



Kennet School

Excellence through Endeavour

Application Pack
Head of Psychology - Maternity Cover

WHAT WE BELIEVE

At Kennet School we employ forward-thinking, creative teachers who are unapologetically passionate about their subject. Our motto, 'Excellence through Endeavour', does not apply to our pupils alone.

We place learning at the centre of everything we do. Through our learning blog and innovative professional development programmes, we seek to drive education reform through the heart of our school, making decisions which are right for our pupils whilst being an exciting place to work.

Our curriculum is rich in knowledge because we believe knowing things provides a foundation for being able to do things. Department and training opportunities create space for the ongoing development of the curriculum as we understand the value that specialist teachers bring to this process.

We value staff time and prioritise staff wellbeing in all decision making. We do not believe in restrictive and time-consuming marking policies. Rather, we value the full range of assessment methods and equip staff with the ability to plan and utilise the appropriate strategies alongside learning.

Additional admin support is provided to ensure all **teachers are able to focus on their first priority: pupils' learning.**

A rigid behaviour procedure enables teachers to teach disruption free. Our procedures reduce the demands on staff whilst ensuring that poor behaviour is dealt with swiftly and positive behaviours do not go unnoticed.

If you are passionate about seeing young people achieve more than they thought was possible and recruiting the next generation to your field of expertise, then we welcome your application to join our team.



Ms G Rigg
Headteacher

APPLICANT LETTER

Dear Applicant

Thank you for your interest in this post. We are seeking to appoint an enthusiastic maternity cover for our Head of Psychology to join this successful department. The role holder will take on the overall responsibility for the learning, progress and enjoyment of students in this subject.

Psychology is a high performing subject and pupils make progress in line with the best 25% in the country. It is also an extremely popular subject with three classes studying A Level in both Year 12 and Year 13.

This position is suitable for experienced staff. Kennet has an excellent Professional Development Programme and works closely with teachers at all stages of their careers to support their professional development and career progression.

The Psychology Department comprises of two full time members of staff and is based in the Sixth Form centre. There are two adjoining classrooms which are well resourced in terms of interactive boards and a range of textbooks to supplement learning.

As Head of Psychology you will need to demonstrate excellent teaching and learning skills. You should also be able to lead the strategic planning for the continuous improvement of the department.

If you're undecided about applying, we would love to welcome you for an informal visit at your convenience. If you would like to discuss this or any possible job opportunities at Kennet School, please contact myself via email: gclegg@kennetschool.co.uk.

If you've already decided to apply, the easiest way to do so is by clicking the 'Quick Apply' button on the TES website. Alternatively, application forms can be downloaded from the vacancies page on our website and submitted by email to office@kennetschool.co.uk.

Applications must be received by Monday, 2 December 2024 (9am).

Yours sincerely



Mr G Clegg
Deputy Headteacher



Job Title: Head of Psychology

Salary: MPS/UPS (£30,000 - £46,525) depending on experience

Contract: Maternity Cover

WHY WORK FOR US?

...because we support and value our teachers!

Professional growth at Kennet School is centred on investing in individuals. We spend well above the national average on professional development and have teachers on NPQs, Leadership apprenticeships and MA programmes. Our aim is to help every member of staff be the best they can be.

Evidence-based professional development programme has a real impact on teaching and learning across the school. Centred on our 7 Principles for Learning and creating a shared language of learning, this programme is about trusting teachers to shape their own learning and giving them the time to explore issues relevant to their expertise and subject.

An unwavering focus on learning is at the heart of everything we do. We remove as many barriers as we can, administrative or otherwise, **to keep learning at the top of everybody's agenda.**

Wellbeing is at the heart of our systems and processes. Our behaviour systems support teachers to deliver lessons in disruption-free classrooms while centralised detentions allow for teachers to manage their time effectively. Teachers are expected to use time efficient strategies to provide feedback to pupils.

Staff Learning Hub; a physical space onsite dedicated to professional development and the craft of educating. This is matched by our teaching and learning toolkit and digital Professional Development Hub, open to contributions from all.

Career Opportunities arise frequently in large schools and we actively seek to help our teachers develop their careers and move into positions of responsibility.

Our new staff and ECT programmes are bespoke to individuals, include mentoring, opportunities to shadow colleagues and pupils and other opportunities across the school. We are the local cluster lead for ECT training and work with UCL to deliver the Early Career Framework. This includes a dedicated weekly mentor meeting and at least 3 sessions of professional studies each half term.

Staff Perks include a cycle to work scheme with a tax free allowance, learning visits to other schools, a sophisticated leisure centre on site (with discounted memberships) and an active social committee. We have a number of other benefits including free flu jabs, free porridge daily, Office 365 and various free product offers through gemsatwork. Staff sporting events are a popular feature of our perks. In addition to this, we offer staff membership **of the Teachers' Pension scheme and the Local Government pension scheme.** Childcare vouchers, through the Government scheme, can also be offered.



