



St Augustine's

PRIORY

'Our Girls Will Change the World'

CATHOLIC INDEPENDENT SCHOOL FOR GIRLS AGED 3-18



Applicant Information

Teacher of Psychology & Social Sciences

(P/T or F/T suitable for ECT & MPS)

'The quality of pupils' academic and other achievements is excellent'
ISI Inspection Report - November 2021



Contents

- Letter from Headteacher..... 1
- Our Social Sciences Department 3
- Job Description: Teacher of Psychology & Social Sciences 5
- Person Specification: Teacher of Psychology & Social Sciences 8
- Employee Benefits..... 9
- The Application and Selection Process..... 10

Letter from Headteacher

Dear Applicant,

Thank you for the interest you have shown in the post of Teacher of Psychology & Social Sciences at St Augustine’s Priory and welcome to our inspirational school! Our priorities are to deliver excellence in all aspects of school life and for each of our pupils to live out our mission of “our girls will change the world.”

The position of Teacher of Psychology is an exciting opportunity to work in an established department bringing new ideas for all the students in our school.

St Augustine’s Priory is a leading Catholic, independent day school for girls aged 3-18 (with boys in the Nursery). The four parts of the school (Pre-Preps, Preps, Seniors and Sixth Form) are located on the same site. We are an all-through school and it is an enormous benefit to girls and parents that pupils who join us in the Prep School are able to move seamlessly up with us through to the Sixth Form years. As a Catholic school we hold the care of the whole person as central to what we do.

In November 2021, we were inspected by the Independent Schools Inspectorate (ISI) which rated us “excellent” (the highest grade) in both Educational Quality and Personal Development, and we are committed to the highest standards in student safety, welfare and wellbeing. Inspectors noted that not only do pupils have “outstanding attitudes towards their learning” but also “excellent levels of self-esteem and self-confidence which enable them to take the school’s core values into the wider world.” The Good Schools Guide describes us as “quietly brilliant” and the school’s most recent Diocesan Inspection Report graded St Augustine’s Priory as “Outstanding” the highest possible grade in all categories across both Classroom Religious Education and the Catholic Life of the school.

We have been in Ealing for over one hundred years and represent a continuity of expertise in educating women of the future. Our founders were exceptional, visionary women who strove to offer girls the best education possible, often in the most extraordinary of circumstances. We continue in this tradition and take great pride in the generations of staff and of families who continue to work and study here. Our examination results are outstanding, with exceptionally high value-added scores, and we pride ourselves on instilling in girls a love of learning and an alternative way of thinking. We offer a broad and varied curriculum with rich opportunities for personal development throughout the whole school, incorporating active community



participation. Our pupils know that they are not defined by their grades and are valued and loved for who they are in the round. They also know we are preparing them to be people of courage and determination, agents of positive change through their words and actions.

Pupils are blessed with 13 acres of green space, unique in the heart of London and we have ambitious plans for continued development of the facilities. Our Farm, Forest School, Meadow, Astro-turf, Indoor Hall and Open-Air Theatre, all utilise the natural setting and pupils love the physical freedom offered by our beautiful grounds.

Girls are assessed on initial entry and move automatically through to the Senior School. External candidates who join us at 9+, 10+, 11+, 13+ and 16+ sit entrance examinations. Scholarships and Exhibitions are highly sought-after and are available in a wide range of disciplines, showcasing the breadth of opportunity at the school.

We pride ourselves on professional development for staff and provide support for post-graduate programmes including Masters degrees and NPQSL (National Professional Qualification for Senior Leadership). Staff enjoy numerous opportunities for progression and developing different areas of their expertise, modelling life-long learning. Members of the Senior Leadership Team have moved onto Headships and Bursar roles at prestigious schools.

We warmly welcome candidates from a range of backgrounds and the school and governors are committed to a diverse and inclusive community. Please contact Mrs Lauren Bhambra (HR Manager) at hr@sapriory.com if you have any questions.

Yours faithfully

Mrs Christine Macallister BA ACA
Headteacher

Our Social Sciences Department

Latest results:

- 67% of A Level Business grades were A* – C in 2023
- 50% of A Level Politics grades were A* – C in 2023
- 100% of A Level Sociology grades were A* – C in 2023
- 71% of A Level Psychology grades were A* – C in 2023

Social Sciences at St Augustine's Priory consist of A Level subjects which are new to the girls; Business Studies, Economics, Government and Politics, Psychology and Sociology.

We believe that critical thinking is essential for learning. Given that there are seldom definite "correct" answers in the Social Sciences, our girls develop the independent intellectual skills which enable them to engage with complex real world issues and problems. The girls develop a curiosity for learning and an awareness of themselves and others and of how people function in widely varying groups, organisations and societies.

They learn to appreciate the significance of different beliefs, attitudes and values and the impact that these have on social, economic, political and developmental processes.

The Social Sciences allow pupils opportunities to develop both their written and oral powers of expression. Emphasis is placed on discussions, debates and presentations, as well as more formal, written essays; these are essential skills for success at university and beyond.

