



# DRAYTON MANOR HIGH SCHOOL



*Ofsted*  
*Outstanding*

Ambition

Character

Civic virtue

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### WELCOME FROM THE HEAD

Dear Applicant

Thank you for the interest you have shown in the post of Teacher of Psychology at Drayton Manor High School and welcome to our inspiring and exciting school that provides a truly exceptional education.

Drayton Manor is a heavily oversubscribed, diverse, vibrant and successful school with proud traditions and an excellent reputation. Our school motto of '*Nec Aspera Terrent - hardships do not deter us,*' is at the heart of our ethos and we live this vision every day in our work with our students and everything that we do. The school is a calm and purposeful place where good manners and good behaviour are considered essential. We have no doubt that this moral education and the way it is combined with academic expertise are key factors in our school's success.

Our teachers have excellent subject knowledge and are adept at not only preparing our students for examinations but for building their confidence so they are well prepared for their future lives, whatever their chosen path. We are very proud of our rich and wide curriculum which supports the growth and development of our student body and staff play an integral role in supporting this.

It is over 95 years since Drayton Manor opened in 1930 and we continue to build on the successes of the past to put the school in the best possible position for the next 95 years. Our school is a positive, welcoming and encouraging environment, which is a reflection of the outstanding contribution our staff members make to all aspects of our busy school life.

Drayton Manor recognise and value continued professional development. Deliberate Practice, Curriculum specific training and Instructional Coaching are at the heart of our pedagogical training model with every teacher having the opportunity to work one-to-one with a coach. Additionally, we have a legacy of developing educational leaders including supporting staff through a range of National Professional Qualifications. The successful candidate will be able to demonstrate an ongoing commitment to professional development in all areas of their practice.

We offer

- The opportunity to work for an organisation which is value-driven and places our students at the centre of everything we do
- The opportunity to work with fantastic students who are aspirational and driven to succeed
- Access to high quality CPD and support with career progression to Deputy Headship and Headship
- Flexible and remote working opportunities mapped onto each professional's calendar
- Access to a private health care and wellbeing support package
- Magnificent buildings and an attractive and harmonious working environment
- An exciting opportunity to be involved in shaping the future direction of the school

Candidates who have extremely high expectations and who are keen to take a full and active role in the life of the school are encouraged to apply. This role requires excellent communication skills, meticulous attention to detail and a firm commitment to upholding the ethos, values and expectations of the school.

As an inclusive employer we are seeking candidates from a range of backgrounds and invite you to visit our website, which offers further information about the school, or contact Mrs Sancha Joseph-Sidney([hroffice@draytonmanorhighschool.co.uk](mailto:hroffice@draytonmanorhighschool.co.uk)) if you have any queries or would like to arrange a site visit.

Yours faithfully,



Ms Lisa Mills

Headteacher



## DRAYTON MANOR HIGH SCHOOL

### JOB DESCRIPTION

<b>JOB TITLE</b>	Teacher of Psychology
<b>SCALE</b>	Band A (£40,317) – Band C (£62,496)
<b>RESPONSIBLE TO</b>	Head of Department
<b>JOB PURPOSE</b>	To carry out the professional duties of a school teacher, (as specified in the Teachers' Pay and Conditions Act), in accordance with any directions which may reasonably be given by the Head or line manager designated by the Head/Head of Faculty

*All staff have a responsibility for promoting and safeguarding the welfare of children and young people s/he is responsible for or comes into contact with*

### KEY TASKS

#### 1 Teaching

- to plan and prepare courses and lessons
- to teach, according to their educational needs, the students assigned to you, including the setting and marking of work, including homework
- to assess, record and report on the development, progress and attainment of students
- to have regard at all times to the curriculum for the school

#### 2 Other Activities

- to promote the general progress and well-being of individual students and any class or group of students assigned to you
- to provide guidance and advice to students on educational and social matters and on their further education and future careers
- to make relevant records and reports including those for communicating and consulting with the parents of students
- to communicate and co-operate with persons or bodies outside the school
- to participate in meetings arranged for any of the purposes described above
- All staff have a responsibility for promoting and safeguarding the welfare of children and young people s/he is responsible for or comes into contact with

#### 3 Assessments and Reports

- to provide or contribute to oral and written assessments, reports and references relating to individual students and groups of students

#### **4 Performance Management**

- to participate in arrangements made in accordance with the Education (School Teacher Appraisal) (England) Regulations 2012 for the appraisal of your performance and that of other teachers

