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RECRUITMENT PACK:  
**HEAD OF PSYCHOLOGY**

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# ABOUT WITHINGTON GIRLS' SCHOOL

Withington Girls' School was founded in 1890 by a small group of eminent and far-sighted Manchester families who wanted the same educational opportunities to be available for their daughters as were already available to their sons. In keeping with the Founders' wishes, the School has remained relatively small, with approximately 725 pupils; 155 in the Junior School (Years 3 – 6), 405 in the Senior School (Years 7 – 11) and 165 in the Sixth Form. The Head of Withington Girls' School is a member of both the Girls' Schools Association (GSA) and the Headmasters' and Headmistresses' Conference (HMC).

Pupils come from a wide geographical area around Greater Manchester and Cheshire, and from many different social, cultural and religious backgrounds, creating a diversity in which the School rejoices. The School is non-denominational and girls of all faiths, or none, are equally welcome. Through the Withington Girls' School Trust, around 100 means-tested bursaries are offered each year according to need. The Governing Body is strategically focused and highly supportive of all areas of the School.

## A FOCUS ON EXCELLENT TEACHING AND PASTORAL CARE

The School's A Level and GCSE results are outstanding, with Withington ranked consistently in national league tables as the top independent school in the North West of England. The Sunday Times' prestigious schools guide, Parent Power, named Withington the North West Independent Secondary School in 2019, and North West Independent Secondary School of the Decade in 2020 and Withington has been listed in the annual Tatler Schools Guide to the UK's top independent schools since 2012.

Girls who gain a place as a result of the entrance examination normally take GCSE/IGCSE examinations in 9/10 subjects, followed by 3 or 4 A Levels. An exciting and varied Enrichment programme offers Sixth Formers core elements such as PSHCE, financial literacy and professional skills plus a range of choices from computer coding and languages, to mosaics, mindfulness and cooking and preparing healthy meals. In addition to the Enrichment Programme, which all Sixth Formers follow, many also complete an Extended Project Qualification (EPQ). Studies are directed towards encouraging a love of learning for its own sake, frequently going beyond the confines of the examined curriculum, as well as towards the ultimate goal of University entrance, including Oxford and Cambridge.

The excellent quality of teaching and pastoral care is a major factor in the exceptional level of achievement secured by pupils, both within and outside the classroom. Staff are eager to share their passion and enthusiasm for their subjects and give willingly of their time to assist individual pupils outside lesson times; the relationship between pupils and staff is a particular strength of the School. The School has little need for formal rules and runs on 'the 3 Rs' of Respect for self, Respect for others, and Responsibility for personal actions and its pupils thrive within the warm, friendly and supportive environment.

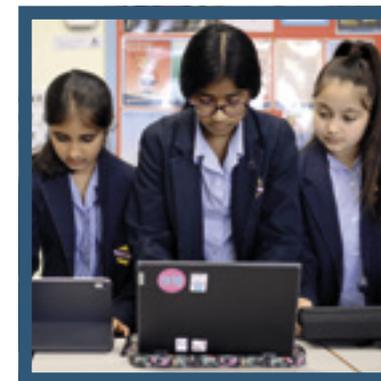
Preparation for life after school starts early and involves a programme of careers advice, work experience and UCAS application guidance. Older girls work with younger girls in numerous ways, through the House system, extra-curricular activities, peer support and mentoring.

At home or abroad, Withington girls attract positive comments and we are just as proud of them as they are of their School.

## A BREADTH OF ACTIVITIES

Academic excellence is secured alongside an extensive range of extra-curricular opportunities, including Music, Drama, Sport, Mathematics, Linguistics and Science Olympiads, the Duke of Edinburgh's Award and the Young Enterprise Scheme, Model United Nations, Debating and Robotics Clubs, to name but a few. Sixth Formers work as voluntary assistants in local primary schools, residential homes, hospices and hospitals.

All girls, throughout the School, engage in charity fundraising, collectively raising over £30,000 each year. There are special links with local charities, Wood Street Mission and The Booth Centre, The Christie hospital, two schools and a hospital in Kenya and a school in Uganda. Groups of Upper Sixth Formers engage in voluntary projects in The Gambia and Uganda each year and pupils take part annually in World Challenge, or similar, expeditions. Academic departments offer subject-related trips and activities in addition to cultural trips at home and overseas.



# ABOUT WITHINGTON GIRLS' SCHOOL

## AN INVESTMENT IN FACILITIES

The School enjoys excellent facilities and has an ongoing programme of major developments. Recent projects have included a purpose-built Junior School building, a central, enclosed 'Hub' area at the heart of the school and an expanded and refurbished suite of university-standard Chemistry laboratories, all of which were completed in 2015.

During 2018 a significant new sports facilities development was completed, reflecting the school's ongoing commitment to the promotion of physical activity for girls, one of the school's founding principles. In 2019 the outdoor netball courts and all-weather pitch were resurfaced to a high specification, bringing Withington's sports facilities to an excellent standard across all areas. Outdoor fitness equipment – also installed in 2019 - has provided an innovative facility that benefits fitness, wellbeing and social interaction for senior pupils.