The girls are encouraged to make the most of the many extra-curricular opportunities available both within and outside of school; there is an active Model United Nations Society, a Young Enterprise Group and a high-level debating club, amongst others.

'We believe that critical thinking is essential for learning.'

Both Psychology and Sociology at St Augustine's Priory are popular in our 6th form and this is an excellent opportunity for the right, ambitious candidate to contribute to a very successful Social Sciences Department. The department specialises in the teaching of A Level subjects and apart from Psychology and Sociology, we offer Business, Economics, and Politics at A Level. This is a school which values professional development and there are many ways in which the right candidate will be able to contribute to the wider strategic aims of the Social Sciences department and the School as a whole.

The successful candidate will take full responsibility for teaching A Level Psychology and will team-teach A Level Sociology. We follow the AQA specification for both subjects. You will be joining a friendly and supportive team of enthusiastic teaching professionals. We pride ourselves in our exceptional results at A Level. Each year many of our girls go up to study both subjects at university. In the last five years, St Augustine's Priory girls have progressed to study for a Psychology degree at Nottingham University, University of London, Kent University, Brighton University, and Roehampton University. We have ex-Augustinians currently studying for Sociology degrees at Bristol University, SOAS, and Kent University

If you would like to work in a friendly, dynamic, forward-thinking team then you should apply for this exciting opportunity. Creativity is at the heart of this team, and we strive for each pupil to enjoy engaging with the social sciences and achieving her very best in public examinations.



Job Description: Teacher of Psychology & Social Sciences

Line of Responsibility:

Directly responsible to the Head of Social Sciences for curriculum matters and the Head of Year for pastoral issues.

Job Content:

Strategic Purpose

- The basic duties of a teacher are outlined in the staff handbook and include other duties such as the form teacher role.
- All members of staff are expected to contribute to the rich extra-curricular life of the school.

Operational Responsibilities

Subject specific teaching

- Plan and deliver engaging Psychology lessons: Create interactive and captivating lessons that stimulate students' interest and foster their critical thinking.
- Evaluate student progress: Conduct assessments, provide constructive feedback, and communicate with parents to track students' development.
- Engage in interdisciplinary collaboration: Work closely with colleagues to integrate Social Sciences into cross-curricular projects and enrich the educational experience.
- Participate in extracurricular activities: Organise clubs or events to enhance students' knowledge and passion for the subject.
- Stay informed and share expertise: Keep up-to-date with the latest research, teaching methods, and educational trends and share this knowledge with the school community.

Teaching

- Plan work in accordance with departmental Schemes of Work
- Take account of students' prior levels of attainment and use them to inform planning
- Set work when required for absent students
- Maintain good discipline by following the school's policies and procedures
- Establish a purposeful working atmosphere during all learning activities
- Set appropriate and challenging work for all students
- Identify and work appropriately with 'Special Educational Needs and Disabilities' students, 'Gifted and Talented'
- Set appropriate and challenging work for all pupils
- Provide and maintain a stimulating and ordered physical classroom environment

Assessment, Recording and Reporting

- Keep appropriate records of pupils' work
- Mark and return work set, including homework, within an agreed and reasonable time
- Carry out assessment programmes, as agreed by the school or department

- Complete student reports in line with School Policy
- Attend parents' evenings as required and keep parents informed about their child's performance and future targets
- Attend other school functions as required

Pastoral Duties

At all times the welfare of pupils is paramount, and the post-holder has a professional duty to exercise sound judgment in upholding the school's systems and to make all necessary referrals to line-managers in a timely fashion. As a Form Teacher, the post-holder will be required to:

- Ensure that registration of pupils is completed in accordance with the school's agreed procedures and be aware that this is a legal duty for children of school-age
- Care for children in the form as a reasonable parent might be expected to do
- Be respectful of appropriate boundaries in the exercise of professional duties and care
- Support other staff with regard to the pastoral care and academic welfare of members of the form
- Support members of the form in their dealings and relationships with parents, school staff and other pupils
- Ensure all administrative tasks in relation to the duties of a Form Teacher are carried out within the agreed deadlines and to an acceptable standard
- Accompany the form during school functions e.g., Mass and assemblies
- Develop positive working relationships and communicate effectively with parents and carers
- Deliver the school's PSHEE programme
- Provide pupils with a positive role-model
- Lead or supervise an after school co- curricular club

Performance Management and Professional Development:

The teacher will be part of the School's Performance Management Scheme. S/he will have an appraiser who will set agreed targets and monitor professional development.

Wider Professional Responsibilities

As a member of St Augustine's Priory community, you will be expected to:

- Support our school vision and values.
- Have regard to the teachings of the catholic church in line with our mission statement.
- Operate at all times within the stated policies and practices of the school.
- Establish effective working relationships and set a good example through your presentation and personal and professional conduct.
- Participate professionally in the school's performance management systems.
- Take responsibility for personal professional development.
- Take part in professional development activities and inset organised by the school.
- Co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, department and students.
- Contribute to the school through effective participation in meetings.

