



JOB

# DESCRIPTION

TEACHER OF SCIENCE  
(PSYCHOLOGY)

CANON SLADE SCHOOL



**THE BISHOP FRASER TRUST**  
A CHURCH OF ENGLAND MULTI-ACADEMY TRUST



<b>Job Title:</b>	Teacher of Science (Psychology)	<b>Department/Group:</b>	Teaching Staff
<b>Level/Salary Range:</b>	MPS T1 – T9	<b>Reporting to:</b>	Head of Department
<b>Contract term:</b>	Fixed Term Contract Maternity Cover	<b>Hours per week:</b>	1.0 FTE
<b>Safer Recruitment Statement:</b>			
The Bishop Fraser Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.			
<b>Vision Statement:</b>			
<p><b><i>“To allow all children to experience ‘life in all its fullness’ no matter what their starting point” by:</i></b></p> <ul style="list-style-type: none"> <li>• Offering a high quality, inclusive and distinctive education</li> <li>• A caring and nurturing environment based on our Christian values</li> <li>• Recognising the unique nature of each child.</li> </ul>			
<b>All staff employed by the Bishop Fraser Trust are required to:</b>			
<ul style="list-style-type: none"> <li>• Uphold and promote the Trust’s vision.</li> <li>• Uphold and promote the Christian ethos of all schools within the Trust.</li> <li>• Support and contribute to the achievement of all students academically and pastorally.</li> <li>• Support and contribute to the Trust’s responsibility for safeguarding all students.</li> <li>• Undertake professional training to enhance personal development and job performance.</li> <li>• Comply with all Trust and individual school policies and procedures, including safeguarding, child protection, health, safety and security, confidentiality and data protection.</li> <li>• Maintain high professional standards of attendance, punctuality, appearance, conduct and positive relationships with all pupils, parents/carers, colleagues, governors, trustees and members, treating everyone with dignity and respect.</li> <li>• Share best practice, expertise and skills with others.</li> </ul>			
<b>Main Objectives of Role:</b>			
<ul style="list-style-type: none"> <li>• To teach your subjects at all levels and to all abilities, seeking to ensure that all pupils make very good progress, enjoy their learning, and become well educated.</li> <li>• To contribute more widely to the well-being of our pupils, through being a form tutor, undertaking duties, and being a role model for them for their learning and their conduct.</li> </ul>			
<b>Job Description:</b>			
<p><b>THE SCHOOL TEACHER’S PAY AND CONDITIONS DOCUMENT SETS OUT THE STATUTORY RESPONSIBILITIES OF ALL STAFF. THIS JOB DESCRIPTION COMPLEMENTS THAT DOCUMENT AND PROVIDES THE SPECIFIC CONTEXT FOR THIS POST.</b></p> <p><b>General Responsibilities of all teachers:</b> To contribute to the development of a strong, effective school with an emphasis on aspiration and attainment, delivered through strong classroom practice and a fiercely held and demonstrated belief in the role of the school in developing citizens for the future. All staff will demonstrate those philosophies which characterise effective schools – a commitment to education, to the needs and rights of all students and to the development of the school's community, with strong, mutually supportive relationships with parents, partner schools and the broader community. The school's ethos will be that of achievement, aspiration, commitment, good citizenship and enjoyment.</p> <p><b>Role specific responsibilities:</b></p> <ul style="list-style-type: none"> <li>• To teach Science to students throughout the age and ability range.</li> <li>• To attend appropriate meetings/courses to keep abreast of developments, to disseminate and train staff where appropriate.</li> <li>• To participate in activities associated with performance management.</li> </ul>			

- To prepare students' reports, written or verbal and to meet deadlines, as deemed necessary by the Senior Leadership Team or the Governors.

**Core teaching responsibilities:**

- To motivate students to learn about science.
- To encourage students to always achieve their best and particularly at the end of the key stages in public examinations.
- To negotiate personal targets through a process of review, formal assessment, recording achievement and action planning of students.
- To implement and review curriculum appropriate to the students.
- To use hardware and software at times to deliver appropriate and engaging materials for students to learn.
- To monitor and record student progress throughout their course.
- To provide high quality reports to parents.
- To promote extra-curricular activities within the subject area.
- To ensure the teaching areas are enhanced by a stimulating learning environment.
- To undertake the role of a form tutor.
- To participate fully in the life of the school.

