



**Lead for Psychology & Teacher of a Core Subject  
Teachers Main Scale + TLR 2a (£2640)  
Required January 2018**

**Recruitment Information Pack**

The Dearne Advanced Learning Centre  
Goldthorpe Road, Goldthorpe, Rotherham, S63 9EW

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Dear colleague

Welcome to the exciting opportunities offered by working as a Lead for Psychology & Teacher of a Core Subject at The Dearne ALC.

I am delighted you are interested in joining our team, a highly ambitious, aspirational group of professionals who are raising standards and significantly improving the life chances of the young people of Barnsley.

The Dearne is a very special learning community, filled with talented and creative staff, all of whom share my vision for excellence in teaching and learning. The last few years have seen a positive transformation of almost every aspect of our work and OFSTED confirm 'great things' are happening at the school.

With rapidly rising results, 'Good' for Behaviour & Safeguarding in our most recent OFSTED inspection and a collective drive for improvement, this is exactly the right time to join the team! OFSTED commented that our shared Dearne Value words - 'ambition, respect and kindness are publicised and promoted throughout the school'. If you embody those values as well as high aspirations, then you will be very successful working with us!

The Lead for Psychology & Teacher of a Core Subject opportunity offers the chance to innovate, build a new faculty focused on even higher levels of success and develop new ways of working to ensure students across the school achieve their full potential. This is a career making opportunity for the right person and if that is you, you will be hardworking, have very high expectations and have a clear commitment to changing young people's lives for the better. The children and families of The Dearne deserve nothing less.

You will be committed to rapidly deliver an 'Outstanding' provision and you will have recent experience of contributing towards achieving outstanding results. You will be nurtured and developed as a member of teaching staff so that you are perfectly placed for a middle leadership role in the future.

It is a privilege to lead The Dearne. I am passionate about my students and my staff. There is a shared sense of purpose and a vision for success which inspires me on a daily basis. If you are appointed, you will belong to a truly aspirational body of professionals who really care about our young people.

With kindest regards



**Chris Robinson | Principal**



***The Students at The Dearne ALC welcome you***

Dear applicant

I am proud to introduce myself as the Head Boy of The Dearne ALC. I am delighted to see that you are considering applying for a position at our fantastic school.

Over the years the Dearne ALC has improved tremendously and I wish it to carry on doing so. As a leader of the school I voice students' opinions, acknowledge problems, deal with them immediately and make sure everyone obeys the expected standard therefore, we ask for nothing less from you.

From a member of staff in school, students expect:

- Good communication skills with other members of the team, students and visitors
- A genuine care about our education
- A mutual respect with students
- A passion for supporting others
- An enthusiastic approach to student-teacher relationships

Our school follows our chosen 10 value words and both students and staff enforce them daily; with these words I guarantee that you will not only enjoy being part of our school, but that you will also think of the school as a family rather than a draining work environment.

The Dearne ALC only employs the best, therefore bring your full commitment and dedication to the full application process. I hope to see you as a part of our team soon.

Kind regards

Master Bailey Evans  
**Head Boy 2016 - 17**

**#teamdearne**

### ***Staff Wellbeing at the Dearne ALC***

The health and wellbeing of all our employees is of high importance. Our workforce perform at a high pace to ensure our children exceed expectations and achieve outstanding results. Therefore we are passionate about investing in the health and wellbeing of #teamdearne.

Car valeting, mobile mechanic service whilst you work, professional ironing and dry cleaning service, medical services including NHS health programmes, blood pressure checks, flu vaccinations, diabetes checks, smoking cessation services and counselling are all examples of services we make available to our staff.

Social events have included competing in the South Yorkshire Workplace Games where we won the 'Spirit of the Games' award. In the Summer Term the Teaching & Learning Oscars were introduced in house. These events promote positive mental health and empower staff morale.

We massively promote mental wellness. Key colleagues are trained in recognising and supporting mental health issues. We provide bespoke prevention and early intervention strategies as an additional support to our employees.

Our commitment to staff wellbeing has been recognised throughout the Local Authority. In 2014 Barnsley Council presented our school with a Silver Award for the achievement of good practice in workplace health. In 2015, we hosted a business conference on workplace health alongside Barnsley Council and XPO. The Dearne was invited to present a case study on our staff wellbeing strategies. This is published in the RAND research report on workplace health earlier this year. In addition to this, we proudly hold Investors in People Bronze status.

We very much hope to welcome you to #teamdearne!