- Prepare high quality documents, presentations and relevant materials for meetings to support items discussed and decisions both in relation to areas of personal responsibilities and the work of others.
- Evidence a commitment to professional research and reading to support personal professional development.
- Take part in marketing and liaison activities and other appropriate school events.
- Recognise health and safety is a responsibility of every employee, to take reasonable care of self and others and to comply with the school's health and safety policy.
- Promote the welfare of children and to support the school in safeguarding children through relevant policies and procedures. Establish a purposeful and safe learning environment which complies with current legal requirements, national policies and guidance on the safeguarding and wellbeing of children and young people so that learners feel secure and sufficiently confident to make an active contribution to learning.
- Undertake any other duty as specified by terms and conditions of employment.

Conditions of employment:

- The above responsibilities are subject to the general duties and responsibilities contained in the written statement of conditions of employment (the Contract of Employment) and those common to all classroom teachers as set out in the Staff Handbook.
- The post-holder is required to support and encourage the school's ethos and its objectives, policies and procedures as agreed by the Governing Body.
- The post-holder must uphold the School's Policy in respect of all matters related to safeguarding and Child Protection.
- The post-holder may be required to perform any other reasonable tasks, after consultation.
- This Job Description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so constructed.
- This Job Description is not necessarily a comprehensive definition of the post. The job description will be reviewed and may be amended annually, within the terms of your Conditions of Employment.

Person Specification: Teacher of Psychology & Social Sciences

Applicants should:	Essential	Desirable	Primary means of assessment
Subject Delivery			
Have a good Honours Degree or evidence of qualification to teach A level	x		Application Form
Evidence of qualification to teach GCSE level and KS3 level	x		Application form and interview
QTS	x		Application Form
Show they maintain an up-to-date knowledge of subject and teaching methodologies	x		Supporting letter
Have good understanding of assessment and public examinations	x		Supporting Letter
Have high expectations of pupils	x		Interview
Be able to communicate effectively with pupils	x		Interview Teaching
Be able to communicate effectively with colleagues	x		Interview
Work well in a team	x		Interview
Act upon advice	x		Interview
Have good range of teaching strategies	x		Interview Teaching
Be able to use data to help children learn	x		Supporting Letter
Show knowledge of how to plan for effective learning	x		Interview Teaching
Be able to teach challenging, organised sequenced lessons	x		Interview
Whole School			
Have a sound understanding of safeguarding	x		Interview
Understand special educational needs	x		Supporting Letter
Deal effectively with parents	x		Interview
Be willing to participate in wider extracurricular life of the school	x		Interview
Understand the roles of colleagues and managers in school	x		Supporting Letter

Employee Benefits

 <p>PLACE OF WORK</p> <p>Close to Central Line, Piccadilly Line, Elizabeth and other main lines and local buses</p>	 <p>MEALS</p> <p>Lunches are provided free by the school during term time</p>	 <p>PENSION</p> <p>Contributory employer's pension scheme is available</p>
 <p>STAFF DISCOUNT</p> <p>50% Fee discount for pupils of staff</p>		 <p>PARKING</p> <p>Free car parking is available on site & Plug in car charger points for electric cars</p>
 <p>BIRTHDAY LEAVE</p> <p>Half day paid birthday leave</p>	 <p>CYCLE SCHEME</p> <p>Tax-free Cycle to Work Scheme is offered by salary sacrifice</p>	 <p>PROFESSIONAL DEVELOPMENT</p> <p>Strong commitment to support professional development with a dedicated people development budget</p>

Hours and Remuneration

The post holder will be paid on the appropriate point of the St Augustine's Priory Pay Scale. We have our own pay scale, which is above the maintained sector. The role is offered as part-time or full-time. The salary will be commensurate with experience and will recognise the level of responsibility that this post entails. Generous holiday and PPA time.

An inclusive and diverse workplace

We are fully committed to sustaining a positive and mutually supportive working environment free from harassment, discrimination, bullying and victimisation where staff can work collaboratively and productively together, and where all staff are equally valued and respected.

Through working collaboratively with Staff, Students, Parents, Volunteers and Governors we aim to remove barriers that you may face and promote equality of opportunity so that you can achieve your full potential at our School.

The Application and Selection Process

Candidates should complete the St Augustine's Priory Application Form, available from www.sapriory.com/about-us/vacancies/

Write a letter of application detailing: -

How your skills, knowledge and experience match the school's requirements for the post of Teacher of Psychology & Social Sciences.

Please send both via email to hr@sapriory.com by Tuesday 30th April 2024 at 10am.

Candidates invited to interview will be offered a tour of the school and grounds, be asked to teach a lesson, and there will be a formal interview.

The successful candidate will be asked to accept the post by telephone, but only once a contract has been signed will unsuccessful applicants be informed. All applicants should be aware that this is a normal part of our selection procedure and should make no assumptions based on a short delay.

For an informal confidential discussion about the role please contact HR at St Augustine's Priory by email or telephone 020 8997 2022 or hr@sapriory.com

