department for Education and a recognised kite mark of good practice. It provides external evaluation of the quality of governance in a school and is an opportunity to demonstrate how a governing body strives for excellence.

2020 GCSE and A-Level results

88% A* to B grades
at A-Level



**7 places at
Oxbridge in
2020**



**12 students
studying medicine,
dentistry and
veterinary science**



53%

**Level 9-8 GCSEs
equivalent to A*
and higher**



77%

**Level 9-7 GCSEs
equivalent to A*
and A**



100%

**Level 9-4 GCSEs
in English and
maths**



62%

**A* or A grades at
A-Level**



88%

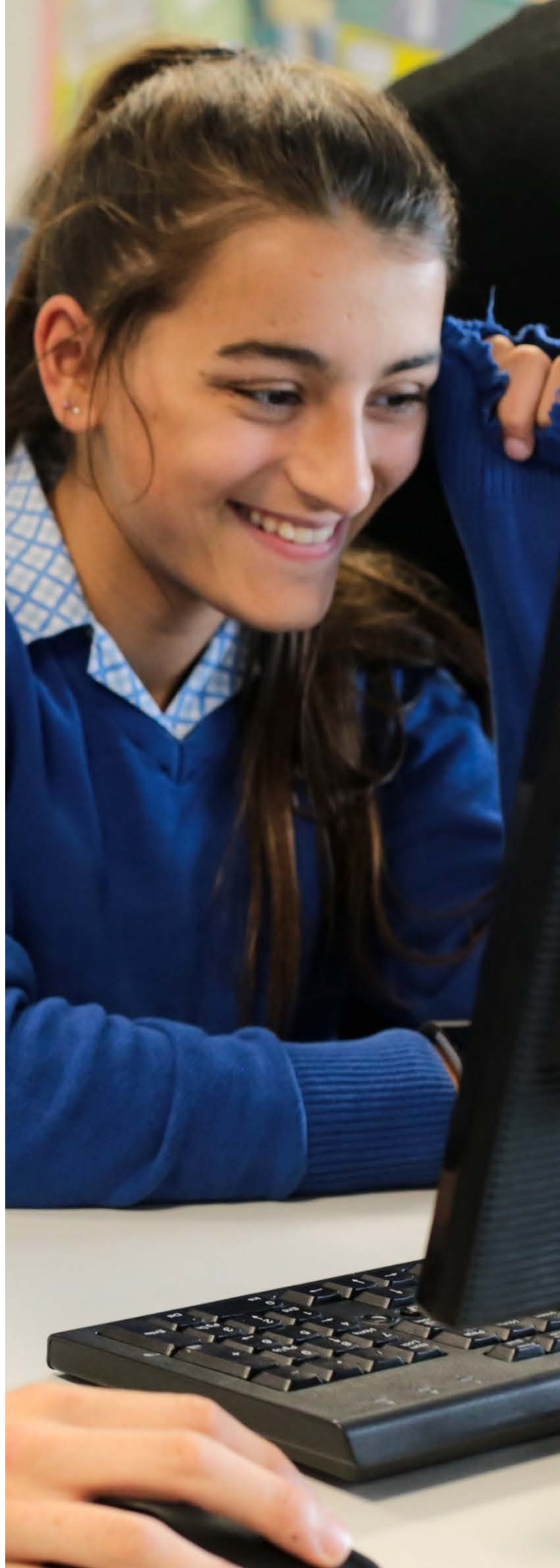
**A-B grades at A-
Level**

Our Vision and Values

Studying at Beaconsfield High School unlocks a child's future, providing the skills and aptitude to enable them to thrive in the competitive worlds of higher education and work.

Our curriculum intent is to support a happy, high achieving learning community enriched by the opportunity to discover talents and passions. We plan and build our curriculum so that academic knowledge, enrichment and life skills match the high aspirations of our learners and allow them to make the strongest progress over time. This will prepare them to be the best they can be in school, as citizens in their community and in their future.

We understand the pressures of studying in a high achieving learning environment. The reason '*happy*' is one of the first words in our Vision is because we try our hardest to help students and staff with strategies that allow them to understand why they feel so pressured and in doing so, find the skills to manage this pressure.



