



Teacher of Psychology
Part-time Maternity cover
(approx. 0.6 FTE – 2 full days, 2 half days,
Wednesday off)

Information Pack
Alcester Grammar School

Welcome from the Principal - Mr Clive Sentance

I am very proud to be the principal of this wonderful school. We are one of the country's highest performing state schools, and we pride ourselves on being an uplifting place to work and study and a community where everybody is happy and valued.

Teachers who work here have been heard to say it is the best job they have ever had and many choose to remain with us for a long time. If you do join us you will be part of a like minded community who enjoy their teaching, make a huge contribution to extracurricular activities, and obtain a great deal of job satisfaction.

I can safely say that teaching here is a huge amount of fun. There is virtually no poor behaviour or disruption in lessons and the children exhibit a voracious appetite for learning. One of the many joys of working here is that you can focus on your teaching and on bringing your subject to life. You do not need to have had any experience of the selective sector, either as a student yourself or as a teacher. Indeed some of our teachers have joined us having developing their skills in the non-selective sector, and what they find to be different here is simply the overwhelmingly positive attitudes to learning and appetite for hard work amongst the students. This truly is a place where you can do the job you trained to do, with every opportunity to try out new teaching techniques and ideas in lessons.



The senior leadership team are supportive, broad minded and keen to see all staff and students succeed. Our vision is that the school should always be a place for professionals who would like to refine their teaching skills and implement innovative and creative ideas. Central to our philosophy are the key concepts of professionalism, autonomy and consultation, all within a sensible and reasonable framework of accountability. We operate light-touch monitoring, with few graded lesson observations, and you will enjoy the freedom to focus on education rather jumping through hoops to meet the supposed demands of OFSTED.

We are located in a highly convenient location in South Warwickshire, just over half an hour's drive from Birmingham and easily commutable from Worcester, Stratford, Coventry, Warwick or Cheltenham. It is a beautiful part of the country with superb amenities and eminently affordable housing, including plenty of good quality new build housing nearby. Anybody joining us is likely to see not just a significant increase in the quality of their professional life, but a commensurate increase in the quality of life outside of school.

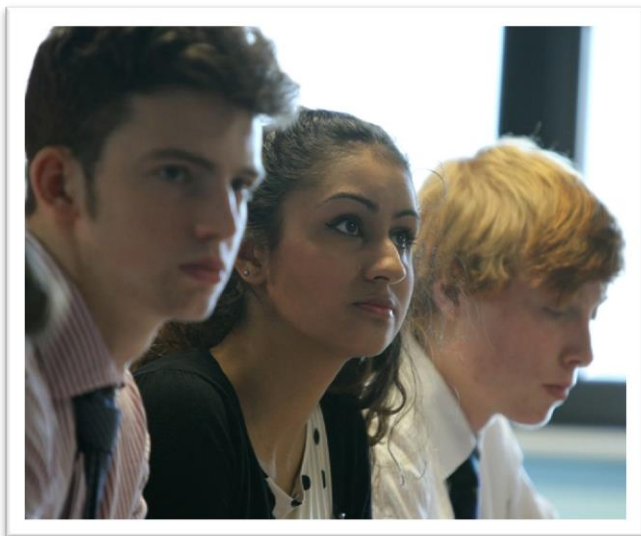
We always want to appoint the best candidates we can, and so we would welcome applications from both recently qualified teachers and more experienced teachers. Prospective candidates are most welcome to visit the school and I am confident that if you do so you will very much want to come and work for us!

I look forward to receiving your application and meeting you soon.

About Alcester Grammar School

AGS is a forward-looking, selective state school with academy status and an outstanding record of promoting high achievement. Whilst we have achieved outstanding judgements in our last four Ofsted inspections, we regularly analyse our performance and seek new ways to enhance learning opportunities for our students.

Whilst we are selective at 11-16, we offer wider access to post-16 students. With over 1200 students on roll, including over 500 in the sixth form, we are in a position to offer a wide curriculum; including a choice of three languages in Year 7. Our GCSE and A-level provision has increased steadily over the past five years with a number of new subjects and changes to the core curriculum at KS4. A modern language and at least one humanity subject are usual at KS4.



A major strength of our school is our pastoral support structure. Our students are supported by form tutors and Heads of Year. We also have access to other external support agencies. Behaviour and attendance are excellent at AGS and our students are highly motivated, keen and enthusiastic. They are warm, welcoming and have a good working relationship with staff, which is built on mutual trust and respect.

