



WATFORD GRAMMAR SCHOOL FOR GIRLS

Headmistress: Miss Sylvia Tai BA (Hons)

INFORMATION PACK FOR APPLICANTS

Name of Post: Teacher of Psychology (0.4 FTE) (Maternity Cover)

Required from: May 2022

Location: Watford, Hertfordshire

Closing Date: noon 31st January 2022

Interviews: 11th February 2022

Thank you for requesting details of the above post. The following documents form part of this pack: this applicant letter, job description and person specification. In order to apply please use the teaching staff application form on our website, and make yourself familiar with our child protection and safer recruitment policies, also on the website. Please complete the Equalities Monitoring form via the link.

You are welcome to send a copy of your CV however it must be accompanied by a fully completed and signed application form. A CV alone will not be considered. The application form can be completed and returned electronically however if this is the case it will need to be signed in person if you are called for interview.

Completed application forms will not be acknowledged. Successful applicants will be notified within two days of the closing date. Applicants who are not called for interview will not be informed that they have been unsuccessful.

Applicants invited for interview will be required to provide original copies of relevant qualifications for verification, including for teachers evidence of their degree certificates and teaching qualifications, as well as documentation to comply with the provisions of the Immigration, Asylum and Nationality Act 2006. Details of documents required will be specified in letters to those called for interview.

Contact details for Return of Completed Application forms and other enquiries:

Sue Granville
EA to Headmistress
HR Manager

s.granville@watfordgirls.herts.sch.uk



01923 223403



admin@watfordgirls.herts.sch.uk



watfordgrammarschoolforgirls.org.uk

Registered in England & Wales Company No: 07348254 Registered name and address as detailed

Watford Grammar School for Girls
Lady's Close,
Watford, Hertfordshire
WD18 0AE

WATFORD GRAMMAR SCHOOL FOR GIRLS



DEPARTMENTAL INFORMATION – PSYCHOLOGY

Psychology is an important part of the Social Science Department; a diverse and collaborative Academic Department within the school. Subject specialisms are currently Economics, Psychology and Sociology. The majority of Psychology lessons are taught by one specialist teacher, with two lessons a week being delivered by another member of the department. Currently, the Social Sciences are only offered at KS5.

Most members of the Social Science Department are lead teachers of one of the subject areas, and are responsible for creating schemes of work and assessment for their subject. All colleagues are subject specialists with all or some content of their degree being in the subject they teach and who are able to focus their teaching to meet the needs of different students. Department members are constantly updating their knowledge of developments in their specialism and have developed contacts with subject teachers in other schools. The Department members pride themselves in their organisation and innovation as well as in their subject knowledge and wider pedagogy.

The department has a strong collaborative element, where colleagues work together to support and encourage each other. We have departmental meetings several times a term where we discuss areas of good practice, department focuses, deadlines and matters of shared interest. Although we are individually responsible for different subjects, we have a strong group ethos and make sure that we communicate with one another and all contribute to the smooth running of the department. There is a head of department who oversees all three subjects and supports colleagues in their work.

Psychology is only taught at KS5, and there are three classes in year 12 and two in year 13 presently, we have 61 students in year 12 and 35 students in year 13. We do offer AS Psychology to students as the Eduqas board has made it co-teachable although few opt for this as most progress to the second year. Students in year 12 are taught for 5 one hour periods a week by three teachers and in year 13 they are taught for 5 one hour periods a week by two teachers.

Results for The Psychology A-Level are very good indeed, with 45% of students achieving A*-A last year and 91% gaining A*-B.

One of the main challenges within the department is how to maintain our impressive level of academic rigour with an increasing uptake of students, despite most pupils having never been exposed to our subjects before. Department members have been offered online enrichment and catch up sessions during the pandemic and normally a number of enrichment activities with our prefects who help communicate the appeal of our subjects to prospective students.

The department is well resourced. There are up-to-date sets of class textbooks for students in y13 and we source this online for year 12 as the school subscribes to Kerboodle by Oxford University Press. Each subject has the option of an annual magazine subscription to the 'Review' series. We have a range of relevant literature in the library. We arrange extra and cross-curricular opportunities including lectures by academics and professionals.



Watford Grammar School for Girls

Person Specification

Position: Teacher of Psychology (0.4 FTE) Maternity Leave.

Department: Social Science

	Requirement	If ticked this is essential	How this will be assessed
Qualifications	Committed to projecting and encouraging the profile of Psychology and Social Science throughout the school Good honours degree in Psychology or a related subject	<i>Essential</i>	<i>Application form.</i>
Specific Training Requirements	Teaching qualification.	<i>Essential</i>	<i>Application form.</i>
Experience	An outstanding teacher with the ability to teach Psychology to A level.	<i>Essential</i>	<i>Application form. Lesson observation Interview</i>
Knowledge	IT skills and experience of using ICT in teaching.	<i>Essential</i>	<i>Application form. Interview</i>
Skills and Competencies	Excellent organisational and administrative skills. Ability to teach another subject to either within the Social Science department at A level, or to KS3 or 4 outside the department, or a willingness to train to do so.	<i>Essential</i> <i>Desirable</i>	<i>Application form. Interview</i>
Communication skills	Articulate and accurate communication.	<i>Essential</i>	<i>Application form. Lesson observation Interview</i>
Personal Attributes	A commitment to raising achievement and providing challenge in all lessons. Ability to work as part of a team. Willingness to take a full part in extended-curricular activities, including day trips. In sympathy with the aims of the school. Enthusiasm, energy, initiative and a sense of humour.	<i>Essential</i> <i>Essential</i> <i>Essential</i> <i>Essential</i> <i>Essential</i>	<i>Application form. Interview.</i>
Other			

Applicants called for interview should note that the interview itself (and/or any additional tasks to be performed, if applicable) will, as appropriate to the role:

- (i) Focus on the requirements to carry out the duties of the job, as described
- (ii) Explore issues relating to the safeguarding and promoting the welfare of children, including:
 - Motivation to work with children and young people
 - Ability to form and maintain appropriate relationships and personal boundaries with children and young people
 - Emotional resilience in working with challenging behaviours
 - Attitudes to use of authority and maintaining discipline.
- (iii) Be used to explore any relevant issues arising from references received.