Student Leadership



When looking back at my time at Beaconsfield High School, I can't help but feel a sense of warmth and gratitude towards this happy, inclusive community that strives to shape us into the best versions of ourselves, equipping us with the tools necessary to pursue our future ambitions in a modern world of ever-increasing change.

The rigorous academic curriculum, which focuses on the step from knowledge to inquiry, fosters creative, effective and truly innovative thinking giving a sense of purpose to our learning; extending our education beyond the walls of the classrooms, so that we as students understand why what we learn matters.

Throughout the school, values of tolerance and respect are championed, and cultural and religious diversity are welcomed and celebrated. We are encouraged, not only to think of ourselves as students, but as active citizens of a global community.

To be a representative, an ambassador of such a positive and nurturing school is an honour.

Sahar Mulji - Head Girl

BEACONSFIELD HIGH SCHOOL



Dare to be remarkable

Wattleton Road | Beaconsfield

Bucks | HP9 1RR

01494 673043

enquiries@beaconsfieldhigh.bucks.sch.uk

February 2021

Dear Applicant

Thank you so much for showing interest in our school and the post of Teacher of Psychology. We are extremely proud of our school, our students and our staff. We are excited about our intention to appoint a new, dynamic and inspirational member of the Psychology team and look forward to hearing how your skills, attributes and experience can match our needs at this time.

Beaconsfield High School is a happy, high achieving and remarkable grammar school in the delightful town of Beaconsfield. The school is oversubscribed, our students achieve incredibly well at both GCSE and A-level and make good progress each year that they are with us. The vast majority of our students go on to higher education but some take a gap year and then progress to university or higher-level apprenticeships.

Psychology is a popular A' level choice with nearly 100 sixth form students overall. There are currently three year 12 and two year 13 classes following the AQA syllabus. Around a dozen students each year go onto study Psychology at university. In the last few years, A' level results have been around 42% A*/A and 83% A* - B.

There is currently one teacher of Psychology who teaches the whole A' level and is also Head of department. There is one specialist classroom, equipped with an internet connected PC, interactive whiteboard and numerous display boards set out with illustrated technical language. Office 365 is used extensively in Psychology and 100% of teaching and learning resources are available to students through this platform. More than 90% of students bring their own device to every lesson. There is also a long-term loan scheme operating; around 6 departmental iPads and keyboards are loaned to students who don't have their own device.

A number of guest speakers and trips are organised to enhance students' learning. In year 12, a local Clinical psychologist gives a talk to students about Psychopathology. And we also take the whole year group to a Psychology department open day at a London University. As a department we are keen to continue and increase the trips and events we can run to inspire our students to be as passionate about the subject as we are.

In September 2014, we became an academy and since then we have invested heavily in the school and its infrastructure.

I joined this school in April 2015 and I can genuinely say that there is so much positive energy, achievement and ‘buzz’ at Beaconsfield High School that it is difficult to give you a full picture of what goes on here. Our staff give so

generously of their own time to enable the girls to have wonderful and enriching experiences, often in their holiday time, such as language trips, history trips, ski trips, sports tours (including to South Africa!!), music tours, Duke of Edinburgh expeditions, to mention but a few. Sporting achievements are outstanding, with national medals being won last year by several of our teams, and dance is superb with the annual dance show being a real highlight. Hundreds of our students take part in the Duke of Edinburgh scheme and many students take part in debating competitions, mock trials, young enterprise competitions, drama productions, music concerts ... the list is endless.

We believe that students should feel cared for, we work very hard to support their well-being through a strong pastoral care framework, and a recently developed scheme called ‘Getting Life Ready’. We recognise that happy and confident young women are far more successful in all that they do. There is something for everyone at our school and the ethos and atmosphere is one of acceptance and mutual respect.

We have recently invested over £3,500,000 in refurbishing some of the older parts of the school. Our staffroom is completely updated and we built three new Science laboratories. We have also invested £100,000 in new servers and IT infrastructure ready for the next stages in the development of an IT vision over the coming five years to support and promote the remarkable learning that already takes place.

All of our academic faculties achieve very well; the Social Science Faculty has many strengths. They have helped us to ensure that our Sixth Form outcomes make us the best Sixth Form in Buckinghamshire. Now we wish to enhance the high standards already in place.