### ***You as a key player at the Dearne ALC***

Our commitment to training and developing our staff is central to the improvements we have made over the last 3 years. As a new member of staff at the Dearne, you will be offered bespoke training to support you in your new role. Again, OFSTED commend the 'impressive array of training opportunities and seminars for staff' and you will be able to access weekly CPD and a seminar programme in addition. We know you are our most precious resource and so we are committed to ensuring you get the best training we can provide to help you grow into the best professional you can be.

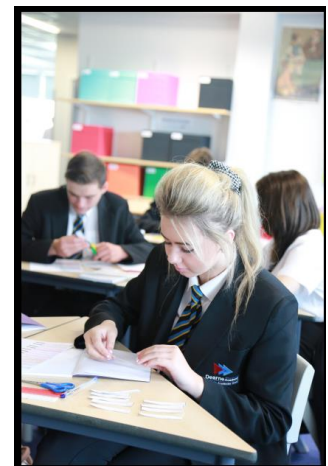


This is a very exciting time to join The Dearne. Every member of staff is an important piece in the jigsaw which will become the Outstanding Dearne provision. You will join us as we are rapidly improving, rigorously driving and securing significant success.

Does this sound like you?

Do you want to be a part of something very special?

***Then join us at The Dearne!***



### ***Our superb Dearne students***

The students at the Dearne are a wonderful group of young people. They are lively, outgoing and have much to say for themselves, a characteristic we encourage!

Most of our students live in local communities with high levels of socio-economic deprivation. We believe they deserve an education that is outstanding, full of ambition and aspiration. That is what you commit to providing, if you work at The Dearne.

In December 2014 OFSTED praised our students highly. They said behaviour was 'Good' and:

*'Students behave consistently well in lessons because they are keen to learn'.*

*'Behaviour around the school is calm and considerate'*

*'Students respond swiftly to requests from staff and incidents of unacceptable behaviour are rare'.*

*'Students move around the school calmly and with consideration for others. They wear their uniform with pride'*

We recognise this as our school on a daily basis and know our students are fine young people whose futures are worth committing to.

### ***Parents and carers***

Students are well supported by parents and carers who likewise overwhelmingly want the very best education for their children. We offer many opportunities to liaise with our community through Progress weeks held at the end of every term to review our young people's progress and attainment; rewards events where parents are invited to join us; many evening performances and in the past events such as the community cinema where such films as Frozen - Sing-a-long create truly memorable evenings!

### ***Our partner primary schools***

We have a 6-week innovative transition for our year 6 to year 7 students and have excellent working relationships with our primary partner schools to ensure a smooth transition. We are now innovating around schemes of work, 'bouncing books' and other initiatives which mean there is a genuine locality hub of schools working together in the best interest of our community.

### ***Other links***

We have close relationships with a number of other local schools to share best practice and support our students. We are a lead local school for attendance improvements and our 'SWAPP' scheme to support disaffected students has likewise been commended.



## Application Process

Application forms are available on the TES website [www.tes.com](http://www.tes.com).

**A letter of application (no more than 2 sides of A4) is required detailing how you meet the personal specification and why you are the best candidate for the role. Under the following headings in the application form:**

- **Experience**
- **General and Special Knowledge**
- **Skills and Abilities**
- **Additional Factors**

**Please state 'See attached letter in support of application'.**

Any concerns or queries please email [dearnerecruitment@thedearnealc.org](mailto:dearnerecruitment@thedearnealc.org).

The closing date for applications will be 9am on Monday 23 October. Interviews will take place Tuesday 24 October. Details regarding interviews will be confirmed with short listed candidates.

Completed applications must be returned to [dearnerecruitment@thedearnealc.org](mailto:dearnerecruitment@thedearnealc.org)

**All applications will be acknowledged by the next working day.**

### **THE DEARNE ADVANCED LEARNING CENTRE**

Goldthorpe, S63 9EW | Principal: Chris Robinson | NOR: 965



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Goldthorpe, S63 9EW | Principal: Chris Robinson | NOR: 965

**Lead for Psychology & Teacher of a Core Subject**  
**TMS/UPS + TLR2a (£2640) (Plus access to a tailored CPD package)**  
**Required January 2018**

**'There is an impressive array of training opportunities for staff' Ofsted 2016**

**'Value such as ambition, respect and kindness are publicised and promoted throughout the school. This has helped to improve student's behaviour and attitudes to learning' Ofsted 2014**

The Dearne ALC (11-16) is proud to serve the Dearne Valley communities and we are within easy access of the A1 motorway meaning Leeds, Wakefield, and Sheffield are on our door step.

