



REQUIRED FROM APRIL 2022

## Teacher of Psychology (Maternity Cover)

<b>Employment Status</b>	<b>Full Time • Fixed Term Maternity Cover (April 2022 - March 2023)</b>
<b>Employment Location</b>	<b>Framlingham College Senior School</b>
<b>Application Closing Date</b>	<b>Applications will be reviewed on receipt. You are therefore advised to apply at your earliest convenience.</b>
<b>Interviews Week Commencing</b>	<b>To be confirmed</b>

### IMPORTANT INFORMATION

Framlingham College is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

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**Framlingham**  
COLLEGE

WHERE EVERY PUPIL CREATES THEIR OWN STORY



## Welcome from the Principal

Dear Applicant,

Thank you for your interest in the position of Teacher of Psychology at Framlingham College.

Framlingham College is a co-educational boarding and day school which comprises the Prep School, in the beautiful surroundings of Brandeston Hall, and the Senior School which is set in stunning surroundings in the market town of Framlingham. Curiosity and inquiry are at the heart of a vibrant learning culture and at Framlingham College we believe that every child should experience the joy that is to be found in learning. A Framlingham College education aims to nurture essential skills and habits – adaptability, teamwork and good decision-making for example – by weaving them into the curriculum. We are determined to prepare our young people for their adult world.

We are seeking to appoint an outstanding and dynamic Teacher of Psychology to join us from April 2022 to March 2023, to cover maternity.

There is a firm focus upon providing high quality teaching and learning within the department. The successful candidate will have a strong ability to share with young people his or her own passion for Psychology. The post is full time and we require an experienced candidate with a proven record of excellent results at A Level. For the right candidate, this post can also be carried out as Head of Department.

A willingness to make a full contribution to life in this busy boarding school is essential. We will offer you extensive ongoing CPD opportunities and a highly supportive working environment as well as a range of other staff benefits.

**We welcome all applications, especially from independent thinkers, creative minds and inspirational teachers and very much look forward to receiving your application.**

Best wishes,

Louise North  
**PRINCIPAL, FRAMLINGHAM COLLEGE**

## How To Apply

Before applying, you are strongly advised to read through the Application Guidance Notes and Job Applicant Privacy Notice (available on our website).

Please submit a cover letter outlining your suitability for the role together with an application form. Applications will only be accepted from candidates completing an application form in full. CVs will not be accepted in substitution for completed application forms in the absence of good reason. CVs may be submitted **in addition** to the application form in order to supply additional background information.

Applications will be reviewed on receipt. You are therefore advised to apply at your earliest convenience. Interview dates are to be confirmed and you will receive confirmation of a date if shortlisted for interview. As a busy school, it is not possible for us to offer visits to candidates prior to application. A full tour is included as part of the interview process.

Please send your completed application form to:  
**The HR Department, Framlingham College,  
College Road, Framlingham, Suffolk. IP13 9EY.**  
You can also email your application to:  
**recruitment@framlinghamcollege.co.uk.** All information within your application will be treated confidentially.

### References

All successful appointments are subject to receipt of two satisfactory references and all applicants will undergo child protection screening, including checks with previous employers and the DBS. Further information can be found within the Guidance Notes.

## Employee Benefits

The successful candidate will be eligible for the following benefits upon commencement of employment:

- Competitive rates of pay;
- We offer a generous fee remission for permanent teaching staff. Further details are given at interview.
- Possible accommodation in the first year of employment in order to assist with relocation.
- A free lunch each day when the kitchen is operational;
- Free parking for all employees;
- Professional development and ongoing CPD through internal and external training;
- Personal Accident Insurance;
- 24/7 access to our Employee Assistance Programme;
- Complimentary membership of Framlingham College Sports Centre, which includes access to the swimming pool, gym, tennis and squash courts;
- Cycle to Work scheme;
- Discounts with many local businesses within Framlingham;
- Family Swimming Sessions at Framlingham College Sports Centre.

## Job Description

### REPORTS TO

Deputy Head (Academic)

### JOB LOCATION

Framlingham College Senior School

### JOB PURPOSE

To teach Psychology at A Level, as well as contributing to the wider aspects of a vibrant boarding school communicatee. To adhere to the professional duties of all teachers as set out in the Department for Education teaching standards..

### KEY RESPONSIBILITIES

This list below is not exhaustive and the post holder will be expected to show flexibility and assist with other tasks of a similar nature.

#### Major Duties of Subject Teacher

- Delivery of Psychology at A Level.
- Planning and preparation of Psychology lessons.
- All staff are expected to make a meaningful contribution to the co-curricular life of the College.
- Support the stated aims of the College as given in the College Development Plan.
- Operate within the context of full boarding school.
- To carry out a share of school duties and extra-curricular activities, including games where appropriate.

#### Teaching & Learning

- To manage pupil learning through effective teaching in accordance with the Department's schemes of work and policies.
- To ensure continuity, progression and cohesiveness in all teaching.
- To use a variety of methods and approaches which differentiate and stimulate to match curricular objectives and the range of pupil needs, and ensure equal opportunity for all pupils.
- To set Prep regularly, (in accordance with the School Prep Policy), to consolidate and extend learning and to encourage pupils to take responsibility for their own learning.
- To work with Special Needs and support staff.
- To work effectively as a member of the Department team to improve the quality of teaching and learning.
- To set high expectations for all pupils, to deepen their knowledge and understanding and to maximise their achievement.
- To use positive management of behaviour in an environment of mutual respect which allows pupils to feel safe and secure and promotes their self-esteem.
- To support individual pupils and groups of pupils through attendance of such events as recitals, concerts, plays and major extra-curricular events.
- To attend special school events as reasonably directed by the Principal, including whole school and House assemblies.

