



Head of Psychology

Salary: Ark Lead Practitioner Pay Scale, Points 3-7 (£53,083- £57,844)

Contract Type: Permanent

Required for September 2021

Ark Walworth Academy and Ark Globe Academy are thriving schools in the heart of central London. We serve a vibrant, diverse, urban community, with excellent access to all the city has to offer for students and staff alike.

We seek an exceptional classroom practitioner with a proven track record of delivering excellent outcomes at A Level Psychology to fill our unique role. The successful candidate will lead on KS5 Psychology provision in both schools, teaching in both Sixth forms and working with both school teams during the week. The network provides excellent subject support through a dedicated collective of psychology specialists from our schools, with opportunities to lead both within this group and in other forums within the larger organisation. The previous post-holder leaves us to progress to a role as Head of Sixth and we seek to appoint a similarly motivated, skilled and ambitious practitioner in her stead.

Our staff are:

- Committed, enthusiastic practitioners seeking to support excellent progress for our students
- Educators who aspire to the highest standards of [behaviour](#), [academic success](#), and wellbeing for all in our community
- [Resilient](#), reflective and thoughtful professionals, seeking to develop themselves with us

In return, we offer:

- An externally recognised progression route with the support of a [nationally recognised network](#)
- Dedicated Network Leads for subjects and areas, providing cutting-edge training and development opportunities
- A fully accessible, well resourced, multi-million pound building in which to practice, accessible via various transport links, including train, tube and bus services from Elephant and Castle, as well as bus links from London Bridge and Tower Bridge
- A school community with a genuine family ethos, investing in staff wellbeing with sports and events





- Varied routes into teaching and industry-recognised professional qualifications (Ark Teacher Training, PGCE, Teach First, Now Teach, NPQML, NPQSL, BA and Masters programmes)
- A comprehensive support and induction programme for all staff including *accommodation in zone 2 available for NQTs and trainees.*
- A dedicated Employee Assistance and benefits package from Ark Rewards

Due to the school closure period, we have adapted our recruitment process. All interviews will be conducted remotely, as will assessments of candidates. More details about our Virtual Interviews can be found on our website [here](#).

Further details about the post and how to apply can be found on our website www.walworthacademy.org

Applications will be reviewed, and candidates interviewed on a rolling basis, therefore early applications are encouraged.

We look forward to receiving your application



Job Description: Head of Psychology

Reporting to:	Assistant Principal
Location:	Ark Walworth Academy
Contract:	Permanent
Working Pattern:	Full Time
Salary:	Ark Lead Practitioner Pay Scale, Points 3-7

The Role

We are looking for a well-qualified teacher and Psychology Lead who is capable of delivering high quality A level lessons across both academies, and who shares our belief in the ability of all KS5 students to achieve outstanding academic progress. You will need to be adaptable and excited by both the prospect of working across two sites and the opportunity to play a role in building and strengthening our shared sixth form ethos.

Key Responsibilities

Leadership and Management

- Monitor, evaluate and continually improve the quality of planning, teaching, and assessment within the Psychology department
- Manage departmental budget and resources effectively and efficiently
- Lead behaviour management in the department, securing strong routines for learning, consistent with the academy's policy, and liaising with tutors and parents when necessary
- Develop strong partnerships and ensure regular communication with parents and carers

Improving Teaching & Learning

- Model outstanding teaching and lead collaborative planning and development, including the sharing of resources and best practice within the department
- Be responsible for tracking student progress across the faculty within both academies, analysing all relevant data to make data-driven changes to the curriculum design and intervention strategies and using the data to monitor the performance of subject staff
- Be accountable for student progress in psychology within both academies, ensuring that all students achieve results in line with, or better than, value-added predictions
- Monitor the work of the department through rigorous and regular lesson observations, work scrutinies, and provide detailed, constructive feedback
- Lead joint practice development across the faculty subject teams, ensuring that outstanding practice is shared with all staff in the faculty and the wider school, and work with other department heads to exploit cross-year and cross-curricular links



- Plan, deliver, monitor and evaluate the curriculum provision and enrichment within the department.
- Monitor the identification of and provision for students with individual needs, and develop differentiated learning and teaching methods and schemes of learning
- Implement and adhere to both academy's behaviour management policy, ensuring the health and well-being of pupils is maintained at all times
- Participate actively throughout the network, by attending relevant meetings, and, as appropriate, delivering network-wide training and initiatives
- Work with colleagues, students and families to develop a strong school community

Other

- Actively promote the safety and welfare of our children and young people
- Ensure compliance with Arks data protection rules and procedures
- Liaise with colleagues and external contacts at all levels of seniority with confidence, tact and diplomacy
- Work with Ark Central and other academies in the Ark network, to establish good practice throughout the network, offering support where required

This job description is not an exhaustive list and you will be expected to carry out any other reasonable tasks as directed by your line manager.



Person Specification: Head of Psychology

Qualification Criteria

- Qualified to teach in the UK
- Degree in Psychology or related subject

Knowledge, Skills and Experience

- Demonstrable commitment to raising attainment of all pupils in a challenging classroom environment
- Experience of having designed, implemented and evaluated effective, imaginative and stimulating schemes of work and of leading successful enrichment programmes
- Experience of improving the quality of teaching and learning
- Experience leading a team and/or working to support the significant success of others, including professional development and effective management of underperformance
- Experience of interpreting complex student data to drive lesson planning and student progress
- Mastery of and enthusiasm for Psychology
- Effective and systematic behaviour management
- Knowledge of the national secondary education system, examinations and curriculum

Behaviours

- Genuine passion for and a belief in the potential of every student
- A robust awareness of keeping children safe, noticing safeguarding and welfare concerns, and understanding how and when to take appropriate action
- Deep commitment to Ark's mission of providing an excellent education to every student, regardless of background
- Excellent interpersonal, planning and organisational skills
- Resilient, motivated and committed to achieving excellence
- Reflective and proactive in seeking feedback to constantly improve practice
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.
- Commitment to and understanding of professionalism in line with the National Teaching Standards

Other

- Right to work in the UK
- Commitment to equality of opportunity and the safeguarding and welfare of all students
- Willingness to undertake training
- This post is subject to an enhanced DBS check



This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement for the role.

This job description is reviewed regularly and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties.

Ark is committed to safeguarding and promoting the welfare of children and young people in our academies. In order to meet this responsibility, we follow a rigorous selection process. This process is outlined [here](#), but can be provided in more detail if requested. All successful candidates will be subject to an enhanced Disclosure and Barring Service check.

Ark Schools is committed to eliminating discrimination and encouraging diversity amongst our employees. We endeavor to build a workforce that will be truly representative of all sections of society and that each employee feels respected and able to give their best. To that end we are committed to provide equality and fairness for all in our recruitment and employment practices and not to discriminate on grounds of age, disability, gender reassignment, marriage/civil partnership status, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. We oppose all forms of unlawful and unfair discrimination. The appointment and recruitment procedure must always be applied fairly and in accordance with employment law and the Ark Schools Equal Opportunities Policy

Please note: Ark Walworth Academy is committed to the safety and protection of its students. Walworth is a non-smoking environment.

