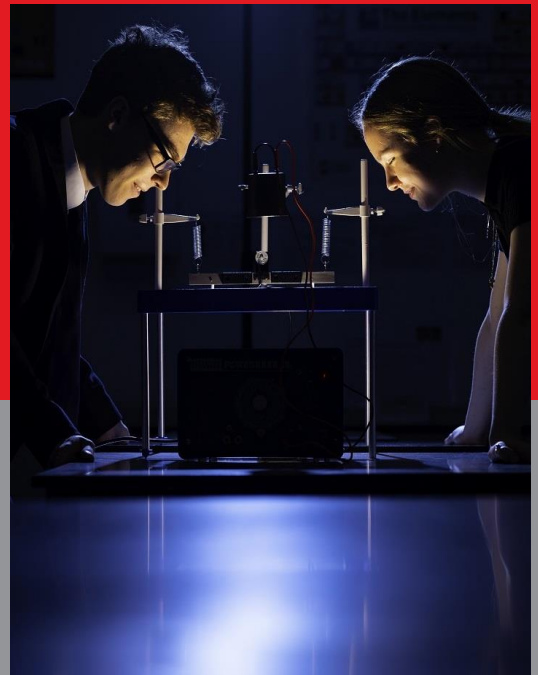




# JOIN OUR TEAM

*'Students are courteous and helpful to each other and to visitors. They are respectful of each other's views, beliefs and feelings. The school is a calm, orderly community and has a strong ethos for learning.'*

*Ofsted, 2014 (Outstanding)*



Recruitment pack



## SUBJECT LEADER OF PSYCHOLOGY (maternity cover on a fixed term)

<b>POSITION:</b>	Subject Leader of Psychology
<b>TYPE:</b>	Teaching
<b>HOURS:</b>	Full time
<b>CONTRACT:</b>	Teaching, fixed term
<b>GRADE:</b>	MPS / UPS (fringe) plus TLR2a
<b>START DATE:</b>	1 June or 1 September 2025 (end date 31 May 2026)

An exciting opportunity has arisen for an outstanding and inspirational colleague to provide exceptional leadership and teaching within our Psychology department to cover maternity leave on a fixed term basis. We are seeking a passionate, innovative and forward-thinking graduate teacher (QTS) to lead the department. The successful applicant will join a small friendly welcoming team with supportive colleagues who work together sharing resources and good practice. We are fortunate to have highly motivated students and we are extremely proud of their achievements.

### BENEFITS OF WORKING AT CHESHAM GRAMMAR SCHOOL:

Chesham Grammar School is one of the largest employers in the town of Chesham. We know that our staff are our most important resource and we try to do all we can to look after them. Our vision is for everyone at CGS to enjoy, achieve and belong. This applies to staff and students alike. Some of the benefits of working at CGS are:

- A strong commitment to ensuring staff workload is manageable and to staff wellbeing
- Minimum 14% PPA for all teachers (more for TLR holders)
- Engaging, highly motivated and able students
- High staff retention
- Staff social events
- London Fringe Allowance
- Long service awards
- Preferential admission for qualified children of school staff
- Access to the generous Teachers' Pension Scheme (TPS)
- A comprehensive induction programme for new staff
- Strong commitment to ongoing staff CPD, including support for NPQs
- Free on-site parking
- Cycle to work scheme
- Subsidised gym membership at Chesham Leisure Centre (next door to the school)

**APPLICATIONS** Please complete an application form via the "mynewterm" portal (follow link: <https://mynewterm.com/school/Chesham-Grammar-School/137091>)

**CLOSING DATE FOR APPLICATIONS:** Monday 24 February 2025, midday

**INTERVIEW DATE:** Thursday 27 February

*We reserve the right to interview and appoint on application. Early applications are encouraged to avoid disappointment*

Red Kite Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share the same commitment.

Applicants will be required to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Service

### Our commitment to Equality, Diversity and Inclusion

At Chesham Grammar School, our vision is for everyone to enjoy, achieve and belong. Our commitment to equality, diversity and inclusion is one way in which we seek to fulfill this for everyone in our diverse and vibrant school community



# CHESHAM GRAMMAR SCHOOL

January 2025

Dear colleague

Firstly, I would like to thank you for your interest in Chesham Grammar School and in the post of Subject Leader of Psychology. I hope this information will help you decide whether you wish to apply for this exciting position. CGS is a co-educational selective school of over 1300 students, 400 of whom are in the Sixth Form. We have around 120 teaching and support staff who work hard to ensure our students enjoy the best possible educational experience. We admit 180 students into Year 7 each September, drawn from a wide geographical area. We also take around 50 students into Year 12 each year.

Our vision is for everyone at CGS to enjoy, achieve and belong and for our students to be exceptionally well prepared for life. Our core values of aspiration, kindness and respect guide everything we do. Ultimately, we want to do all we can to enable our students to be happy.

CGS was graded outstanding by Ofsted when it was last inspected. It is very much our mantra that outstanding doesn't mean perfect and we are constantly seeking ways to make CGS a truly exceptional place in which to study and to work. Our public examination results are excellent, testament to the dedication and commitment of both our staff and students. The vast majority of our students progress to university at the end of Year 13, including Oxford and Cambridge.

