



MONK'S WALK
SCHOOL

Monk's Walk School

**Information Pack: Part Time (0.6) Teacher of
Psychology and Sociology (1 year Fixed Term
Maternity Cover)**

Start date: January 2018

Application deadline: Noon on Monday 25th September 2017



'Excellence for All'

Our School

We are a mixed school of about 1,350 11-18 year old students in Welwyn Garden City, a Hertfordshire new town on the outskirts of London. Transport links are superb – direct rail links to London in less than 30 minutes; M1, A1(M), M11 and M25 all minutes away. WGC is a pleasant place to live – it even has John Lewis! The school is situated in a greenbelt area in the prosperous northwest corner of the city. The view from the school is lovely, the view of our buildings slightly less so – this is an area we are constantly working on within the usual financial constraints.

Monk's Walk is a genuinely comprehensive school, although the intake profile is changing – the prior attainment of students coming into the school is rising. About 50% of our Year 8 students, for example, are designated 'more-able'. The number of students with learning challenges is below the national average, with 7.3% supported at school action plus or with a statement of Special Educational Needs (SEND). However, we have a relatively high number of students with EHC plans because we have a reputation for supporting them well. We have a small number of students with visual impairment and some with a diagnosis of autism. Knightsfield School (for hearing impaired children) is situated on the same site as Monk's Walk School. We have an outstanding partnership arrangement with approximately 32 students aged 11-16 years either fully or partially integrated into lessons at Monk's Walk School.

Attendance is high. The school has an extremely effective behaviour policy and in general behaviour is very good indeed. Our students want to learn and our parents are, on the whole, extremely supportive.



Parental confidence in the school is high; there are 760 applications for 226 places in Year 7 for September 2017, with 286 of those as first preference. Each year we hear appeals for students wishing to join the school.

There is a genuine 'buzz' around the school and we are seen as a 'school on the up'. In June 2014 Ofsted judged the school to be 'good'. Please read the report on our website should you wish to apply.

Exam results in 2017 were good, provisionally we had 72% of students achieving 'the basics' of 9 to 4 and 51% achieving 9 to 5 in English and maths. At GCSE, all student groups in the school achieve well, except for students eligible for free school meals - this is a key focus for us. At AS and A2, the average grade of our students was C+ we also had strong results, with almost all students who applied making it to their first or second choice university or high quality apprenticeship.

The school has a large sixth form and membership of a consortium with 4 other schools provides a wide range of opportunities for students. At Monk's Walk we concentrate on

providing A Level only (with the exception of a few students taking BTEC Applied Science), with large numbers of students studying the facilitating subjects. Sixth form results are good and improving, but our ambition is for them to be even better.

We do not pursue academic achievement at the expense of the wider development of the individual, however. Form Tutors, Heads of Year and Heads of House all have important roles in the social, personal and academic support of individuals.



The range of extra-curricular opportunities, trips and visits plays an important role in the lives of our students and we guard this expansive programme precious because we believe that busy, stimulated students make successful students. We expect all of our staff to contribute fully to the life of the school.

Music, Drama and PE are strong as we see these areas as providing important learning opportunities for our students. Last year our students had the opportunity to take part in over 100 trips and visits, including trips to New York, Berlin, Krakow and the Belgian battlefields. We have large groups undertaking World Challenge and DofE, at Bronze, Silver and Gold.

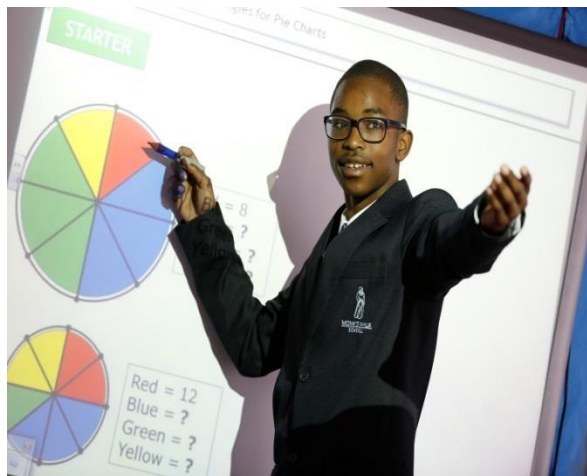
The school became an academy in September 2012. The decision to convert was purely pragmatic and governors have no intention to make changes to teachers' pay and conditions beyond those made as part of national agreements.

Induction, training and continuing professional development have a very high priority in the school. All new members of staff take part in a comprehensive induction programme on joining the school.

We have a proven track record in training teachers and we have both School Direct and PGCE trainees, including in Maths.

