

RECRUITMENT PACK



REQUIRED FROM SEPTEMBER 2020

Head of Psychology

Employment Status	Full Time • Permanent
Employment Location	Framlingham College Senior School
Application Closing Date	Midday Monday 10 th February 2020
Interviews Week Commencing	Monday 24 th February 2020

IMPORTANT INFORMATION

Framlingham College is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.



FRAMLINGHAM COLLEGE
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FRAMLINGHAMCOLLEGE.CO.UK/EMPLOYMENT



Framlingham
COLLEGE



Welcome from the Principal

Dear Applicant,

Thank you for your interest in the position of Head of Psychology at Framlingham College.

Framlingham College is a co-educational day and boarding school comprising of the Prep School in the beautiful surroundings of Brandeston Hall, and the Senior School which is set in the stunning surroundings in the market town of Framlingham. Curiosity and inquiry are at the heart of a vibrant learning culture and at Framlingham College we believe that every child should experience the joy that is to be found in learning. A Framlingham College education aims to nurture essential skills and habits – adaptability, teamwork and good decision-making for example – by weaving them into the curriculum. We are determined to prepare our young people for their adult world.

We are seeking to appoint an outstanding and dynamic individual to lead our very successful Psychology Department from September 2020. There is a strong focus upon providing high quality teaching and learning within the department, as reflected in excellent A Level results. The successful candidate will have a proven track record of outstanding teaching at A Level. This role should provide an exciting opportunity for the right candidate to lead a fine department in a forward-looking and inspirational environment.

We will offer you extensive ongoing CPD opportunities and a highly supportive working environment as well as a range of other staff benefits.

If you have a disability or long term illness that otherwise prevents you from meeting any of the essential criteria listed in the person specification, please contact us to discuss whether a reasonable adjustment can be made.

We welcome all applications especially from independent thinkers, creative minds and inspirational teachers and very much look forward to receiving your application.

Best wishes,

Louise North
Principal of Framlingham College and Head of the Senior School



How To Apply

Before applying, you are strongly advised to read through the Application Guidance Notes and Job Applicant Privacy Notice (available on our website).

Please submit a cover letter outlining your suitability for the role together with an application form. Applications will only be accepted from candidates completing an application form in full. CVs will not be accepted in substitution for completed application forms in the absence of good reason. CVs may be submitted **in addition** to the application form in order to supply additional background information.

Applications should be received no later than **Midday Monday 10th February 2020**. The interview date will be week commencing Monday 24th February 2020. You will receive an exact date if you are shortlisted for interview. As a busy school it is not possible for us to offer visits to candidates prior to application. A full tour is included as part of the interview process.

Please send your completed application form to:
**The HR Department, Framlingham College,
College Road, Framlingham, Suffolk. IP13 9EY.**
You can also email your application to:
hr@framlinghamcollege.co.uk. All information within your application will be treated confidentially.

References

All successful appointments are subject to receipt of two satisfactory references and all applicants will undergo child protection screening, including checks with previous employers and the DBS. Further information can be found within the Guidance Notes.

Employee Benefits

The successful candidate will be eligible for the following benefits upon commencement of employment:

- Competitive rates of pay;
- We offer a generous fee remission for permanent teaching staff. Further details are given at interview.
- The College may be able to offer accommodation in the first year of employment in order to assist with relocation.
- A free lunch each day when the kitchen is operational;
- Free parking for all employees;
- Auto-enrolment into the Teachers' Pension Scheme including free financial advice from an adviser;
- Professional development and ongoing CPD through internal and external training;
- Personal Accident Insurance;
- 24/7 access to our Employee Assistance Programme;
- Complimentary membership of Fram Leisure, which includes access to the swimming pool, gym, tennis and squash courts;
- FramSoc membership, which includes free or discounted admissions to seminars in the College Theatre or Chapel;
- Cycle to Work scheme;
- Discounts with many local businesses within Framlingham;
- Family Swimming Sessions at Fram Leisure.

Job Information

Reports To

Deputy Head (Academic)

Job Location

Framlingham College Senior School

Pension

Teachers' Pension Scheme

Job Description

JOB PURPOSE

To teach and lead the Psychology Department across all age and ability ranges, as well as engaging and contributing in wider aspects of a vibrant boarding school community.

KEY RESPONSIBILITIES

- Monitor the quality of Teaching and Learning within the department, and look beyond the department in terms of sharing and observing good practice;
- Monitor the nature and quality of Assessment and Feedback within the department;
- Manage teachers within the department, ensuring they feel well-supported in all areas, including appraisal and CPD;
- Keep abreast of changes in examination board specifications and ensure that appropriate Schemes of Work are developed;
- Manage the department budget and develop the resources of the department to ensure they meet the needs of staff and students;
- Ensure that the department area is well-presented and complements teaching and learning;
- Oversee the setting and marking of examinations (internal and entrance);
- Monitor the progress of students;
- Assist the timetabling process with regards to placing students in sets and assigning teaching loads to staff;
- Promote the subject within the College.

It is the post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact with, to adhere to and ensure compliance with the school's Safeguarding Policy at all times. If in the course of carrying out the duties of the post the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the school s/he must report any concerns to the school's Designated Safeguarding Lead.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of tasks but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties.