Our curriculum is broad and balanced from Year 7 with all students studying traditional academic subjects as well as having the opportunity to explore a range of disciplines within the creative arts and technology. At GCSE, students can choose from a wide range of subjects with still more on offer when they get to the Sixth Form. But what goes on inside the classroom, day in, day out, is only part of the story. Beyond that, there is a real richness of experience as well as a genuine warmth and openness in the relationships between students and staff, all of which combine to make CGS a hugely rewarding place in which to work.

Our pastoral care is excellent and vertical tutoring, organised around our strong House system, gives the school a very distinctive 'feel' and enables every student in the school to be known well by their tutor. It also ensures that those who join us are very quickly integrated into the life of the school. We place a huge emphasis on support and guidance and this is a real strength of CGS. The House system also ensures that healthy competition is an integral part of school life. Students belong to one of four Houses and there are competitions between them throughout the year in a range of sporting disciplines as well as in music, art and drama.

CGS is forward thinking and innovative. We have a passionate belief in our bright and articulate young people, seeking to ensure they are exceptionally well prepared for life. Our approach to learning seeks to develop students who are resourceful, resilient and confident learners with the skills to learn effectively both independently and collaboratively. We are constantly seeking ways in which to develop their character and there are many opportunities for students to take a leadership role within the school or to participate in a wide range of extra-curricular activities. None of this would be possible, of course, without the dedication, commitment and boundless energy of our staff who are always willing to give up their time to provide outstanding opportunities both within and beyond the classroom.



Anmarie McNaney  
Headteacher

At CGS we also want our staff to continuously develop. Much of our CPD is 'in-house'; we have a clear focus on the sharing of good practice within the school where there is already so much expertise. We encourage our staff to visit other schools and to bring back ideas which can be shared with colleagues. We work collaboratively with several local schools through our membership of both Challenge Partners and the Astra Teaching School Hub and SCITT.

This role is a superb opportunity. We are seeking an outstanding classroom practitioner who will inspire and motivate our students and staff. Psychology has an important place in the life of the school and the department is very highly regarded within the school and beyond it. The quality of work our students produce in Psychology is superb. The department is staffed by highly qualified, passionate and experienced teachers who work incredibly hard to get the best from and for our students. Results at A level are excellent

When making appointments, I am first and foremost seeking to recruit the kind of person who 'fits' our ethos. It is a privilege to work with the students at CGS; they are mature, committed and hard-working but they are also great fun to be with and, when you visit the school, you will see that there are very warm relationships between staff and students, based on mutual trust and respect. This helps to make CGS a hugely rewarding place to work. We want our students to have a superb experience both within and outside the classroom and to learn to build positive relationships with others during their time here so that when they leave, they are ready for life beyond school in social as well as in academic terms. Of course we also want them to benefit from outstanding teaching and to be taught by passionate and committed subject specialists who will be willing to go that extra mile to give them the very best education possible.

I hope this letter gives you a feel for CGS and for this post. Our website is an excellent way to find out about all that goes on within the school so please do take a look: [www.cheshamgrammar.org](http://www.cheshamgrammar.org) and feel free to get in touch if you would like to know more or would like to visit the school. If you wish to apply, please complete an application form. Additionally, please submit a letter of application, details of which are in this pack. Your application and responses should be completed on the mynewterm portal. If you would prefer to email your letter of application please email it to [recruitment@redkiteschoolstrust.org](mailto:recruitment@redkiteschoolstrust.org).

I look forward to hearing from you.

Yours sincerely,



Annmarie McNaney  
Headteacher

# CGS FACTS

**1947**

*School Founded*

**186**

*Teaching days per year*

**1324**

*Number of students*

**411**

*Number of sixth form students*

**54%**

*2024 A level A\*- A grades*

**86%**

*2024 A level A\*- B grades*

**51%**

*2024 GCSE 8-9 grades*

**75%**

*2024 GCSE 7-9 grades*



Annual Celebration of Sport Award

**17**

RESIDENTIAL TRIPS

**7**

DIFFERENT COUNTRIES

**34**

*Number of staff who have worked at Chesham Grammar School for over 10 years.*





## SUBJECT LEADER OF PSYCHOLOGY (maternity cover on a fixed term)

<b>RESPONSIBLE TO:</b>	Associate Assistant Headteacher
<b>GRADE:</b>	MPS / UPS (fringe) plus TLR2a
<b>HOURS:</b>	Full time
<b>CONTRACT TYPE:</b>	Teaching, fixed term
<b>START DATE:</b>	1 June or 1 September 2025 (end date 31 May 2026)

### OVERVIEW

Teachers at Chesham Grammar School are effective professionals who are thorough in their curricular knowledge and take responsibility for their professional development. The teacher's role is to promote the academic and personal development of all students.

