

**VALLEY PARK SCHOOL**  
**PERSON SPECIFICATION**  
**Head of Department – Psychology**

<b>AREA</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• A good honours degree in Psychology or a Social Science related subject</li> <li>• Qualified Teacher Status</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of further study in Psychology, a Social Science subject or Education</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of teaching Psychology in a secondary school setting to GCSE and at level 3</li> <li>• Experience of curriculum leadership in a secondary school setting</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching Psychology in an outstanding school setting to A level</li> <li>• Experience of working within closely with SLT in a secondary school setting</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• A good up to date working knowledge and understanding of a range of teaching and learning and behaviour management strategies.</li> <li>• An understanding of the Psychology curricula and assessment arrangements.</li> <li>• An understanding of the mastery approach to curriculum implementation.</li> <li>• An understanding of the range of approaches that can be used for assessment.</li> <li>• An understanding of how literacy, numeracy and ICT can be used to support teaching.</li> <li>• An understanding of how to personalise provision to meet the learning needs of the full range of students.</li> <li>• An awareness of current legal requirements regarding the safeguarding of children.</li> </ul>	
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Be able to plan and teach challenging and well organised lessons.</li> <li>• Be able to use a range of teaching strategies and resources.</li> <li>• Be able to provide opportunities for students to develop literacy, numeracy and ICT skills.</li> <li>• An ability to provide constructive feedback to students on how to improve their attainment.</li> <li>• The ability to implement a clear framework for classroom discipline.</li> <li>• The desire to work as a team member.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of leading a team or Key Stage.</li> <li>• Experience of mentoring colleagues.</li> </ul>

<b>Attributes</b>	<ul style="list-style-type: none"> <li>• High expectations of students and a commitment to ensure they can achieve their full potential.</li> <li>• Positive values and attributes and high standards of professional behaviour.</li> <li>• Up to date knowledge and understanding of the professional duties of teachers.</li> <li>• The ability to communicate effectively with children, young people colleagues, parents and carers.</li> <li>• A commitment to improving practice through appropriate professional development.</li> <li>• The desire to act upon advice and feedback and be open to coaching and mentoring.</li> </ul>	
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In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to 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.