

**The School**

Wellingborough is a School that is keenly aware of its history and traditions, but not held back by them. Founded in 1595, it has always sought to make bold and timely decisions in order to ensure that the pupils are able to flourish and thrive, and that the nature of the School supports this aim.

The School moved to its current site in 1881 to support its growth, but leaving the town centre did not reduce the importance it places on its links with the local community. Our pupils and staff lead and support a number of initiatives, engaging with other schools, businesses and charities in Wellingborough and the surrounding area.

Girls were first taught here nearly 50 years ago, and the School became fully co-educational in 1979. Girls now make up more than 40% of the pupil body. We welcomed pupils below the age of 8 for the first time in 1990 with the introduction of a Pre-Prep in a purpose-built facility, just a few years before converting to a day school at the turn of the century.

Each of these changes has strengthened the School’s ability to maintain its appeal to a diverse range of pupils, a feature which is part of its core and attracts families from across five counties. Academic achievement is important but we focus on adding value and look to accept every child who we believe will be happy in our environment.

We are extremely proud of our pastoral care, and believe that we are far ahead of most schools with regard to pupil welfare. Our Club system in the Prep School and the Senior School House structure, the dedicated team of two counsellors in our Wellbeing Department, frequent and regular liaison between colleagues: all of these play a part in ensuring that each individual pupil’s needs are met.

We know that our pupils will need much more than exam results when they leave us, and we put an emphasis on developing softer skills through a breadth of co-curricular opportunities. Sport, Music, Drama and the CCF might be the ‘big four’, but there are so many other ways in which the pupils build confidence, leadership, flexibility, resilience and the ability to know what they want to do with their lives.

Wellingborough is a wonderful school. It has a warm, relaxed feel with a sense of partnership between pupils, staff and parents. There is a constant buzz created by a determined, purposeful desire to support each other and to fulfil the pupils’ ambitions. The School is never still, as everyone in our community tries to get the most out of the opportunities that are provided. We look forward to welcoming someone new to join our quest to do the best for every child.

## Project Chrysalis

As the next phase of its development, the School will be moving to a two-tier system from September 2020, the arrangements for which are well under way. This will mean that the Senior School will start from Year 7 (it is currently Year 9), and the Prep School will be home to the pupils from Nursery to Year 6.

The underlying philosophy for this change at this time is built around pupil outcomes. External pressures within our educational context, particularly those related to examination regimes, mean that our ability to oversee the learning and progress of our older pupils will be enhanced by extending oversight to the age of 11. This will also allow our Prep School to develop and enrich its curriculum, and we will be able to reinforce the cohesion between the two parts of the School.

Chrysalis has necessitated a review of roles throughout the School and, as part of this, new posts have been created and others are being restructured. Systems are being adapted to ensure that they are as effective and efficient as possible, and many other aspects are being appraised in order to support major decisions.

This is an extremely exciting time to be joining the School, with a number of opportunities to shape and guide the nature of the educational experience enjoyed by the pupils.

**The Role**

**Start Date:** September 2020

**Duration:** 1 year Fixed Term

**Disclosure Level:** Enhanced

**Reporting to:** Head of Psychology, Senior School

**Hours:** Part time, 0.3 full time equivalent

**Salary:** As per Wellingborough School Teachers’ Pay Scale

The Psychology Department enjoys large A level numbers and several pupils each year go onto study Psychology at highly selective universities.

The post would suit a well-qualified applicant who is a new or relatively new entrant to the profession, who is keen to develop within this vibrant department or an experienced teacher who is keen to gain experience teaching A Level Psychology.

Psychology at Wellingborough School

Psychology is taught In the Sixth Form, (Edexcel) where pupils are expected to follow 3 subjects as the norm. More able students may follow 4 subjects if it is felt this will not compromise quality. Typically, there are two Psychology groups in each of the Lower and Upper Sixth and Psychology is a popular option. The School has an expanding programme offering the Extended Project Qualification which could be used to extend the subject knowledge of an individual pupil with particular interest in this area.

Due to the growing numbers of pupils selecting Psychology, there is a need for an additional teacher to work alongside the Head of Department. All pupils have access to resources which can be used to give variety to lessons. The classrooms in the School each have a networked PC and a ceiling mounted projector.

The post advertised would require 0.3 full time equivalent for Psychology although this could be enhanced by a timetabled contribution to the Games or Enrichment programme.

At times, it may be necessary to work beyond your normal hours in order to meet deadlines. Where this is necessary, any additional hours will be agreed with the HoD.

**Revision of Job Description:**

There will be a periodic review to ensure that the principal duties have remained as stated above or that any changes have been made in agreement with the incumbent.

The duties of the post could vary from time to time as a result of new legislation, changes in technology or policy changes in which case appropriate training may be given to enable the post holder to undertake this new/varied work.

## Benefits

Working at Wellingborough School is hugely rewarding, albeit demanding and busy! Wellingborough School is a nice place to work. The School community is welcoming; there is mutual respect between pupils and staff; parents are engaged and supportive. These are some of the cultural reasons to want to work at Wellingborough School, but there are a range of other benefits.

The School has recently reviewed its appraisal system so that all staff can benefit from professional development, both internal and external. Staff input into INSET is encouraged, and the School is a member of the East Midlands Group of independent schools, which provides opportunities for collaboration and discussion. All new staff profit from an induction programme that is tailored to their individual needs. There is free onsite car parking and use of the School’s sports facilities. All staff have lunch and refreshments provided.

Northamptonshire and the surrounding area is a nice place to live, with a significant amount of countryside. Road links are excellent, enabling travel in all directions, and the area is served by two railway lines into London. St Pancras is only 45 minutes by train from Wellingborough, and Euston is under an hour from Northampton and Milton Keynes.

## The Process

The application form should be returned together with a covering letter in which the applicant should explain what he/she can offer to the post. Applications by e-mail are welcome. CVs are not required. Please send them for the attention of Lulu Corrigan, HR Manager, to [recruitment@wellingboroughschool.org](mailto:recruitment@wellingboroughschool.org) **by 9am, Tuesday 3rd March 2020**

**Interviews will take place on w/c 9th March 2020**

## Safeguarding

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 will be to adhere to and ensure compliance with the School’s Child Protection Policy Statement 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 risk to the safety or welfare of children in the School s/he must report any concerns to the School’s Designated Person or to the Headmaster



**Person Specification**

**Wellingborough School**

Part Time Teacher of Psychology

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| **Competence** | **Essential** | **Desirable** |
| ***Qualifications*** |  |  |
| * Honours degree with a high Psychology content. |  | Yes |
| * Teaching qualification (PGCE or equivalent). | Yes |  |
| ***Skills & Experience*** |  |  |
| * Ability to teach Psychology at A level. | Yes |  |
| * Good ICT skills and the desire to continue to develop the appropriate use of ICT for teaching and learning. |  | Yes |
| * Ability and willingness to contribute to the School’s extracurricular programme. |  | Yes |
| * Ability and willingness to contribute to the School’s pastoral programme. |  | Yes |
| * Experience of responsibility for overseeing external examination board administrative tasks |  | Yes |
| ***Personal Qualities*** |  |  |
| * Excellent organisational skills | Yes |  |
| * An interest in and enthusiasm for Psychology. | Yes |  |
| * Self-motivation. | Yes |  |
| * A willingness to continue to develop as a professional. | Yes |  |
| * Flexibility and adaptability. | Yes |  |
| * Ability to lead and work in a team | Yes |  |