### KEY ELEMENT OF THE ROLE

- To be accountable for the professional leadership, management and development of Psychology
- To ensure there is a coherent, appropriately sequenced curriculum in place which reflects the whole-school curriculum intent
- To secure high quality teaching, effective use of resources and high standards of learning and achievement for all students
- To develop and enhance the teaching practice of others
- To monitor and support student learning and progress
- To effectively manage and deploy resources in the delivery of psychology
- To promote positive values and attitudes
- To demonstrate professional values and practice

### TEACHING

- Ensure that lessons which incorporate an appropriate range and depth of subject knowledge are planned and taught within Psychology
- Ensure that lessons within Psychology have clear objectives and well-pitched tasks which provide pace and challenge using a variety of learning strategies including ICT
- Lead the department in tailoring teaching and learning strategies for individual students accordingly
- Ensure that a variety of assessment, marking and feedback strategies are used within psychology to inform planning, develop learning and evaluate students' progress
- Lead the department in providing constructive feedback to help students reflect upon and improve their work
- Ensure the highest possible standards of student behaviour
- Responsible for the department development plan
- Responsible for the efficient and effective deployment of members of the support staff where appropriate.

## **CPD**

- Be responsible for the line management of staff, ensuring that all staff in the department demonstrate an unwavering commitment to continuing professional development, taking part in both the whole-school staff development programme and a personal development programme
- Lead professional development of staff in psychology through example and support including where appropriate, the use of coaching, appropriate training providers and CPD courses.
- Ensure early career and trainee teachers are monitored, supported and trained.

## **PASTORAL**

- To be a form tutor to an assigned group of students, promoting their general progress and wellbeing and encouraging student participation in the extra-curricular activities programme

## **GENERAL SCHOOL RESPONSIBILITIES**

- To demonstrate consistently high expectations of all students and a commitment to raising their achievement
- To promote the positive values, attitudes and behaviour expected from all students by treating them with respect and consideration
- To communicate promptly and sensitively with parents, carers and other relevant bodies where necessary
- To contribute towards, and value, the work of teams of staff dedicated to advancing student learning and welfare
- To be aware of, and work within, the statutory frameworks relating to teachers' responsibilities and comply with policies & procedures relating to child protection, health, safety, welfare, confidentiality and data protection
- To undertake any other duty as specified by the Headteacher not mentioned above

PERSON SPECIFICATION	Essential	Desirable
<b>EDUCATION AND QUALIFICATIONS</b>		
A good honours degree and qualified teacher status	✓	
Evidence of relevant CPD	✓	
<b>EXPERIENCE</b>		
A proven track record of impact as a teacher and at department level	✓	
A thorough knowledge and understanding of current developments in teaching, learning and the curriculum	✓	
Excellent wider subject knowledge	✓	
<b>PERSONAL SKILLS AND QUALITIES</b>		
A demonstrable passion for Psychology with an ability to inspire students and staff	✓	
Excellent communication skills and the ability to foster positive relationships	✓	
The ability to think analytically and strategically	✓	
The ability to set high standards	✓	
A strong moral purpose and drive for continuous improvement	✓	
Ability to work under pressure	✓	
Excellent record of attendance and punctuality	✓	
A good sense of humour		✓





## ABOUT PSYCHOLOGY

Psychology is offered as a post-16 option and we follow the AQA syllabus. The subject is highly popular with approximately 100 students across Years 12 and 13. Many choose to continue the subject or a related discipline at university. Within the department, we delegate certain topics of the course to each member of staff, and this means that all students will be taught by both teachers within the department.

As part of the AQA course we start Year 12 with a focus on Research Methods and Approaches, and then we continue to follow Paper 1 topics. In year 2, we predominantly cover Paper 3 topics with a focus on Relationships and Forensic Psychology. We are ambitious for continued improvement and encourage the sharing of good practice and expertise. The department benefits from shared resources which are regularly updated by both members of the team. The department is well established and is well resourced. In addition, we are extremely proud of our Psychology blog <https://mrsharrispsychology.school.blog/>.

The students are very appreciative of our modern approach. The department is made up of two large classrooms that have recently been refurbished. We are seeking someone who will inspire, challenge and motivate staff and students in order that they progress and achieve their personal best. In addition to being a passionate and effective practitioner, they will possess the enthusiasm to engage in enrichment activities for the department, for example, organising visits or external speakers.

## HOW TO APPLY

To apply for this post, please complete an application form in full. Please also submit a letter of application which, in no more than two sides of A4 outlines:

- Your reasons for applying for this post
- How you believe your experience to date has prepared you for this role
- What skills and strengths you believe you will bring to CGS and to the department

Application forms should be completed and submitted via the mynewterm portal - link to home page <https://mynewterm.com/school/Chesham-Grammar-School/137091>

If you would prefer to submit your letter of application separately, please email to [recruitment@redkiteschoolstrust.org](mailto:recruitment@redkiteschoolstrust.org).

## SHORTLISTING

Subject to the number of applications, shortlisting may take place before the deadline for applications has passed. If you have not heard from us within three weeks of the closing date, you can assume that your application is not being progressed on this occasion.

## INTERVIEW

Shortlisted candidates will be invited to interview. The Interview will consist of a panel interview (including a member of the senior team), lesson observation/administrative task and tour of the school. Some roles may have a student and staff panel interview and a written task. Selected candidates may be interviewed by the Headteacher or other members of the management team.