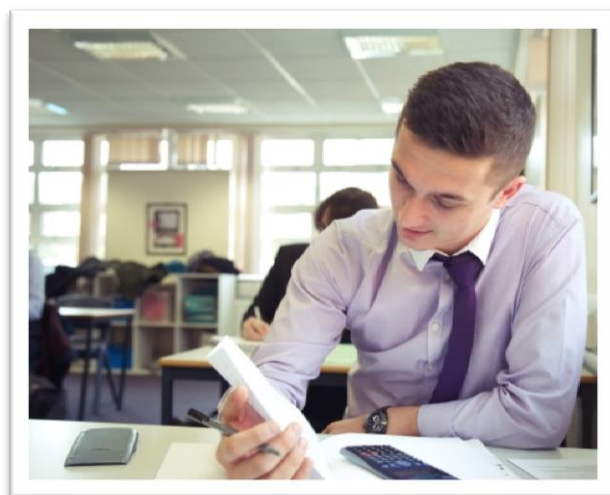
AGS is an exciting place to work. Staff have high standards; both of themselves and our students. We have a large number of support staff who work alongside teachers and there are many opportunities to develop their skills and careers through research projects, working with trainee teachers, participation in school development groups and working with staff from other schools, locally, nationally and internationally.

What our current staff say:

“There's a real sense of working as a team, and a great warmth and humour I haven't experienced in any other workplace.”

“AGS has a unique vibe. There is such a positive atmosphere around the school; staff and students respect each other, support each other and demonstrate genuine care.”

“The students are never afraid to ask ‘why?’ They are vibrant and challenging”



Please do have a look at our website at www.alcestergs.co.uk and view our prospectus to find out more about our school.

The Psychology Department

RESPONSIBLE TO: Head of Department
SALARY: MPS/UPS

Welcome to the AGS Psychology Department!

We are looking for someone with a passion for teaching and excellent subject knowledge to join our hardworking team. We welcome innovative thinking and seek somebody to share our vision of teaching our relevant and practical subject.

The AGS Psychology Department will:

- Enthuse students in the subject
- Empower students by developing their independent study skills
- Equip our leavers with a diverse range of skills suitable for higher education or employment

The Department Team

Head of Psychology: Miss Lisa Draper

Teaching Staff:

Mrs Beth Littleford

Miss Stephanie Waldron (part time)

The curriculum

The department follows the Edexcel specification. The topics covered include all approaches, and in Year 13 Clinical Psychology, Criminal Psychology and Child Psychology. Within each of these, students also learn about methodology and carry out their own practicals.

We provide an interactive forum for discussion and utilise a variety of teaching methods to provide a vibrant learning environment. Each group is typically taught by two or three members of the department so that the students receive a varied input into their education on a weekly basis. We feel very strongly about the value of homework and giving students as much feedback as we can to help ensure they are as fully prepared for the exams as they can be.



The department has resources for the whole of the new course although we are constantly striving to always improve and think of better ways of teaching the content. There is a strong emphasis on teamwork. The successful applicant will be very well supported throughout their time here. This is an excellent opportunity to work in an outstanding academic environment with experienced colleagues and keen, well-motivated students.



The Psychology Department

The successful candidate will benefit from a cohesive and supportive network of experienced specialists. Nevertheless, they will need independence and resilience to manage change.

Psychology is an extremely popular subject here and we currently have 102 students in Year 12 and 75 in Year 13. We have a strong record of success with a significant number of our students going on to study our subject at university.



We are a close knit team who are experienced in supporting each other through collaborative teaching and planning. We are also examiners for Edexcel which informs best practice and benchmarking in our assessment. This additional element greatly enhances our ability to deliver in the A Level classroom.

Extra-curricular

Here are some of the extra-curricular opportunities we offer to students at the moment. We fully welcome new ideas and initiatives.