**All staff at the Bishop Fraser Trust will:**

- Seek to be positive and build up the common good through their own individual contribution to the life of their school.
- Offer ideas and suggestions for making things better.
- Engage actively in the appraisal and performance review process.
- Seek to develop a better work/life balance.
- Appreciate that whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified in this job description.
- Work within the Trust and individual school's Health & Safety Policies to ensure a safe working environment for all staff and pupils.
- Follow any reasonable request to undertake work of a similar level that is not specified in this job description.
- Be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.
- Promote equality and celebrate diversity, seeking to reduce disadvantage, and to encourage aspirations and participation from people who might not otherwise join in.

If appointed, the successful applicant must be aware that the principal responsibilities and tasks as set out above are not intended to be exhaustive. The need for flexibility, accountability and team working is required.

This job description is current at the date shown, but following consultation with you, may be changed to reflect or anticipate changes in the job which are commensurate with the salary and job title. It allocates duties and responsibilities but does not direct the amount of time to be spent on carrying them out. The above responsibilities are subject to the general duties and responsibilities contained in the statement of conditions of employment.

**Last Updated:** April 2025

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

## Person Specification – Teacher of Science (Psychology)

Categories	Essential / Desirable
<b>Professional values and practices of The Bishop Fraser Trust</b>	
Ability to build and maintain successful relationships with students, treat them consistently with respect and consideration and demonstrate concern for their development as learners.	E
Commitment to the Trust's Christian ethos and educational purpose, demonstrating and promoting the positive values, attitudes and behaviour they expect from the students with whom they work.	E
Ability to work collaboratively with colleagues and carry out the role effectively, knowing when to seek help and advice.	E
Able to liaise sensitively and effectively with parents and carers, recognising their role in student learning.	E
Able to improve their own practice through evaluations and discussions with colleagues.	E
Flexible, with an ability to be able to embrace and generate change.	E
<b>Personal Qualities</b>	
Self-motivated and personally resilient.	E
High levels of personal integrity, discretion, honesty, reliability and self-awareness.	E
Conscientious and diligent work ethic.	E
High standard of personal presentation with an excellent attendance and time-keeping record.	E
Exacting standards, with high levels of attention to detail and accuracy.	E
Patience, kindness and understanding.	E
<b>Professional Dispositions</b>	
Pro-active in using initiative.	E
The ability to meet and greet visitors, staff and students warmly, confidently and professionally, focusing on meeting customer needs and satisfaction.	E
Maintains a positive outlook at work.	E
Willingness to take a hands-on approach as necessary.	E
Flexibility, on occasions and within reason, in approach to working hours.	E
Ability to work under pressure to meet specified deadlines, in a situation with frequent interruptions	E
<b>Qualifications</b>	
Qualified Teacher Status.	E
Honours degree.	E
Offer a second subject	E
An awareness and ability to work within the rules of relevant policies, legislation and good practice relating to schools, particularly Data Protection, Child Protection and Safeguarding.	E
<b>Leadership and Management</b>	
Ability to develop others and motivate staff to drive outcomes for all learners.	D
Experience of being involved in curriculum design that meets the needs of all learners.	D
Evidence of helping to produce development plans.	D
Evidence of improving and sustaining achievement and progress for all.	D
<b>Experience</b>	
Experience of successfully teaching Science at KS3, across the whole ability range.	E
Experience of successfully teaching Psychology at A-Level, at KS5 across the whole ability range.	E
Experience of working with a wide range of pupils.	E
Evidence of ability to create a challenging and effective learning environment.	E

Categories	Essential / Desirable
Understanding of vocational pathways and requirements	E
Experience of recent professional development.	E
Experience as an external exam moderator.	D
<b>Skills and Knowledge</b>	
High level teaching and organisation skills.	E
Sound understanding of current issues relating to the subject.	E
Good time management skills and a high level of personal organisation.	E
Good interpersonal and communication skills.	E
Awareness and understanding of pupil progress.	E
Good ICT skills.	E
Participating in extra-curricular activities is always welcome	D
<b>Safeguarding of Children and Young People</b>	
Ability to form and maintain appropriate relationships and personal boundaries with children and young people.	E