Candidates must be able to teach across the ability and age range, supporting the development of a core subject to the highest standards for all pupils at Key Stages 3 and 4. Candidates must also be able to be the lead for psychology.

**Career development recruitment incentives:**

- £500 each year invested in your own CPD programme
- Access and support to follow middle leadership programmes from the outset e.g. NPQML, Teaching Leaders
- Candidates should be looking at this post as a career pathway to middle leadership
- We advise you to come in and speak with the Principal and Vice Principal to discuss the above and shape the next 3 years of your career, thus this post is suitable for both RQTs and experienced teachers.

**The Dearne is on "Requires Improvement". Ofsted have confirmed 'great things are happening at this school' and we are on a strong trajectory to reach "Good" by December 2018.**

**Attainment 8' up by over two points;**

- On average all students got a grade higher than last year in over two of their subjects;

**Maths attainment above national;**

- 4% above national for grade 4+
- A rise of 13% in the last 3 years

**English progress in line with national;**

- English attainment up from 58% C+ last year to 69% 4+ (best grade) this year

**Science attainment above national (4+);**

- 4.5% above national in core science
- 13.2% above national in additional science
- 13.5% above national in further science

**Basics (students achieving a 4+ in both English and maths);**

- Now over 55%
- Up 15% in three years

**42.5% of students leave with at least 1 top grade (A\* / A)**

**We love to help our students learn and value the staff who help them do so, thanks to:**

- An outstanding 'Teaching school standard' professional development programme for staff at all stages of their career.
- A leadership development programme for all interested high-quality staff.

**We are looking for a Lead for Psychology & Teacher of a Core Subject who really cares about helping our students succeed and is willing to support the development of a core faculty. This role would be a perfect first promotion for an aspirant psychology teacher and equally a great opportunity for a talented experienced teacher. You will be joining a faculty who:**

- **Put students first** - We create differentiated resources that are engaging and student-centred; our innovative lessons inspire our students to achieve. Our consistently high standards of delivery drive improvements and raise aspirations across both key stages.
- **Supports CPD and career development** - We support and challenge each other's teaching through frequent CPD, team meetings, peer observations and coaching and mentoring for all new staff.
- **Value team spirit and positive working relationships** - We support each other through team-teaching and collaborative planning, fostering a positive working environment.

**Join our team and build a wonderful career in a school you are passionate about with students you love to help learn.** Visits are welcome and these can be arranged by contacting our Principal, Chris Robinson, via her PA on 01709 892565 ext 1229 or Felicia Swann, HR Manager on 01709 892565 ext 1204.

In joining The Dearne ALC you can expect a supportive culture within a school with very high aspirations, moving forward at pace. If you believe that instilling aspiration and ambition can transform the lives of young people then we would love to hear from you.

The closing date for applications will be 9am on Monday 23 October. Interviews will take place Tuesday 24 October. Details regarding interviews will be confirmed with short listed candidates.

As safer recruiters an enhanced disclosure from the DBS will be required for this post.

**The Dearne ALC - Lead for Psychology & Teacher of a Core Subject  
JOB DESCRIPTION**

<b>JOB TITLE:</b>	Lead for Psychology & Teacher of a Core Subject
<b>TEAM/FACULTY:</b>	TBC
<b>JOB PURPOSE:</b>	To support the Head of Faculty and Second in Faculty in Leading and Managing the Faculty to ensure that the teaching of psychology & a core subject is of the highest possible standard and that students of all abilities and Key Stages maximise their achievement.
<b>SALARY:</b>	Teacher Main Pay Scale (TLR 2a £2640)
<b>ACCOUNTABLE TO:</b>	Head of Faculty

**STRATEGIC VISION, RESPONSIBILITIES & ACCOUNTABILITIES**

This Job Description should be read alongside the range of professional duties of Teachers as set out in Part 10 of the Teachers' Pay and Conditions Document.

The Lead for Psychology & Teacher of a Core Subject will be accountable for ensuring outstanding achievement through the development of teaching and learning that drives standards and ensures all students make outstanding progress.

As a member of the school's newly formed Pedagogy in Practice Team, the Lead for Psychology & Teacher of a Core Subject will contribute effectively towards the whole school development of Teaching and Learning.