#### **5 Review: Further Training and Development**

- to review from time to time your methods of teaching and programmes of work
- to participate in arrangements for your further training and professional development as a teacher

#### **6 Educational Methods**

- to advise, participate and co-operate with the Head of Faculty/Head of Department and other teachers on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment and pastoral arrangements

#### **7 Discipline, Health and Safety**

- to maintain good order and discipline among the students and safeguard their health and safety both on and off the school premises
- to act in accordance with school policy on health & safety issues

#### **8 Staff Meetings**

- to participate in meetings at the school as necessary

#### **9 Cover**

- to provide cover in line with the National Agreement and the school's 'Covering Staff Absence' Policy

#### **10 Administration**

- to participate in administrative and organisational tasks related to such duties as are described above, including the management or supervision of persons providing support for the teachers in the school and the ordering and allocation of equipment and materials
- to attend assemblies, register the attendance of students and supervise students, whether these duties are to be performed before, during or after school sessions

#### **Regular Contacts**

Students, parents, other staff employed at the school, school governors, outside bodies.

#### **Supervision Received**

You will work under the reasonable direction of the Head/Head of Faculty.



## DRAYTON MANOR HIGH SCHOOL

### PERSON SPECIFICATION

**POST TITLE:** Teacher of Psychology

*All staff have a responsibility for promoting and safeguarding the welfare of children and young people s/he is responsible for or comes into contact with*

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Degree in relevant subject(s)</li> <li>• PGCE at Secondary School level</li> <li>• Qualified Teacher Status (QTS) from start of contract</li> </ul>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Successful teaching experience at (i) a school or (ii) on main teaching experience</li> <li>• Experience of a range of teaching and learning styles</li> </ul>	
<b>Ability / Skills</b>	<ul style="list-style-type: none"> <li>• Imaginative and able teacher with ability to relate well to students</li> <li>• Evident skills of communication both verbal and non-verbal</li> <li>• Ability to teach Psychology to Advanced Level</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to teach another Social Science subject</li> <li>• Strong interpersonal skills</li> </ul>
<b>Equal Opportunities</b>	<ul style="list-style-type: none"> <li>• Awareness of equal opportunities issues and how these can be addressed in the classroom environment</li> </ul>	
<b>Safeguarding</b>	<ul style="list-style-type: none"> <li>• Commitment to safeguarding and promoting the welfare of children and young people</li> </ul>	
<b>Disposition</b>	<ul style="list-style-type: none"> <li>• Ability to work hard with competing deadlines, prioritising appropriately, and maintaining good humour</li> <li>• To be interested in children as individuals, in how they learn and be committed to the comprehensive ideal</li> <li>• To believe in the importance of team work and a collaborative approach and be able</li> </ul>	

	<p>to build supportive working relationships with colleagues both within and outside the faculty</p> <ul style="list-style-type: none"><li>• Evidence of commitment to and understanding of collective responsibility</li></ul>	
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## EMPLOYEE BENEFITS



### STAFF PRIVATE HEALTHCARE

All Staff access to Private Healthcare Membership at no cost



### PROFESSIONAL DEVELOPMENT

Ample opportunity for professional development. Education Professionals never stop learning



### CYCLE SCHEME

Salary sacrifice Cycle-to-work scheme available to all staff



### PAID DUTIES & FREE MEAL

Free lunch provided for each paid duty carried out at £24.50/hour



### COMMUTE TO WORK

Within walking distance of Hanwell & Drayton Green Rail Station and accessible by E1, E3 and E11 buses & Elizabeth Line



### WORKING HOURS & FLEXIBLE WORKING

Flexible and remote working opportunities are mapped onto each professional's calendar

## THE APPLICATION PROCESS

Candidates should complete an application form describing how their skills, knowledge and experience match the job description and person specification for the post of Teacher of Psychology. This should be sent via email to [hroffice@draytonmanorhighschool.co.uk](mailto:hroffice@draytonmanorhighschool.co.uk) to arrive by 12 noon, Monday 13 April 2026. You can download an application form [HERE](#).

We reserve the right to make an appointment before the closing date, so early applications are encouraged.

The closing date is 12 noon, Monday 13 April 2026.

*Drayton Manor is committed to safeguarding and promoting the welfare of all children and young people. We recognise that this is an integral factor in recruitment and selection and is an essential part of creating safe environments for all children and young people. We expect all staff and volunteers to share this commitment. The successful applicant will be required to undergo enhanced child protection screening relevant to the post, including checks with past employers and the Disclosure and Barring Service (DBS).*