

# Teacher of Psychology

Job Description



Queen Margaret's  
School for Girls

Escrick Park, York

# Queen Margaret's School for Girls

Established in 1901, QM is an independent boarding and day school for girls aged 11-18. You will find us in glorious parkland about six miles south of York. But we are much more than our surroundings, we are more than a school:

We're a home from home,  
A family of learning and belonging,  
In a truly inspirational setting.

We are somewhere each and every girl can thrive,  
Where they'll be happy and healthy,  
Grow their knowledge, skills and confidence,  
And make friends for life.

Somewhere that's the bedrock for success,  
Opens up opportunities and possibilities,  
Inspires them to forge their own future,  
And gets them ready for life, whatever their calling.

We nurture girls to fulfil their ambitions,  
To realise their potential,  
To become the best women they can be,  
And give them an amazing start in life.

Girls do so much better in single-sex education and here we see our pupils engaging enthusiastically in a range of activities - academic, sport, extracurricular and social. No airs and graces, no frills or make-up, just girls getting stuck in, and having fun while they do it. They achieve academically (outstandingly so), they come from a variety of backgrounds and, with an increasing emphasis on the level of support available, we are proud to continue making a QM education possible for an increasingly diverse range of girls. Our girls have homes in York, Ripon, Thirsk, Newcastle upon Tyne, Inverness, Hong Kong, Madrid, Frankfurt and Bangkok. Many girls board, not because they have to, but because they want to. The girls are the focus of life at QM and are at the heart of everything we do. It's this focus and an individualistic approach that allows our girls to carve their own path, and flourish as formidable, independent women.

## Working at QM

We employ around 170 staff, with over 60 teachers and the majority of staff live within 30-45 minutes of the school including York, Hull, Leeds and Harrogate. Staff involved in boarding live on site. We operate our own salary scale and all staff contribute to a pension scheme. During term time (in normal times) meals are provided when you are on duty. Working in a boarding school is an experience like no other. The sense of community is very strong and the opportunity to get to know both girls and staff is more apparent than would be the case in a day school. There are lessons on a Saturday morning and our term dates are shorter than schools in the state sector, although we adhere wherever possible to the half term dates of the local authorities in order to support our staff with children of school age.

Most girls stay at school after their lessons finish each day, either because they are boarders or because they are involved in activities. There are a variety of enrichment activities and clubs on offer including horse riding, tennis coaching plus clubs as diverse as debating, fashion, philosophy and swimming. We have extensive sports facilities and all girls play hockey, lacrosse, netball and rounders as well as an array of other sports. Day girls are able to stay until 19:30.

## About the Role

We have a great opportunity for a part-time Teacher of Psychology to join our team of academic staff. The successful candidate will be responsible for delivering outstanding teaching and to ensure effective student learning in the subject and achieve excellent results for students. Additionally, you'll be a role model for the students at the school and have a positive impact on the school community more widely.

## Job Description

**Job Title:** Teacher of Psychology

**Working Hours:** 0.4 FTE per week. The hours of work will be agreed on appointment and following discussion with the Senior Deputy Head and Head.

**Responsible To:** Senior Deputy Head > Head

**Salary:** Depending on experience

The Psychology Department currently consists of two specialists who have other responsibilities within the school. There is a designated teaching room with a range of resources. We currently have one group in the LVI and one in the UVI, both are following the AQA specification.

### Key Responsibilities:

- To plan, resource and deliver imaginative interactive and inspiring schemes of learning and lessons that ensure all students make excellent progress and attain at high levels
- To provide a nurturing and stimulating learning environment that helps students to develop as learners
- To maintain/establish positive behaviour for learning across the whole school
- To contribute to the effective working of the school
- To support students in the acquisition and development of learning dispositions and positive character traits
- To provide stimulating and enriching extracurricular activities/enrichment opportunities for students and potentially for members of the wider community
- To be accountable for student progress and attainment levels in the subject.

### Teaching and Learning

- To plan and prepare effective schemes of learning and lessons
- To teach engaging and effective lessons that motivate, inspire and involve students and ensure outstanding student attainment
- To use regular assessments to monitor progress and set targets
- To respond accordingly to the results of such monitoring to differentiate intervention
- To maintain regular and productive communication with parents and carers, to report on progress and achievements.

### School Culture and Other Responsibilities

- To help create a strong school community, characterised by upholding the school values at all times
- To demonstrate commitment to DEI&E for all members of the school community
- To actively promote the school at all times
- To undertake other various responsibilities as directed by the SLT and Head.