**STRATEGIC AIMS - SCHOOL IMPROVEMENT PLAN STRANDS**

**STRAND 1**

**VALUES & ETHOS**

- Support the HOF and Second in Faculty in securing the commitment of colleagues, including any non-teaching staff designated to the faculty, to the vision, ethos and policies of the school and to promote the highest levels of outstanding achievement.
- Embed ambition and drive rapid and sustained improvement across the faculty to swiftly secure high levels of achievement and student success beyond national expectations.
- Play an active part of the newly formed Pedagogy in Practice Team to drive whole school improvement through the development of outstanding Teaching and Learning, particularly literacy across the curriculum.
- Across the faculty, support and challenge colleagues to achieve the school's strategic priorities.
- Contribute to the implementation of appropriate aspects of the school improvement plan at faculty level; routinely quality assuring, monitoring and evaluating success of strategies.
- Work to remove all barriers to learning and progress for every single - *no child left behind*.
- Be an outstanding role model for both staff and students by promoting positive relationships.

## **BEHAVIOUR & SAFETY**

- Embed the Dearne Value words into the life and work of the students in the faculty to support the raising of expectation and aspiration.
- Through rigorous monitoring and support, work with the HOF to ensure that colleagues within the faculty implement and adhere to the school's behaviour management policy, ensuring the health and well-being of students is maintained at all times.
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of and support differences to ensure equal opportunities for all.
- Appreciate and support the role of others within the faculty providing feedback to support progress and challenging underperformance.
- Recognise own strengths and areas of expertise and use these to advise and support others.
- Communicate with parents in a professional manner at all times, promptly responding to parental enquiries by telephone, letter or email as appropriate.

## **STRAND 2**

### **ACHIEVEMENT & STANDARDS**

- Work with the HOF and Second in Faculty to ensure that assessment data is used effectively within the department and in a formative way to drive achievement beyond national expectations.
- Arrange faculty intervention to address underperformance and swiftly secure high levels of achievement and success beyond national expectations.
- Work with the HOF and Second in Faculty to identify and eliminate barriers to learning across the faculty and ensure that currently low performing groups including all Pupil Premium students, SEN and boys rapidly secure and sustain significantly high achievement compared to national figures.
- Support colleagues in the preparation of high quality lessons and schemes of work, facilitating the effective use of assessment for learning across the subjects and key stages within the faculty to ensure that high aspirations impact positively on raising achievement beyond national expectation.

### **TEACHING & LEARNING**

- Make clear and purposeful links with all faculties to share effective teaching and learning resources and strategies that will rapidly improve literacy skills for all learners at all levels.
- Play an active part in shaping the direction of teaching and learning across the whole school by being part of the Dearne Pedagogy In Practice Group; contributing ideas, sharing outstanding practice and being open to any avenue of change that drives standards and creates a 'buzz' around learning, progress and achievement.
- Ensure that the psychology Schemes of Work are appropriate for and accessible to all students.

- Create a climate within the faculty whereby effective, independent learners are supported through innovative and challenging lesson design to maximise their potential.
- Deliver faculty CPD on practice that includes:
  - Lesson planning that fully supports the whole school drive to improve the teaching of literacy and numeracy across the curriculum, working collaboratively with those who have a whole school lead on these strands
  - Creating an outstanding climate for learning
  - Planning for differentiation/inclusion
  - Developing questioning techniques
  - Engaging boys
  - Student leadership in the classroom and independent learning
- Consistently model the teaching of good or better lessons that motivate, inspire and improve student attainment and embed an Open Door ethos across the faculty.

### **STRAND 3**

#### **WIDENING OPPORTUNITIES**

- Actively coach and mentor colleagues to drive standards of teaching and learning, particularly the innovative use of modern technologies to enhance learning and progress.
- Lead colleagues in the faculty to create weekly extra-curricular opportunities for students to increase enjoyment and engagement in psychology.
- Support the delivery of programmes to improve the quality of teaching.
- Contribute effectively where necessary to the induction programme for new teachers and those who are new to the school.
- Organise with staff and students competitive and collaborative competitions, e.g. debating sessions and spelling competitions.

#### **LEADERSHIP**

- Challenge underperforming staff, put in place appropriate support and monitor and evaluate progress towards agreed targets.
- Actively develop leadership and management skills in others.
- Effectively appraise those colleagues for whom you have responsibility within the whole school appraisal policy, maintaining dialogue throughout the year.
- Create, innovate and implement student leadership opportunities across the faculty.
- Manage the budget for the faculty, being accountable for planning and allocating resources across the teaching groups and over the academic year.