As part of your application, please write a letter (no more than two sides, font 11) explaining how your skills, creativity and passion for effective teaching in Psychology would best meet the requirements of the job description and personal specification.

The closing date is on the advert and details of whom to contact are there too.

This is a remarkable school and we will provide you with a vibrant, exciting opportunity to develop your teaching skills in a school dedicated to excellence.

Kind regards.



Rachel Smith

Headteacher



Job description - Teacher of Psychology

Job title	Teacher of Psychology
Salary range	Main to Upper Pay Scale
Line management	Reports to the Head of Psychology
Purpose of the role	
<ul style="list-style-type: none">• To enable all students to achieve their full potential (social, physical, emotional and intellectual) by developing in them relevant skills, competencies, attitudes, concepts and knowledge.• To use professional judgement and skill to help students acquire the confidence to tackle all aspects of learning throughout their lives.• To seek to enhance the self-esteem and self-fulfilment of students through a supportive, encouraging, yet challenging approach to learning.• To follow direction as established by the Head of Department and/or Head of Faculty.	
Subject Specific Responsibilities	
<ul style="list-style-type: none">• A passion and enthusiasm for Psychology.• Responsible for delivering Psychology in the School and teach an agreed number of lessons commensurate to the role and responsibility of the post, across the School, as required.• Ensure the provision of stimulating, relevant and varied teaching of Psychology and to support cross-curricular teaching and learning, liaising with class teachers as appropriate.• Prepare and update schemes of work /curriculum planning as requested by the Head of Department, to ensure that provision is at the forefront of Social Science education in Schools nationally and meets legislative requirements for subject delivery.• Be accountable for delivering high levels of attainment in Humanities matched to our students' abilities, promoting a status and enjoyment of the subject.• Make a full contribution to the department to ensure Social Science is used to represent and promote the School through events with the School (across key stages) and in the wider community as requested by the Leadership Team, ensuring complete professionalism at all levels.• Support the Head of Department in areas which promote the general organisation, administration and smooth running of the department.	

Job description – Teacher of Psychology



General Teaching Responsibilities

- To prepare, teach and assess work at KS5 in accordance with school and departmental policy.
- To keep appropriate records of assessment of designated groups.
- To use a wide variety of teaching styles suited to the needs of individuals and small groups as well as whole classes.
- To set targets with students using baseline and other assessment data and to review performance on a regular basis.
- To work collaboratively with others to contribute their own particular talents and skills to contribute to school improvement.
- To support actively the aims and policies of the school.
- To take responsibility for their own professional development.
- To care for the school environment and take responsibility for their own teaching rooms.
- To have a concern for the academic and general welfare of students in their care during specific lessons.
- To make a contribution to the broader life of the school.
- To be a form tutor, if required

Safeguarding and Promoting the Welfare of Children and Young People

- Ensure a safe and supportive school culture that promotes the wellbeing of staff and students;
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school;
- Promote a culture of inclusion within the school so that views are valued and taken into account.
- Compliance with GDPR Legislation (effective from May 2018).

Health and Safety requirements

- To ensure compliance with working practices within the department to ensure that all Health and Safety procedures are being adhered to; awareness of site specific risks, also how to deal with emergencies and reporting of accidents and/or incidents.
- To complete all training procedures relating to Health and Safety.

Job description – Teacher of Psychology



- To ensure that practical area, tools, equipment, computer software and materials relevant to the subject area are kept in an operable and safe manner, and ready for use by staff and students.
- To ensure any third parties / visitors to the department are aware of on-site procedures and site specific risks.
- To consider all duties under health and safety law when planning departmental trips outside of school, both in UK and abroad. Also to ensure that all staff are aware of the requirement for written consent being obtained for all activities that need a higher level of risk management or take place outside school hours.

2021

As per part 7 of the Immigration Act 2016, “the ability to converse with ease with members of the public and provide advice in accurate spoken English” is an essential requirement for this role.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken has not been identified.