Person Specification

E = Essential • D = Desirable

QUALIFICATIONS

	E	D
Qualifications relevant to the post.	✓	

PROFESSIONAL COMPETENCIES & SKILLS

	E	D
Possessing excellent and effective classroom management skills.	✓	
An inspirational teacher.	✓	
A high level of IT Literacy.	✓	
Relevant and recent INSET.	✓	

PROFESSIONAL EXPERIENCE

	E	D
Experience of teaching Psychology to A Level (or equivalent).	✓	
Knowledge of current curriculum developments.	✓	
Understanding of importance of maintaining appropriate documentation.	✓	
Involvement with whole school curriculum development.		✓
Experience of managing change and improvement.		✓
Experience of managing budgets.		✓

PERSONAL ATTRIBUTES

	E	D
A passion for teaching.	✓	
Good interpersonal skills.	✓	
Ability to lead, motivate and manage others.	✓	
Effective organisational and management skills.	✓	
Ability to prioritise, plan, monitor and evaluate.	✓	
Enthusiasm for being involved in the life of a busy boarding school.	✓	
Motivation to take the subject and department forward and to introduce initiatives.	✓	

SAFEGUARDING CHILDREN

	E	D
Awareness of safeguarding children issues.	✓	
Knowledge of safeguarding children legislation and good practice.	✓	

Further **Information** • Psychology at Framlingham College

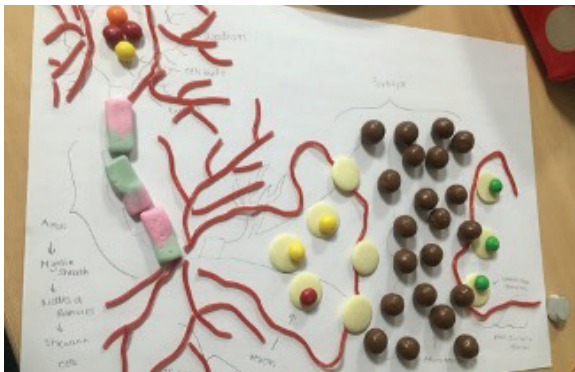
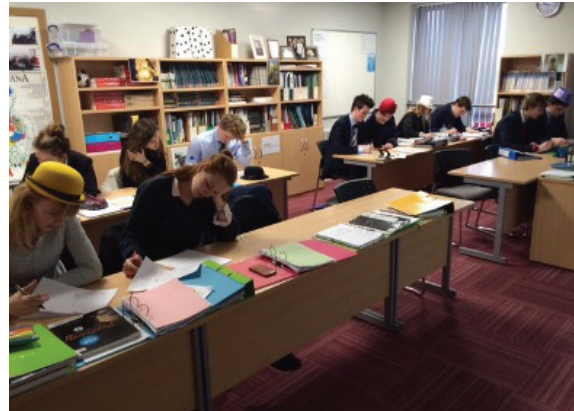
Psychology is a popular subject at Framlingham College, often with two sets at both Year 12 and Year 13. The department is housed in a location adjacent to the Sixth Form Centre which is located at the heart of the College. Aside from the Head of Department, there is also a part-time teacher of Psychology.

The department currently follows the AQA specification and results have been excellent in recent years with a pleasing number of students exceeding their Target Grades. In 2019, 47% of grades were A* - B. A good number of our students go on to study Psychology at university.

The department is well-resourced with an excellent stock of resources, both electronic and more traditional, which readily support a flipped approach to learning so that lessons can be easily devoted to the application of knowledge to questions. There is a strong sense of inquiry-based learning and the department is known for challenging students to think and take responsibility for their learning within a supportive environment. Learning is active and students are engaged with hands-on activities. Students also have opportunities to listen to a varied array of external speakers to broaden their understanding of careers relating to Psychology.



Learning about parts of the brain with shower caps



Learning about Synaptic Transition through sweets





Our Location

The Framlingham College Senior School campus sits at the heart of the beautiful, vibrant and historic market town of Framlingham, in Suffolk.

The town, which pre-dates its mention in the Domesday Book of 1086, is perhaps most famous for its castle. This magnificent monument occupies a hill on one side of the town's mere, while our own campus tops the rise opposite.

On Tuesdays and Saturdays, the town centre hosts a busy market selling food and drinks, gifts and collectibles. Framlingham boasts a range of independent shops, covering practically every need, while the numerous eating places and pubs cater to almost every taste.

Just a few miles from Suffolk's Heritage Coast – embracing Aldeburgh and Southwold, amongst many other seaside locations – Framlingham is about 35 minutes by car from the county town of Ipswich, 40 minutes from Bury St Edmunds in the west of the county and an hour from the city of Norwich in Norfolk.

There are regular trains from Ipswich to London's Liverpool Street station. London Stansted Airport and Norwich Airport are each just over an hour's drive away from Framlingham.

Framlingham College Prep School, for children aged 3 - 13, is in the nearby village of Brandeston, approximately five miles from the Senior School.

About Framlingham College

Framlingham College is a co-educational, independent boarding and day school for pupils aged 3-18.

The College embraces pupils with a wide range of interests and abilities and offers a huge number of co-curricular activities and sports that complement our academic curriculum and enrich our pupils' experience. We believe that learning happens within and beyond the classroom; our pupils and staff have high expectations of and for themselves within a supportive and aspirational environment. We believe in instilling curiosity, a spirit of enquiry and a love of learning for learning's sake, in every pupil.

Our vision is to equip our young people with the habits and knowledge they need to thrive in their future adult world.