#### Monitoring, Assessment, Recording, Reporting, and Accountability

- To be immediately responsible for the processes of identification, assessment, recording and reporting for the pupils in their charge.
- To assess pupils' work frequently in line with departmental and school policy and use the results to inform future planning, teaching and curricular development.

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- To be familiar with school assessment and reporting procedures and to prepare and present informative, helpful and accurate reports to parents.
- To monitor unexplained absences or patterns of absence which should be reported immediately to tutorial staff.

### **Subject Knowledge and Understanding**

- To keep up to date with research and developments in pedagogy and the subject area.

### **Professional Standards and Development**

- To be a role model to pupils through personal presentation, dress and professional conduct.
- To arrive in class, on or before the start of the lesson, and to begin and end lessons on time.
- To cover for absent colleagues as required and to assist with examination invigilation as requested.
- To co-operate with the employer in all matters concerning Health and Safety and specifically to take reasonable care of their own Health & Safety, and that of any other persons who may be affected by their acts or omissions at work.
- To be familiar with the School and Department handbooks and support all the School's policies.
- To establish effective working relationships with professional colleagues and associate staff.
- To strive for personal and professional development through active involvement in the School's appraisal system and performance management procedures.
- To liaise effectively with parents and with other agencies with responsibility for pupils' education and welfare.
- To undertake any reasonable task as directed by the Head of Department and Senior Management.
- It is the post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact with, to adhere to and ensure compliance with the school's Child Protection Policy at all times. If in the course of carrying out the duties of the post the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the school s/he must report any concerns to the school's child protection officer.
- To be familiar with and implement the relevant requirements of the current SEND Code of Practice.
- To consider the needs of all pupils within lessons (and to implement specialist advice) especially those who:
  - have SEN;
  - are gifted and talented;
  - are not yet fluent in English.
- N.B: Every subject teacher will be expected to undertake tutorial responsibilities.
- It is the post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact with, to adhere to and ensure compliance with the school's Safeguarding Policy at all times. If in the course of carrying out the duties of the post the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the school s/he must report any concerns to the school's Designated Safeguarding Lead.



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*This Job Description will be reviewed annually 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. Employees will be expected to comply with any reasonable request from management to undertake work of a similar level that is not specified in this job description. It is understood that areas of responsibility are from time to time subject to review and are negotiable in the light of the needs of the school and the professional development of the staff.*

## **Conditions of Service**

- The job location will predominantly be Framlingham College Senior School.
- Salary will be paid at the appropriate point of the Framlingham College Academic Pay Scale.
- Membership of Framlingham Pension Scheme.
- The duration of the contract will be probationary.

# Person Specification

E = Essential • D = Desirable

## QUALIFICATIONS

	E	D
Qualifications relevant to the post	✓	

## PROFESSIONAL COMPETENCIES & SKILLS

	E	D
Possessing excellent and effective classroom management skills	✓	
Ability to teach Psychology to A Level (or equivalent)	✓	
An inspirational teacher	✓	
A high level of IT Literacy	✓	
Relevant and recent INSET	✓	
Knowledge of current curriculum developments		✓

## PROFESSIONAL EXPERIENCE

	E	D
Understanding of importance of maintaining appropriate documentation	✓	
Experience of teaching Psychology at A Level	✓	

## PERSONAL ATTRIBUTES

	E	D
A passion for teaching	✓	
Good interpersonal skills	✓	
Ability to lead, motivate and manage others	✓	
Effective organisational and management skills	✓	
Ability to prioritise, plan, monitor and evaluate	✓	
Enthusiasm for being involved in the life of a busy boarding school	✓	
Motivation to take the subject and department forward and to introduce initiatives	✓	

## SAFEGUARDING CHILDREN

	E	D
Awareness of safeguarding children issues	✓	
Knowledge of safeguarding children legislation and good practice	✓	



## Our Location

Framlingham College comprises of the Prep School in the beautiful surroundings of the idyllic neo-Tudor Brandeston Hall beside the River Deben in the village of Brandeston, and the Senior School, set amongst stunning surroundings in the market town of Framlingham - approximately five miles from Brandeston.

The town of Framlingham pre-dates its mention in the Domesday Book of 1086 and is perhaps most famous for its castle. This magnificent monument occupies a hill on one side of the town's mere, while the Senior School campus tops the rise opposite.

On Tuesdays and Saturdays, the town centre hosts a busy market selling food and drinks, gifts and collectibles. Framlingham boasts a range of independent shops, covering practically every need, while the numerous eating places and pubs cater to almost every taste.

Just a few miles from Suffolk's Heritage Coast - embracing Aldeburgh and Southwold, amongst many other seaside locations - Framlingham is about 35 minutes by car from the county town of Ipswich, 40 minutes from Bury St Edmunds in the west of the county and an hour from the city of Norwich in Norfolk.

There are regular trains from Ipswich to London's Liverpool Street station. London Stansted Airport and Norwich Airport are each just over an hour's drive away from Framlingham.

## About Framlingham College

Framlingham College is a co-educational, independent boarding and day school for pupils aged 3 - 18.

The College embraces pupils with a wide range of interests and abilities and offers a huge number of co-curricular activities and sports that complement our academic curriculum and enrich our pupils' experience. We believe that learning happens within and beyond the classroom; our pupils and staff have high expectations of and for themselves within a supportive and aspirational environment. We believe in instilling curiosity, a spirit of enquiry and a love of learning for learning's sake, in every pupil.

Our vision is to equip our young people with the habits and knowledge they need to thrive in their future adult world.