PERSON SPECIFICATION

Criteria	Essential	Desirable	How identified
Qualifications and Training			
Qualified Teacher Status (QTS)	✓		Application Form
Degree level qualification	✓		
Evidence of ongoing professional development		✓	
Additional academic or professional qualifications		✓	
Experience			
Experience of planning and delivering effective lessons	✓		Application Form and Selection Process
Experience of using strategies to raise pupil attainment	✓		
Experience of making accurate assessments	✓		
Experience of contributing to curriculum planning		✓	
Experience of supporting others within a team		✓	
Knowledge and Abilities			
Thorough and up-to-date subject knowledge for teaching	✓		Interview and Lesson Observation
Able to use data in a classroom context to adapt teaching strategies	✓		
Knowledge differentiation strategies to support all learners	✓		
Develops clear systems and expectations		✓	
Good basic IT skills	✓		
Ability to use technology to enhance learning	✓		
Knowledge of evidence-based teaching strategies including Direct Instruction		✓	
Values			
Commitment to achieving excellence in the classroom	✓		Application Form and Interview
Commitment to working collaboratively as part of a team	✓		
Commitment to making learning challenging and engaging for all pupils	✓		
Commitment to close working relationships with parents, governors and the wider community	✓		
Enthusiasm to contribute to the wider life of the school, including extracurricular activities	✓		
Holds high expectations of pupil behaviour and achievement	✓		Interview and Lesson Observation

Criteria	Essential	Desirable	How identified
Personal Qualities			
Professional and well-presented	✓		Interview and Selection Process
Clear communicator	✓		
Unapologetically passionate about subject	✓		
Seeks to listen and understand	✓		
Reflective and self-aware	✓		
Ambitious and motivated		✓	
Personal Circumstances			
Must legally be entitled to work in the UK	✓		Application Form and Document Check
Nothing in personal background or criminal record indicates unsuitability to work with children / young people / vulnerable / finance	✓		
Safeguarding			
Has appropriate motivation to work with children and young people, and can relate to them	✓		All stages of the recruitment process
Understands the importance of maintaining appropriate relationships and personal boundaries with children and young people	✓		
Displays commitment to the protection and safeguarding of children and young people	✓		
Good knowledge and understanding of safeguarding practice	✓		

APPLICATION PROCESS

Completing your application

Our preferred method of application is via the 'Quick Apply' function in TES.

Alternatively, you can download an application form from our website, complete it, and send to office@kennetschool.co.uk. We will not accept applications that are not submitted through either of these methods, this includes CVs and letters of application.

Please be thorough and accurate when completing your application as we review these forms carefully during the shortlisting and selection process. We advise against generic supporting statements and will be looking for your suitability to this particular role.

Your application will be shared with our appointment panel along with references and any other pertinent information.

Shortlisting

Applications will be reviewed as they arrive, but formal shortlisting will take place as quickly as possible after the application deadline. Applications will be ranked by members of the recruitment panel. Following this, successful applicants will be notified and asked to confirm their attendance at interview. Schedules will be sent out once we have confirmed the field for interview.

In exceptional cases we may choose to shortlist before the application deadline, so early applications are encouraged.

Interviews

The components of interviews will vary by job role, but the schedule will be designed to assess the competencies outlined in the person specification. All interviews involve an opportunity to tour the school and find out more about us. The final stage of the selection process is a formal panel interview.

Documentation

If selected for interview, please bring the following:

- Photo Identification (driving license or passport)
- Proof of address
- Certificate from highest level of qualification (e.g. degree certificate)

Appointments

Following interviews, the panel will decide whether to make an offer of employment. Wherever possible, this will be done on the same day and a contract will be prepared. We ask that candidates attending interview are in a position to make a decision about whether to accept the role.

Kennet School is committed to equal opportunities, safeguarding and promoting the welfare of children and young people. We expect all employees, governors, trainees and volunteers to share in this commitment.

We seek employees who are keen to contribute to the fuller life of this highly over-subscribed and ambitious school.

Successful candidates will be subject to an enhanced Disclosure and Barring Service check, and, in line with Keeping Children Safe in Education (KCSIE), a social media check will be undertaken to validate details applicants have given to support a job application.



Don't just take our word for it...



"I love the sense of community at Kennet. The joyful devotion of the staff is matched by the infectious zest of the pupils."

Mr A Killeen
Head of Year 7

"Kennet is a happy and vibrant place to work. A great group of pupils and staff, excellent facilities and opportunity to get involved."

Dr N Sapkota



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equinox
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