All staff are supported by a broad programme of training and development. Individual staff are supported on programmes of further study/professional qualifications. The school runs a well-developed performance management system. All staff are actively supported to achieve their individual targets.

The Psychology and Sociology Department



Psychology and sociology are only taught at Key Stage 5 but since being introduced the subjects have thrived. Both are very popular post 16 and we now have two sets each in years 12 and 13 for Psychology and one group for Sociology. They are taught the AQA specification and we teach a two year linear programme.

The Psychology department is led by Jackie Munoz who is Head of RE, Psychology and Sociology. There are a number of teachers who deliver Psychology across the school, which provides a range of opportunities to share practice and develop the teaching of the subject, this is enhanced further with the consortium links.

Results in Psychology have been improving and in the last two years have produced strong outcomes. The subject requires students to have at least a B grade in Biology to study it at A level. The groups taught in Psychology are of mixed ability. As a department we have a number of outstanding teachers who aim to share ideas and resources in a supportive way to get the best from each other and so the best outcomes for our students. The department has also organised a number of extra-curricular visits which have enhanced the students' engagement with the subject. Sociology is also a subject which has shown improved outcomes over the last two years. We welcome creative and innovative ideas to the delivery of lessons. Above all we are passionate about good education and good educators; we appreciate the variety of approaches that different people can use to become outstanding psychology teachers and what this variety can contribute to the development of both our students and our department.

Job description: Part Time (0.6) Teacher of Psychology and Sociology (1 Year Fixed Term Maternity Cover)

Post Title: Part Time (0.6) Teacher of Psychology and Sociology

Job Grade:

Responsible to: Jackie Munoz, Head of RE, Psychology and Sociology

Job Purpose

- To teach Psychology to designated classes in accordance with the published timetable

- To be a Form Tutor
- To ensure that all students succeed and fulfil their potential

Key Processes & Responsibilities

- Planning for effective teaching and learning
- Regular assessment of work to monitor and report student progress in accordance with school policy
- Setting regular homework.
- Involvement in subject extra-curricular programme and contributing to the wider aspects of school life
- Celebrating success and recognising achievement
- Continuing to develop and improve professionally through regular training and development

This job description sets out the duties of the post at the time it was drawn up. The Headteacher may vary the duties from time to time without changing their general character or the level of responsibility entailed.

Other specific responsibilities will be negotiated and agreed with the successful applicant.

This job description should be read in conjunction with the Statutory Requirements contained in the current version of the School Teachers' Pay and Conditions document.

Note: This post is classed as having a high degree of contact with children or vulnerable adults and is exempt from the Rehabilitation of Offenders Act 1974. A Disclosure and Barring service check will be sought through the Criminal Records Bureau as part of the school's pre-employment checks. If you are invited to an interview you will receive more information

Person specification: Part Time (0.6)Teacher of Psychology (1 Year Fixed Term Maternity Cover)

1. Educational Qualifications

- Honours Degree in Psychology

2. Professional Experience

- Ability to teach across all three key stages (D)
- Proven track record in raising standards of student achievement
- Experience of constructive cooperation with parents
- Successful school-based training in secondary age range
- A portfolio of training and continuing professional development

3. Professional Knowledge and Understanding

The successful applicant will need to demonstrate knowledge and understanding of:

- Effective practice and approaches to teaching, learning and assessment

- Current educational trends and thinking
- Current developments in teaching subject
- Effective use of ICT in teaching
- Strategies for motivating and inspiring students, and managing student behaviour

4. **Personal Qualities and Skills**

Ideally, we are looking for someone who:

- Can work as part of a team
- Is sympathetic to the pastoral needs of pupils
- Is abundantly energetic, creative and enthusiastic
- Is co-operative, flexible and responsible
- Is reliable, well organised and committed to high standards
- Is able to contribute to the staff community
- Is committed to improving and enlivening the environment of the classroom and the school
- Is patient, optimistic and has a fantastic sense of humour
- Has a life outside of school

(D = desirable, all other essential)

How to apply

I hope the information I have given you makes you want to apply. If you would like to discuss the position or visit the school before applying please contact Nick Haynes (Assistant Headteacher). Nick is the SLT member with responsibility for Psychology. His email is nh@monkswalk.herts.sch.uk or he can be contacted at the school.

To apply:

- Please complete the application form and write a letter of application of no more than 2 sides of A4, explaining how you demonstrate that you fulfil the essential (and desirable if appropriate) requirements of the person specification (pages 6 and 7 in this pack).

The deadline for us to receive your application is noon on **Monday 25th September** and interviews will take place during the following week. Please e-mail your application to Victoria Lyall at recruitment@monkswalk.herts.sch.uk

We look forward to hearing from you.

Ian Hawkins
Acting Headteacher
September 2017