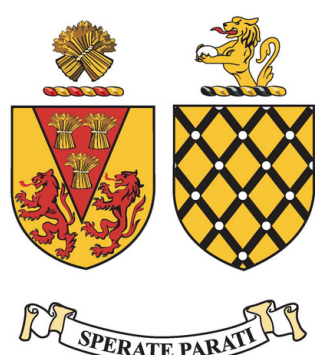
Working at Watford Girls

About us

Watford Grammar School for Girls is a partially selective 11-18 girls' school, founded as 'The Free School' in Watford in 1704 with a mission to teach girls, initially alongside their brothers, from the outset. This makes us one of the oldest girls' school in the country. We are proud of our heritage, but equally proud of our innovative approach to teaching and learning. Watford Grammar School for Girls has a very strong and distinctive ethos with clear vision and values.

There are close to 1500 pupils on role with more than 400 in the sixth form; academic results are consistently very high indeed and the school is ranked as outstanding by Ofsted.

There are always plenty of opportunities for teaching and support staff to train and develop their careers at Watford Girls.



“

"I have been so impressed by how hard the Leadership team, site team and IT are working on our behalf. There is a real sense of camaraderie amongst the staff. I have loved the weekly staff quizzes and am so happy to be part of this amazing community."

Why work at Watford Girls

- The possibility of flexible working contracts. (over 35% of staff are part-time)
- An ethos which understands that colleagues have an external life and where we are open to support colleagues in managing their work-life balance. Teachers have agreed with the Unions to allow staff to have cover for times which are not covered under the School Teachers Pay and Condition, i.e. school plays, called Cover +1.
- Regular well-being surveys, mental health and well-being leads on SLT.
- Staff councillor available.
- Generous sickness and maternity pay schemes (after a qualifying period)
- Currently permanent staff, after a qualifying period two years, benefit from preferential admission criteria for their daughters.
- Subsidised rates for membership of the school's vibrant leisure facility, "Fuller Life", including use of a swimming pool.
- Free on-site parking
- Proximity to Watford Town Centre
- Free Tea and Coffee at recess.
- Lunches provided for Inset.
- Lively social opportunities open to all.
- Possibility of accommodation.

Why teach at Watford Girls

The pupils, who come from a diverse range of backgrounds, are keen to learn and enthusiastic to make the most of all the opportunities afforded to them. Heads of Department have a good deal of freedom to plan curriculum in their area and teachers are encouraged to experiment with a range of approaches to teaching. The Teaching Staff are all specialists in their fields and display considerable knowledge and insight into the teaching of their subjects. Innovation and research are encouraged and a comprehensive range of training opportunities are open to all colleagues whatever stage they are at. Colleagues are encouraged to develop their skills and to aspire to further their careers.



Teachers at Watford Girls enjoy working here because of the positive, inclusive and caring ethos and atmosphere and the friendly staff, but most of all because of the girls. Teachers report that ‘This is a great place to work and the girls clearly love it here. There is a level of commitment and pride from everyone here, staff and girls alike.’ and that ‘I love working here because of the caring ethos mixed with academic rigour and the dedication of the staff, who are all very friendly and supportive.’ We currently have one of the lowest contact teaching time ratios in Hertfordshire because we have chosen to invest in our staff.

All new teaching staff have access to a thorough and comprehensive induction programme.

Early Career Teachers benefit from the support of experienced mentors and links to other schools in our training consortium, the Watford Partnership.

“

“I just think it is fabulous the lengths everyone on site is going to ensure the girls are getting the best experience possible in school, in these crazy times. I am very grateful as a parent and continually impressed with my fellow members of staff.”

We are particularly proud of our work with initial teacher training. Watford Girls is the Lead School for School Direct in association with a number of outstanding schools and in partnership with Hertfordshire University. We also work with other universities and institutions to host PGCE trainees. We welcome people who aspire to a career in education to visit for school experience.

We believe that ‘it takes a school to train a teacher’ and this belief is supported by all colleagues so that training with us is an extremely positive experience.

What do people say about us?

“

“School is unapologetic about its fast pace, openly encouraging prospective families to ‘choose carefully’. Parents told us there is ‘lots of support’ once girls are in situ. It’s ‘cool’ to work hard here and effort is rewarded as much as attainment at the annual prize-giving. You only need to look at the photos of the junior choir – a mass of yellow shirts – to get a feel for how inclusive music is here. And they’re good, as are the other choirs, orchestras and ensembles,”

THE GOOD SCHOOL GUIDE

“I really appreciate that the staff are treated like professionals.”

“I am so grateful to be part of such a supportive and collaborative department and school community.”

“I love working at this school and also the people who I work with are amazing!”

“I do feel blessed to work here and completely valued as a member of staff.”

