



Appointment of Subject Leader of Psychology

Required January 2027

Welcome from the Head



My vision for our students has been to improve the quality of teaching & learning and to increase opportunities and experiences for every student that we are privileged to teach.

The school has undergone a great deal of change since I arrived in 2018. Some of these changes have been as a result of our own analysis and reflections on what we needed to do better, some have come about through the amazing new building project, and others have evolved as we have addressed our vision, ethos and purpose as educators.

We want our students to **ASPIRE**; to want to be the best they can be, to seize opportunities, be prepared to take risks and not be frightened of failure. We want them to **INNOVATE**; to think outside the box, be creative and curious, to be proud of who they are and to be able to work both collaboratively and independently. We want them to show **RESPECT**; to be thoughtful and kind citizens who support each other, members of our school and local community.

Our motto, **Ad Astra**, to reach for the stars, represents the high expectations that we have for each member of our school community. Having dreams, goals, targets and a vision is an important driver to help keep us all motivated and make the learning journey purposeful and exciting. We want excellence in everything and we support and encourage everyone to be the best they can be in all that they do.





Who We Are

- We are a 11-16 comprehensive school
- We are a 7 form entry, 210 PAN
- We are central to Redhill and have great access from the train station, easily accessible to the coast and London
- We are in SESSET along with The Ashcombe School and Therfield School
- Our last Ofsted Inspection was rated 'Good' in May 2023
- Our students make good progress and we continue to work hard to ensure their outcomes continue to improve

"Pupils are proud of their school. They know that the staff work very hard to support them"

(Ofsted 2023)

The Role

We are looking for an energetic and committed teacher to lead and develop Psychology as a GCSE subject. Psychology has been successfully taught for the past three years and has a large interest from the student body. We have around a third of each Key Stage 4 year group opting for this subject, which they study for 5 x 50 minutes a fortnight.

The subject leader should be an outstanding teacher, motivator, learner and communicator, with excellent interpersonal skills, and should be capable of building positive, lasting relationships with students in a stimulating, challenging and well-organised learning environment. They must be skilled to teach this subject to the end of Key Stage 4. Equally they must be willing to research and share new ideas and initiatives within the course that would suit our learners as they develop and grow through their KS4 studies.

The successful leader will have a proven track record of supporting high achievement through the school life and will have the skills and attributes necessary to motivate colleagues and students to realise their full potential.

The role is only part time as a Subject Leader, however we would welcome applications from candidates who have and are willing to teach a second subject.



Benefits

- > **Above average PPA** allocation
- > Strong Induction Programme
- > Great CPD and training opportunities
- > Teaching staff **finish early on Fridays**
- > Two-week October half term
- > ECTs paid from June throughout summer for a September start
- > Opportunities to **accompany visits locally, nationally and internationally**, such as skiing in Italy, hiking in Morocco and community project work in Uganda
- > Modern, spacious and well-equipped staff room and teaching spaces
- > On-site parking
- > Confidential membership of Smart Clinic, our employee support service that covers legal, health, financial and lifestyle support for all staff
- > Annual pay progression within your pay grade
- > Laptops for all teaching staff and tablets for all teaching assistants
- > Start the day with free morning porridge!
- > Complimentary refreshments when attending evening events such as Parent-Teacher meetings and Open Evening
- > £1000 finders fee for staff who recruit other appropriate staff for us
- > London Fringe Allowance
- > **Annual flu vaccinations**
- > Paid lunch duties available

“Our people really are what sets us apart, with a warm and positive culture that challenges and supports us to be our best every day.”

“Our holistic approach is evident in our innovative Excellence Programme designed to provide cultural capital, a beautiful Ecology Area that stretches alongside the Earlswood brook where we run our Forest School, and extensive enrichment opportunities.”

Role Description

The Role

Post Title: Subject Leader of Psychology

Line Manager: Assistant Headteacher

Line Management of: TBC

Pay: MS/UPS Fringe + TLR 2 (dependent on experience)

Aim: To develop and lead the subject area to ensure students can achieve highly at GCSE level, whilst ensuring students have access to an exciting course

Key Accountabilities

These accountabilities are based on the professional responsibilities of teachers outlined in the School Teachers' Pay and Conditions Document (STPCD). They are supplemented as relevant by reference to the DfE Teachers' Standards (2012).

