



Applications are invited for the post of

## **TEACHER OF PSYCHOLOGY**

**Permanent, part time**

**Start Date: April or September 2025**

### **THE POST**

Applications are invited from energetic and well-qualified university graduates seeking to be part of a dynamic and well-resourced Psychology department which teaches the subject at A-Level only.

The post is part-time (approximately 0.6 of a full allocation) and the successful applicant should be able to demonstrate good organisational skills, a willingness to innovate and the ability to foster positive and supportive relationships with both pupils and staff in the department. The post would ideally suit an experienced teacher with a proven record of successful results at A-Level, including someone who has perhaps had a career break or an ECT, for whom a full support and induction programme will be available, for the duration of the employment. We are an inclusive school and welcome applications from people of all beliefs and backgrounds.

A willingness to make a wider contribution to the pastoral and extra-curricular life of the School is expected.

### **THE DEPARTMENT**

There are currently two enthusiastic and well-qualified part-time members of the department.

The Psychology Department at King Edward's School, Bath was established in 2003 and has been a vibrant and thriving department ever since. Numbers are strong with usually 3 groups in both Year 12 and Year 13 every year. It is a very popular subject choice with internal pupils and also with external pupils who join the school in Year 12, with around 60 students studying the subject in total. The department has a large bank of resources including textbooks, articles and models and many other resources accessible via our intranet. We use a range of teaching methods and have a long history of excellent results and excellent value-added performance. The department has its own classrooms, each with interactive white board and associated equipment and a departmental office housing both teachers.

## CURRICULUM

The syllabus taught is AQA 7182. It is a challenging but very interesting specification to deliver. There are 3 papers each designed to target particular skills and the new style of examination, with a combination of multiple choice, short answers and essays, is welcomed. The results have been consistently excellent with many A\* and A\*-B grades. Over the past three normal exam seasons the department has achieved impressive results of 90.3% A\*-B grades, with 46.2% of these at A\*/A. Pupils have gone on to study Psychology at Exeter, UCL, Cardiff, Durham, Leeds, Birmingham and some former pupils have trained as clinical psychologists. Regardless of their ambitions for the future, the department prides itself on being accessible to pupils of all ability levels.



## WIDER INVOLVEMENT

The department runs an annual trip; in the past we have seen Philip Zimbardo and Professor Elizabeth Loftus, visited Shepton Mallet prison and attended the Psychology in Action day at Warwick University. The teachers also attend an annual meeting with fellow Psychology teachers from other independent schools across the South West. This is a very supportive group.

## JOB AND PERSON SPECIFICATION

### Responsible to

The Head of Psychology who has overall responsibility for the department.

### Responsible for

The fundamental expectation of a teacher at King Edward's School is that they should contribute wholeheartedly and positively to the life and work of the School. Each teacher is directly responsible for the positive, efficient and professional running of their classes, in line with agreed departmental policy; this will include following departmental schemes of work and assessment policies. Each teacher is also responsible for the good behaviour of classes and the care of departmental resources and the classroom in which they teach. Teachers at King Edward's are employed to perform a role, including those who are part-time, and some aspects might fall on a day which they are not timetabled for lessons. (e.g. Open Day, Entrance Exams, Parents' Evenings, INSET/CPD)

All members of staff share a corporate responsibility for the welfare, good order and discipline of pupils in all school activities. It is also the responsibility of all staff to be aware of and uphold School policies, especially those relating to safeguarding, and to work to uphold budgets and sound financial control.

As part of their responsibility towards supporting the pastoral life of the School, teachers are required to carry out a pastoral role within the school as a Form Tutor, Co-Tutor or Associate Tutor.

Teachers at King Edward's School will also contribute to the co-curricular life of the School. Such contributions may take many different forms, as the School values the diverse talents and enthusiasm of staff, and could include taking a sports team (for non-PE staff), running a weekly club, being involved in significant weekend commitments such as the Duke of Edinburgh's Award or Model MUN. The nature of such a commitment and the time involved will need to meet the needs of the school and be approved by the Headmaster.

Teachers are expected to follow the Teachers' Standards set by the Department for Education:

- ✿ Set high expectations which inspire, motivate and challenge pupils
- ✿ Promote good progress and outcomes by pupils
- ✿ Demonstrate good subject and curriculum knowledge
- ✿ Plan and teach well-structured lessons
- ✿ Adapt teaching to respond to the strengths and needs of all pupils
- ✿ Make accurate and productive use of assessment
- ✿ Manage behaviour effectively to ensure a good and safe learning environment
- ✿ Fulfil wider professional responsibilities
- ✿ demonstrate consistently high standards of personal and professional conduct

The main responsibilities of a teacher include, but are not limited to:

- ✿ delivering high quality teaching to the classes and pupils allocated in the timetable.
- ✿ planning, preparing and delivering courses and lessons in line with agreed school and department policies, seeking and offering advice and support, as appropriate, from and to departmental colleagues and the Head of Department.
- ✿ preparing pupils for public and internal examinations, including maintaining a thorough and up-to-date knowledge of current examination specifications, regulations and policies
- ✿ setting and marking work regularly according to school and department policy, including formal assessments and internal exams, which is appropriate to the needs and abilities of the pupils.
- ✿ keeping suitable records of each pupil's attendance, behaviour and performance which will enable proper assessment, tracking and timely reporting (to both pupils and parents). In so doing, the teacher should be mindful of the need to support, motivate and encourage each pupil.
- ✿ writing academic checks, reports, UCAS references and other similar material. Attending Parents' Evenings and meeting with parents, as required.
- ✿ making timely contact with parents over academic issues relating to the progress of a pupil, as well as responding to concerns and queries from parents.
- ✿ supporting the work of the Head of Department and contributing to the work of the department in developing new courses, materials and methods.
- ✿ contributing to departmental meetings organised by the Head of Department
- ✿ maintaining a thorough and up-to-date subject knowledge and taking account of wider curriculum and pastoral developments which are relevant to the work of a teacher.
- ✿ maintaining a high standard of professionalism through appropriate dress, behaviour, conduct and communication with pupils, parents, colleagues and members of the public, as a loyal ambassador for the School.
- ✿ actively participating in CPD/INSET and taking responsibility for his or her own professional development to improve teaching and students' learning.
- ✿ actively participating in the School's system of professional review and being reviewed by line managers and a member of the review team.
- ✿ fulfilling other duties expected of each teacher from time to time, such as supervisory duties during lunch and break, examination invigilation and cover for absent colleagues.
- ✿ supporting and attending assemblies, Prizegiving, Open Evening and Open Day, Founder's Day and other events, as required.
- ✿ promoting the general progress and well-being of individual pupils.
- ✿ working closely with pastoral staff over the teaching and learning of pupils and keeping pastoral staff informed of academic issues, potential learning support issues and behavioural concerns.
- ✿ maintaining good order and discipline among pupils, both within and without the School, enforcing fairly but unequivocally the School's code of conduct and rules.
- ✿ ensuring that pupils respect school property.
- ✿ upholding the ethos, purpose and values of the School.
- ✿ developing a good understanding of policies and procedures within the School and, when required, contributing to policy review and development, in line with the School's Development Plan.

A teacher might also be required to undertake any other duties as reasonably directed by the Headmaster or his deputies.

## PERSON SPECIFICATION

Qualifications	Essential	Desirable
Degree level qualification in a discipline related to subject		✓
Relevant additional subject specific qualifications		✓
Qualifications related to teaching including QTS and any relevant PGCE		✓
Knowledge and Experience	Essential	Desirable
Deep understanding of psychology topics, including cognitive, developmental, social, and biological psychology	✓	
Familiarity with the A-level psychology curriculum and exam board specifications	✓	
Understanding of how students learn and develop, which can help in creating effective teaching strategies	✓	
Skills in managing a classroom and engaging students in the subject matter	✓	
Ability to assess and provide feedback on student work effectively	✓	
Providing support and guidance to students, helping them with both academic and personal challenges	✓	
Personal Qualities	Essential	Desirable
Genuine enthusiasm for the subject can inspire and engage students	✓	
Ability to remain calm and patient, especially when students struggle with complex concepts	✓	
Excellent verbal and written communication and interpersonal skills	✓	
Flexibility to adjust teaching methods to suit different learning styles and needs	✓	
Innovative approaches to teaching that make learning interesting and enjoyable	✓	
Strong organisational skills to manage lesson plans, marking, and administrative tasks efficiently.	✓	
Ability to handle the challenges and pressures of teaching with a positive attitude	✓	
Dedication to students' success and continuous improvement in teaching practices	✓	



## SALARY

Salaries at the School are based on our own KES Salary Scale and will take into account the qualifications and experience of the successful candidate. The KES Salary Scale is enhanced above the National State Qualified Teachers' Scale.

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All staff are in a position of trust and have a duty to keep children and young people safe and to protect them from neglect and physical and emotional harm. This duty is in part exercised through the development of respectful caring and professional relationships between staff, children, and young people. Staff are expected to be familiar with the local child protection arrangements and understand their responsibilities in order to safeguard and protect children and young people.

**King Edward's School is committed to safeguarding and promoting the welfare of children and young people and applicants must be willing to undergo safeguarding screening including checks with past employers and a DBS disclosure in accordance with the DBS Code of Conduct. All appointments are made subject to satisfactory DBS clearance. The suitability of all prospective employees or volunteers will be assessed during the recruitment process in line with this commitment.**

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Further details and an application form can be obtained from our website or from the School's HR Department at [HR@kesbath.com](mailto:HR@kesbath.com)

Applications should be made in writing, using the supplied application form **and** with a letter outlining the applicant's suitability for the post, including their relevant experience.

These should be received by **9am on Tuesday, 4 February 2025** and should be sent to:

Mr M Boden, Headmaster  
King Edward's School,  
North Road,  
BATH BA2 6HU  
e-mail: [HR@kesbath.com](mailto:HR@kesbath.com)

*Interviews are likely to be held in the week beginning 10<sup>th</sup> February*

Please note that we are unable to give feedback to applicants not invited for interview.