#### **GENERAL**

- Take on specific leadership and management tasks related to the day to day running of the faculty.
- Undertake administration and organisation of the faculty as requested by the Principal.
- Create and maintain positive and supportive relationships with parents, governors and the wider community.

- Engage with appropriate training opportunities to promote professional effectiveness in your role and to support the work of the faculty.
- Any additional tasks by agreement with the line manager which are commensurate with the responsibilities and remuneration for this post.

## **SAFEGUARDING**

- The Dearne ALC is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks

### **Please note:**

As with all job descriptions, the information provided above is intended to be a detailed overview of the core responsibilities and accountabilities; individual job descriptions should not be seen, and indeed are not intended to be 'straight-jackets' as duties and responsibilities will inevitably vary over time, particularly as here when there is the development of new posts.

All staff responsibilities continue to be reviewed to maximise school improvement through negotiation with the Principal.

**October 2017**

**The Dearne ALC - Lead for Psychology & Teacher of a Core Subject  
Person Specification**

<b>Key Element</b>	<b>Detail of personnel specification</b>	<b>Essential</b>	<b>Desirable</b>	<b>Method</b>
<b>1. Relevant Experience</b>	You will have a proven track record of: 1. Teaching in education at a senior level and a proven track record of delivering successful outcomes for students.	✓		A/I/R
	2. Experience of successful preparation of students for GCSE Psychology & a core subject.	✓		A/I/R
	3. Successful experience of monitoring, evaluating and improving student achievement in English at Key Stage 3 and Key Stage 4.	✓		A/I/R
	4. Designing and developing resources to support learning.	✓		A/I/R
	5. Successful teaching experience in the secondary phase - Good or Outstanding teaching under the new OFSTED framework	✓		A/I/R
<b>2. Qualifications</b>	1. A Graduate with Q.T.S. status	✓		A/C
	2. An upper second class degree or better in a core related subject		✓	A/C
	3. 'A' level in a core subject & psychology	✓		A/C
	4. 'A' level grade in a core subject & psychology at C grade or above		✓	A/C
<b>3. Training</b>	1. Evidence of additional recent and relevant continuing professional development	✓		A/I/R

<b>4. Specialist Knowledge and Skills</b>	You will be able to demonstrate:			
	1. An up to date knowledge of the latest developments in psychology teaching	✓		A/I/R
	2. Excellent subject knowledge in psychology & a core subject	✓		A/I/R
	3. High level communication, organisational and management skills	✓		A/I/R
	4. An understanding of the factors contributing to successful outcomes in education for young people	✓		A/I/R
	5. The ability to secure improvement in provision supported by the ability to analyse and interpret data effectively	✓		A/I/R
	6. An understanding of equal opportunities in secondary education	✓		A/I/R
<b>5. Personal Attributes</b>	7. Skilled in the use of ICT and modern technologies and possessing understanding of its potential contribution to school provision and improvement	✓		A/I/R
	You will be able to demonstrate you are or have:			
	1. An absolute belief and commitment in the capacity of every single child to be successful, and an understanding that every child really does matter	✓		A/I/R
	2. Strong personal drive - a self-starter and a task completer; a 'can-do' positive attitude and approach	✓		A/I/R
	3. A team player	✓		A/I/R
	4. Personal impact and presence - a 'hands-on' approach	✓		A/I/R
	5. Emotional intelligence with the ability to recognise and manage stress in self and others	✓		A/I/R
6. Commitment to learning for self and others and the	✓		A/I/R	

	development of own and others' skills and knowledge			
	7. A liking for and the ability to inspire, enthuse and motivate members of the school and wider local community	✓		A/I/R
	8. Commitment to professional development in self and others - to coach, mentor and support colleagues in managing and evaluating all areas of their professional roles	✓		A/I/R
	9. Commitment to safeguarding young people	✓		A/I/R
	10. Commitment to the principles of comprehensive and inclusive education	✓		A/I/R
	11. Commitment to abide by and uphold the policies on Equal Opportunities; Health and Safety and Child Protection at The Dearne ALC	✓		A/I/R
	12. A willingness and ability to be flexible	✓		A/I/R
	13. Openness, optimistic, energetic, and enthusiastic in demeanour and dealing with others	✓		A/I/R
	14. Honesty, integrity and care in approach and in relationships - a desire to do the right thing because it is <b><i>the right thing to do</i></b> and not simply because it is required of them	✓		A/I/R
	15. To enjoy working within an environment which is very challenging at times	✓		A/I/R

**Key:** A = Application

C=Certificates

I = Interview

R = References