Responsibilities

- Leading and developing the Psychology courses widely across the school. Establishing and maintaining policies and practices which promote high achievement through effective teaching and learning
- Creating an environment where students and staff develop and maintain positive attitudes towards teaching and learning
- Using data effectively to monitor and evaluate student progress across all year groups and students
- Responsible for the creation and development of an innovative and exciting curriculum and assessment practices
- To consistently teach good and outstanding lessons which bring about excellent outcomes for all students
- To consistently ensure good and outstanding lessons are taught by all staff that you may be responsible for; which bring about excellent outcomes for all students

- Strategically implement quality assurance measures to ensure attainment and outcomes for our students
- All leaders in the school will devise strategies for raising attainment and ensuring the School Development Plan is implemented successfully
- The post holder will ensure the classroom environment fosters independent and collaborative learning
- The post holder will ensure all classroom displays are meaningfully and purposefully aiding student outcomes

Student Achievement & Attainment

- Keep systematic records to show students' understanding and completion of work and the identified strengths, areas for development and grades awarded
- Support and help colleagues to improve their effectiveness by developing their understanding and use of student data and strategies to address underachievement
- Evaluate student progress across specified areas of responsibility through the use of appropriate assessments and records and regular analysis of the data



Role Description Continued

Teaching

- To plan and teach lessons and sequences of lessons to the classes you are assigned to teach, within the context of the school's plans, curriculum and schemes of work
- To assess, monitor, record and report on the learning needs, progress and achievements of assigned students
- Establish a safe and stimulating environment for students, rooted in mutual respect
- Set goals that stretch and challenge students of all backgrounds, abilities and dispositions
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of students
- Be accountable for students' attainment, progress and outcomes
- Be aware of students' capabilities and their prior knowledge, and plan teaching to build on these
- Guide students to reflect on the progress they have made and their emerging needs
- Demonstrate knowledge and understanding of how students learn and how this impacts on teaching
- Encourage students to take a responsible and conscientious attitude to their own work and study
- Impart knowledge and develop understanding through effective use of lesson time
- Promote a love of learning and a students' intellectual curiosity
- The post will have a teaching allocation of between 10 - 12 periods/fortnight
- There may be a need to teach out of subject depending on staffing across the school

Wider Responsibilities

- To direct and supervise support staff assigned to you and, where appropriate, other teachers, in an effective way
- To deploy resources delegated to you
- To participate in arrangements for the appraisal and review of your performance and, where appropriate, that of other members of staff
- To participate in arrangements for your further training and professional development and, where appropriate, that of other teachers and support staff, including induction.
- To communicate effectively with parents and carers with regard to student achievements and well-being, as appropriate to your role
- To collaborate and work with colleagues and other relevant professionals within and beyond the school

Safeguarding

- The successful candidate will be subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS)
- Carrington School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

The above-mentioned duties are neither exclusive nor exhaustive, duties and responsibilities of the post may change as requirements and circumstances change. The post holder may be required to carry out such other duties as requested by management that are broadly within the level of the post



Person Specification

The successful candidate will need:

Qualifications & Training

- Qualified teacher status
- Relevant specialist qualifications in subject
- Have undertaken further professional qualifications or training
- Commitment to CPD and improving practice through reflection
- Thorough knowledge and understanding of curriculum, assessment and examination requirements and developments within a number of subject areas
- Successful teaching experience in Psychology and / or a second subject.

Personal Attributes

- Excellent communication skills with the ability to relate well to students and adults
- Integrity, honesty, consistency of approach and a respect for others
- Energy, enthusiasm, determination, aspiration and an insistence on high standards
- Leadership by example
- To be able to work under pressure, prioritise and manage time effectively
- Good health and attendance record
- Stamina to cope with the demands of the job

Educational Philosophy

- Commitment to an inclusive education
- Commitment to the concept of lifelong quality first teaching and learning
- Commitment to a school culture sensitive to ethical values, spirituality in its broadest sense and celebration of the achievements of all

Skills & Abilities

- To teach lessons which consistently meet or exceed the Teacher Standards
- Exemplary knowledge of what makes effective teaching and learning
- To be successful in using a variety of strategies to engage students and promote a stimulating environment
- To work well in a team, contributing ideas and supporting the school development plan
- To know what a great lesson looks like and be able to support and guide staff to achieve this consistently
- Ability to motivate staff, students and parents/carers
- To be a confident and innovative user of IT as a teaching tool
- To contribute to the wider life of the faculty and whole-school, supporting extra-curricular and intervention initiatives

Aspire Innovate Respect





Closing date for applications is
Monday 12 October 2026
at 10:00am
however, we reserve the right to
appoint before the closing date.

Interviews date Wednesday
14/Thursday 15 October 2026

For an informal discussion about the
role please contact the HR manager,
Karen Ehren
kehren@carringtonschool.org



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school



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01737 764356