- 'Behind Bars' conference
- External speakers
- International visits – We have recently been to Krakow, Warsaw, Vienna and are currently planning a trip to Munich in December

For further information, please contact j.dyos@alcestergs.com



Teacher of Psychology Person Specification

Person Specification

It is expected that the successful applicant will be able to fulfil the following criteria:

Qualifications	<ul style="list-style-type: none">• QTS and a good honours degree in the subject
Experience	<ul style="list-style-type: none">• A track record of producing outstanding results in A-level Psychology
Curriculum	<ul style="list-style-type: none">• Be familiar with the requirements of, and preferably have experience of, teaching Psychology, although not necessarily with Edexcel
Relationships	<ul style="list-style-type: none">• A commitment to students as individuals• A sensitive attitude to students of all abilities and the ability to differentiate teaching to meet the needs of the most able and those with Special Educational needs• An ability to create a stimulating and challenging learning environment for students• A recognition of the importance of partnership with parents• A supportive and co-operative approach to colleagues
Personal Characteristics	<ul style="list-style-type: none">• Hard working and adaptable• Happy to work independently or in collaboration• Able to carry initiatives through to their conclusion• Friendly and approachable• Well organised and able to meet deadlines• A willingness to continue learning and developing as a teacher• A reflective approach to their own practice and to the overall performance of the department• Demonstrate a passion for our subject and an ability to enthuse students of all ages• A commitment to safeguarding children's well being

Advisory Note to Applicants

REHABILITATION OF OFFENDERS ACT 1974 Amendment to Exceptions Order (2013)

The work for which you are applying will have regular contact with children and is exempt from the Rehabilitation of Offenders Act 1974. However, please note that the amendments to the Exceptions Order 1975 (2013) provide that certain spent convictions and cautions are 'protected' and are not subject to disclosure to employers, and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found at the Disclosures and Barring Service website. www.gov.uk/dbs

These details should be enclosed in a separate, sealed envelope marked 'confidential' – for the attention of the Chairperson of the appointing body. The envelope should state clearly the name of the school/establishment and the work for which you are applying, and be returned with your application form.

The information you give will be treated in confidence and will only be taken into account in relation to an application where the exemption applies.

The Governing Body is entitled, under arrangements introduced for the protection of children, to check with the Disclosures and Barring Service for the existence and content of any criminal record of the successful applicant prior to the confirmation of appointment.

Therefore, successful applicants will be required to complete a disclosure form to enable a check to be undertaken. Failure to consent to this could prevent the application being considered further. This check involves details being obtained of convictions, including those considered 'spent' under the Rehabilitation of Offenders Act 1974, cautions held at national level and may also include non-conviction information. You will receive the results of the check from the Disclosures and Barring Service, who will also forward a copy to the Authority. Information received from the Disclosures and Barring Service will be kept in strict confidence and will be destroyed in

accordance with guidelines laid down by the Disclosures and Barring Service.

The disclosure of a criminal record will not debar you from appointment, unless the Authority considers that the conviction renders you unsuitable for appointment. In making this decision, consideration will be given to the nature of the offence, how long ago and what age you were when it was committed, and any factors which may be relevant.

Failure to declare a conviction, caution or bind-over may, however, disqualify you from appointment, or result in dismissal or disciplinary action if the discrepancy comes to light.

Under the Criminal Justice and Court Services Act 2000 it is an offence for an individual who has been disqualified from working with children to knowingly apply for offer to do, or accept or do any work in a 'regulated position', such as the post for which you are applying.

Equal Opportunities Policy

Alcester Grammar School is an Equal Opportunities Employer.

The school's Equal Opportunities Policy states that it will give equal treatment to all persons within its organisation regardless of sex, marital status, race, colour, nationality, national origin, ethnic origin, sexual orientation, disability, age and not allow any individual to be disadvantaged by any other condition which cannot be shown as justifiable.



Application Procedure

Please complete the application form and provide a supporting statement (on no more than two sides of A4). The supporting statement should address your particular strengths and how your experience to date has prepared you for this particular role. Applications may be submitted via email to j.dyos@alcestergs.com or by post to Alcester Grammar School, Birmingham Road, Alcester, Warwickshire B49 5ED.

The closing date is 9am on Monday 27th November 2017.

AGS is committed to safeguarding and promoting the welfare of children. We expect all staff to share this commitment. Appointments made are subject to an Enhanced Disclosures and Barring Disclosure.



For more information about AGS see our website www.alcestergs.co.uk
or contact the Principal, Clive Sentence on 01789-762494,
or via j.dyos@alcestergs.com

**Alcester Grammar School
Birmingham Road
Alcester
Warwickshire
B49 5ED**

Tel: 01789-762494

Fax: 01789-400626