



**Required to start 1 September 2019**

## **TEACHER OF PSYCHOLOGY (full time, permanent)**

We are seeking to appoint a full time Teacher of Psychology to join this thriving and successful department. As a college, we are ambitious for our students and we are seeking to appoint staff who can bring the right blend of flexibility, commitment, energy and vision.

We welcome applications from teachers with ideas, enthusiasm and strong teaching ability, who can work within the diverse demands of the department whilst maintaining its recognised strengths and attributes.

### **Pay, Pensions and Safeguarding**

The successful applicant will be offered a permanent full time contract commencing 1 September 2019. The BHASVIC Corporation has adopted the conditions of service and salary scales applicable to sixth form colleges. The current full time salary range for qualified teachers is £23,396 to £38,748 per annum (depending upon experience).

All teachers at BHASVIC automatically become members of the Teachers' Pension Scheme (TPS). The TPS is a contributory scheme administered by Teachers' Pensions on behalf of the government. As a member of the TPS you will pay between 7.4% and 9.6% of your gross salary (from 1 April 2015) and your employer pays a further 16.48% (from 1 September 2015). Once you have started your job at BHASVIC you have the option to opt out of the teachers' pension scheme. If you wish to opt out you must do so within three months of your start date in order to receive a refund of your contributions. For further information see [www.teacherspensions.co.uk](http://www.teacherspensions.co.uk).

BHASVIC is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Our vetting procedures for prospective employees are in line with the guidelines provided by the Department for Children Schools and Families. Further information can be found on <http://www.education.gov.uk/childrenandyoungpeople/safeguardingchildren>

### **The Psychology Department**

Psychology is a well-established and popular department. Well over 700 students take AS or A level Psychology (AQA A), taught by eight teachers, seven of whom are full time. All teachers teach across the whole specification as groups are generally not shared.

The department also offers the WJEC Level 3 Diploma in Applied Criminology with numbers expected to rise to approximately 60 students in 2019-20.

The department works closely as a team. Every teacher takes on an element of course leadership and planning of teaching resources is shared.

We have extremely high standards for all our students and aim to develop their knowledge, skills and experience in a stimulating and varied learning environment. We look to exploit diverse strategies of teaching, learning, motivation and tracking so that all students are able to access the understanding and knowledge needed to prepare them effectively for examination and beyond.

## HOW TO APPLY

For details of how to submit your application, please visit our website [www.bhasvic.ac.uk/home/working-for-us/current-vacancies/](http://www.bhasvic.ac.uk/home/working-for-us/current-vacancies/)

Your application should include the following:

- **A completed application form**
- **A detailed statement outlining how you meet each of the criteria in the person specification below.**

**Use the criteria as headings when writing your statement. Where applicable, give examples of situations when you have used the skills and attributes detailed. It is very important that your application is in the format requested. Candidates will be short-listed on the person specification criteria alone.**

- **A covering letter, no longer than one side of A4, stating why you want this job and what you would bring to this post if appointed**
- **A completed equality & diversity recruitment monitoring form**

<p><b>Please note that it is College policy to shortlist applicants on the basis of a completed application form, letter and accompanying statement. CVs submitted alone without a completed application form and statement will not be considered.</b></p>
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The deadline for receipt of applications is **9.00am on Wednesday 1 May 2019.**

Interviews will be held on **Tuesday 7 May 2019.**

For applicants who are invited to interview there will be ample opportunity to learn more about our provision and needs through discussions with staff.

April 2019

## **PERSON SPECIFICATION**

We are looking for someone who can demonstrate the following:

### **QUALIFICATIONS**

- 1 Qualified at degree level in Psychology or a related subject, and in possession of an appropriate teaching qualification (e.g. PGCE with QTS or QTLS)

### **KNOWLEDGE**

- 2 Up to date subject knowledge in Psychology at advanced level.
- 3 A good understanding of how students learn.

### **EXPERIENCE<sup>1</sup>**

- 4 Recent experience of teaching Psychology at advanced level.

### **SKILLS**

- 5 Ability to deliver a high standard of teaching, learning and assessment.
- 6 Ability to evaluate, reflect and continue to improve.
- 7 Excellent interpersonal skills and the ability to work effectively and positively with students, colleagues and parents.
- 8 Ability to promote high standards of literacy, numeracy and ICT.

### **PERSONAL AND PROFESSIONAL CONDUCT**

- 9 Maintain high professional standards, showing regard for the ethos, policies and practices of BHASVIC, and of the contractual frameworks which set out professional duties and responsibilities.
- 10 An understanding of statutory safeguarding responsibilities.
- 11 A commitment to equality, diversity and inclusivity.

### **ADDITIONAL DESIRABLE CRITERIA**

- 12 Experience of pastoral/guidance work with 16-19-year-olds.

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<sup>1</sup> The experience expected of an NQT applicant is that which might reasonably be gained on a PGCE or equivalent course

## **JOB DESCRIPTION**

**Post title:** Teacher of Psychology  
**Responsible to:** Head of Psychology

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### **Specific duties**

#### **Teaching**

- plan, prepare and deliver an agreed teaching commitment
- set and mark student work
- assess, record and report on progress and attainment of students

#### **Guidance and support of students**

- promote the progress and well-being of individuals and groups of students
- provide educational and careers guidance and advice to students, keeping relevant records
- communicate and consult with parents (and other external agencies)
- attend meetings as required to fulfil above duties

#### **Assessment and reports**

- provide/contribute to oral and written assessments, reports and references

#### **Appraisal and staff development**

- participate in the College's formal appraisal/ performance management arrangements
- review your professional practice and participate in further training for professional development

#### **Discipline, health & safety**

- maintain good order and discipline for students both on-site and in supervised off-site activity
- secure student safeguarding (both on and off premises)

#### **Staff meetings**

- Participate in meetings at the College for curriculum, administration or guidance purposes

#### **Cover**

- Supervise, and so far as practicable, teach any students whose teacher is not available to teach them (following contractual guidelines outlined in the Red Book)

#### **Public examinations**

- prepare students for public examinations, including any relevant internal assessment and moderation

#### **Leadership and management**

- coordinate or manage the work of other staff
- review, develop and manage activities relating to the curriculum
- where appropriate, contribute to the appointment and professional development of other teachers (including new and probationary teachers and support staff)

#### **Administration**

- participate in all relevant administration and organisational tasks
- register student attendance
- fulfil any other reasonable duties as designated by the Principal

#### **Below is the full statement from the Red Book:**

#### **Cover**

- *Supervise, and so far as practicable, teach any students whose teacher is not available to teach them with the proviso that no teacher shall be required to provide such cover:*
  - (a) *after the teacher who is absent or otherwise not available has been so for three or more consecutive working days;*
  - (b) *or where the fact that the teacher would be absent or otherwise not available for a period exceeding three consecutive working days was known to the college for two or more working days before the absence commenced unless,*
    - (i) *she/he is a teacher employed wholly or mainly for the purpose of providing such cover ('a supply teacher')*
    - (ii) *or the college has exhausted all reasonable means of providing a supply teacher to provide cover without success,*
    - (iii) *or she/he is a full-time teacher at the college but has been assigned by the Principal in the timetable to teach or carry out other specified duties (except cover) for less than 75 per cent of those hours in the week during which students are taught at college.*

April 2019