Person Specification - Teacher of Psychology

Key

A: Application form C: Certificate

I: Interview/ activities R: Reference and other employment checks

Essential		Desirable	
Qualification/experience requirements	Assessment Method	Qualification / experience	Assessment Method
<ul style="list-style-type: none"> Qualified Teacher Status Evidence of regular and appropriate professional development Experience of working in secondary setting 	<ul style="list-style-type: none"> C A/C A 		
Teachers should be able to demonstrate their experience, knowledge and understanding of:			
Teaching and learning	Assessment Method	Leading teaching and learning	Assessment Method
<ul style="list-style-type: none"> Outstanding classroom practice Using ICT and digital literacy to innovate teaching and learning Awareness of how environment can aid learning Developing personalised approaches to understanding progress Ensuring the very best outcomes for learners Supporting the improvement in the quality of teaching and learning in others Principles of effective teaching and assessment for learning for all types 	<ul style="list-style-type: none"> A/I/C A/I/R A/I A/I/R A/I A/I/R A/I/R 		<ul style="list-style-type: none"> A/I/R
Shaping the future	Assessment Method	Shaping the future	Assessment Method
<ul style="list-style-type: none"> Contributing to the development of a shared departmental vision How data can inspire and improve learning Promote a culture of inclusion Effective management of school resources 	<ul style="list-style-type: none"> A/I A/I/R A/I/R A/I/R 		
Safeguarding and promoting the welfare of children and young people	Assessment Method	Safeguarding and promoting the welfare of children	Assessment Method

Person Specification - Teacher of Psychology

<ul style="list-style-type: none"> National and local safeguarding guidance Ensuring a safe and supportive school culture 	<ul style="list-style-type: none"> A/I/R A/I/R 		
Managing the organisation	Assessment Method	Managing the organisation	Assessment Method
<ul style="list-style-type: none"> Ability to work with and analyse class data Demonstrating excellent communication and presentation skills 	<ul style="list-style-type: none"> I/R A/R 		
Securing accountability	Assessment Method	Securing accountability	Assessment Method
<ul style="list-style-type: none"> Contributing to an effective team where everyone feels valued Analysing and presenting information to secure future improvements Promoting health, safety and welfare of students Efficiency and reliability Active support of the ethos and aims of the school 	<ul style="list-style-type: none"> A/I/R A/I A/I A/I/R A/I 		
Strengthening community	Assessment Method	Strengthening community	Assessment Method
<ul style="list-style-type: none"> Fostering a positive culture for improvement Establishing links for extending learning with the wider community Effective communication with parents in conjunction with colleagues and the Head of Department 	<ul style="list-style-type: none"> A/I A/I A/I 		

2021

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken has not been identified.

As per part 7 of the Immigration Act 2016, “the ability to converse with ease with members of the public and provide advice in accurate spoken English” is an essential requirement for this role.



Why work with us?

Beaconsfield High is a great place to work. Not only do we offer all the things you would expect, like excellent opportunities for career development, a great support network, a team of people dedicated to staff well-being and numerous staff training opportunities, we also offer those little extras that make life that much more enjoyable.

- **Secret Buddies** – you pick your buddy at the beginning of the school year and buy them two gifts/pick-me-ups from a list of preferences and interests per term for. In return another member does the same for you.
- **Christmas/ end of year socials**
- **Cakes at Break/ Birthday Club**
- **Good Eggs/ Christmas Stars** – staff nominated rewards for those colleagues who have gone above and beyond.
- **Government approved non-inset Academy Days** - non-working days in addition to inset days.
- Attend your child's primary school sports day.
- **Becky High Ramblers** - weekend walks ending with a pub lunch!
- **Travel to exciting places** - we offer a number of very exciting student trips both national and international, which staff are encouraged to join.
- **No Ofsted inspection until 2023!**

Pupils throw themselves into their learning and into the remarkable range of extra-curricular opportunities... in one pupil's words, there is something for everyone.

- 2019 Ofsted

There are endless opportunities here, the sky really is the limit!

- Student

Not only do staff strive to get the best out of my daughter academically, her happiness and mental well-being is of equal importance. We are so proud to be part of the Becky High community.

- Parent

The accreditation process has shown not only that Beaconsfield High School is an 'Exceptional School', but that it is also highly ambitious, forward looking and puts the attainment and wellbeing of students at the heart of all it does. The findings of the review demonstrate that it is held in high regard by all its stakeholders and the students themselves are its best ambassadors.

- Best Practice Network





beaconsfieldhigh.bucks.sch.uk

01494 673043

enquiries@beaconsfieldhigh.bucks.sch.uk