## Person Specification

Attribute	Essential	Desirable
Training and Qualifications	<ul style="list-style-type: none"> <li>● Educated to at least degree level</li> <li>● Qualified to teach and work in the UK</li> <li>● Holds QTS</li> <li>● Qualified and skilled in Psychology at KS5.</li> </ul>	
Experience	<ul style="list-style-type: none"> <li>● Experience of teaching Psychology at KS4 and 5</li> <li>● Experience of raising attainment in a classroom environment</li> <li>● Evidence of continually improving the teaching and learning of their subject through schemes of work and extracurricular activities.</li> </ul>	<ul style="list-style-type: none"> <li>● Experience of teaching a second subject would be advantageous.</li> </ul>
Professional knowledge, skills and understanding	<ul style="list-style-type: none"> <li>● Up to date working knowledge of curriculum in the subject area</li> <li>● Understands the strategies needed to establish consistently high aspirations and standards of results and behaviours.</li> </ul>	
Personal Qualities and Abilities	<ul style="list-style-type: none"> <li>● Commitment to the safeguarding and welfare of all students and providing equality of opportunity</li> <li>● Passion for their subject</li> <li>● High expectations for accountability and consistency</li> <li>● Values aligned with the school's values</li> <li>● Ability to enthuse and inspire others</li> <li>● Ability to deliver outstanding lessons</li> <li>● Effective and systematic behaviour management</li> <li>● Demonstrates resilience, planning and organisational skills</li> </ul>	

	<ul style="list-style-type: none"> <li>● Act as a role model for staff and students</li> <li>● Commitment to ongoing CPD to deliver outstanding professional practice</li> <li>● Ability to develop positive working relations with staff and students</li> <li>● Ability to work effectively as part of team or alone as required</li> <li>● Excellent listening skills</li> <li>● Strong written, oral and ICT skills</li> <li>● Strong organisational and time management skills</li> <li>● Ability to take personal responsibility, a readiness to reflect and self-evaluate</li> <li>● Ability to change, develop and improve.</li> </ul>	
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## Benefits of Working at QM

- Outstanding setting in a rural location
- Friendly staff team
- Free meals during working hours
- Free onsite parking
- Small class sizes
- Occupational DC pension scheme with an employer contribution of currently 8.4%
- Death in Service benefit
- Free staff swimming sessions on site

## Terms and Conditions

The following particulars do not form any part of an offer of employment. Terms and conditions, which will incorporate the Staff Handbook, will be documented in due course.

- The Teacher of Psychology is appointed by the Head on the advice of the Bursar, subject to enhanced DBS clearance and receipt of satisfactory references. The appointee will be required to complete a confidential medical questionnaire (and medical examination where applicable), the costs of which will be met by the school.
- This is a role for 0.4 FTE per week. The specific hours of work will be agreed between the successful candidate and the SLT.
- Queen Margaret's has its own competitive salary scale. The salary for this post will reflect the responsibility attached to the role. The appointee's salary will be paid in monthly instalments in arrears from the agreed date of appointment and is inclusive of holiday pay; no overtime is paid but time off in lieu (to be agreed with the Bursar) may be taken when appropriate.

- After three months in post the appointee will be eligible to join QM's own staff pension scheme. This is a contributory money purchase scheme (6% employee and 8.4% employer).
- The appointee will be expected to participate in an annual appraisal process.
- The appointee is required to give the school one term's notice of their intention to leave this post.
- The post holder, like all other members of staff, is responsible for the marketing of the school through their contact with girls, parents, visitors and outside organisations and through the conduct and contributions they make whether in or outside school.
- The post holder should have an interest in and willingness to support all school activities and should discuss with relevant staff opportunities to enhance the school's programme of events.
- Meals will be provided during term time during the hours of work.
- Accommodation is not provided.
- Daughters of the appointee may attend QM, having passed the selection criteria. A fee remission may be awarded at the discretion of the Head.
- The appointment is subject to a probationary period of three months which may be extended following performance review. The contract can be terminated with two weeks' notice by either party during the probationary period.
- All employees of Queen Margaret's are responsible for promoting and safeguarding the welfare of children and young persons and must adhere to and ensure compliance with the school's Child Protection policy. If in the course of carrying out the duties of this post, the post-holder becomes aware of any actual or potential risks to the safety or welfare of children in the school, this must be reported to the Designated Safeguarding Lead and Head.

## How to Apply

All applicants must complete the school's official application form, available via this link to our website <https://queenmargarets.com/careers>, providing a full career history and names and contact details for two referees. Completed application forms should be returned to: [recruitment@queenmargarets.com](mailto:recruitment@queenmargarets.com).

Queen Margaret's is committed to safeguarding and promoting the welfare of children and young persons and candidates must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure & Barring Service and will be asked to bring certain documents to interview to confirm their identity.

Candidates should be aware that, in compliance with statutory guidance, as part of the shortlisting process the school will consider carrying out an online search as part of their due diligence on the shortlisted candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which the school might want to explore with the applicant at interview.