## A WELCOMING COMMUNITY

The Development Office has strong links with alumnae as well as former and current parents and staff and has been successful in raising substantial amounts for the Bursary Appeal, for the new Chemistry laboratories, Sports facilities and for an Annual Fund which enables enrichment activities for current pupils. Withington Onwards (the past pupils' association) and the Parent Teacher Association are active in, and committed to, supporting the School socially and financially. There are also close links with the local community including, for example, a range of Saturday morning lessons run by the School for gifted and talented boys and girls from local primary schools under the SHINE Together programme and an annual event involving a number of primary schools across Greater Manchester known as Manchester Sings.

Visitors often comment on the special atmosphere they find at Withington. We are extremely proud of our consistently outstanding record in public examinations and places gained at the most selective universities but also of the happily informal atmosphere, thriving co-curricular programme, community spirit, alumnae network – and engagement with education in its broadest sense which characterise this unique environment.

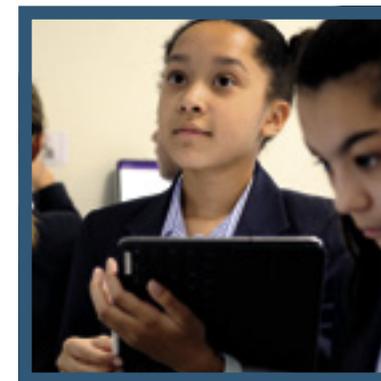
True to the vision of our Founders, our pupils aim high, have boundless opportunities to discover their talents and develop a strong sense of responsibility. We value individuality, celebrate diversity, encourage our pupils to think for themselves and to understand the importance of tolerance and teamwork. It is our aim that our girls leave school at ease with themselves, socially aware and ready to face with confidence the challenges of life beyond.



# MISSION STATEMENT

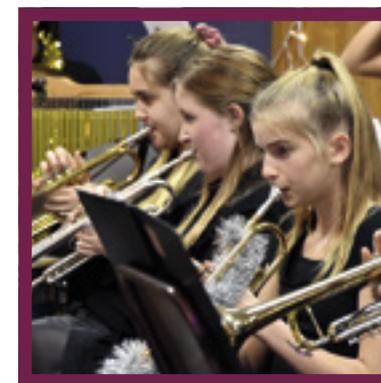
Withington Girls' School is committed to providing the highest standard of education and care for all its pupils both within and outside the classroom, together with excellent facilities for teaching and learning. Through the provision of a wide range of extra-curricular activities we seek to ensure that girls have numerous opportunities to develop teamwork, leadership,

responsibility and service, in order to prepare them, not only for outstanding academic success, but also for life beyond school. We strive to encourage all our pupils to achieve their full potential in every sphere, and to become mature, independent learners who can face with confidence the challenges and opportunities of adult life in the 21st Century.



# AIMS OF THE SCHOOL

1. To create a caring and supportive environment in which every member of the School community, pupils and staff, is well known and well supported, and where individual needs are met wherever reasonably practicable
2. To provide consistently excellent teaching throughout the school and across a broad and balanced curriculum, to help girls of above national average academic ability to achieve an exceptional standard of achievement and learning; to foster an intellectual curiosity, a love of learning, independence of mind and a sense of individual responsibility
3. To provide opportunities for teamwork, leadership and community service through the provision of the broadest possible range of curricular and extra-curricular activities
4. To encourage every girl to acquire the skills, confidence, knowledge and experience to extend her aspirations and realise her potential in terms of spiritual, moral, social, cultural, intellectual and physical development
5. To encourage respect for self and others, acceptance of responsibility for one's actions and an awareness of, and sensitivity to, the needs of others within the School and local communities and globally; and to provide all pupils with an effective preparation for the opportunities, responsibilities and experiences of life in British society
6. To provide accurate, up-to-date and impartial careers guidance to enable all girls to make informed choices about a broad range of careers options and to prepare them effectively for higher education and future employment
7. To ensure that the school has a robust financial base to withstand external challenges and has sufficient funding to maintain/add to existing buildings and to enhance the facilities and infrastructure in order to facilitate excellent teaching, learning, social interaction, extra-curricular activities and community links with a key focus on the environment and sustainability
8. To maintain and increase the level of means-tested bursary support to secure the social and economic diversity of the school community, with the eventual aim of needs-blind admissions
9. To maintain and develop strong links with parents, former members of the School, local community and businesses
10. To develop the positive profile of the School, locally, nationally and internationally, so that the school's ethos, qualities and characteristics are celebrated



# JOB DESCRIPTION

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

**JOB TITLE:** Head of Psychology

**REPORTING TO:** Director of Studies

**DEPARTMENT OVERVIEW:** Psychology is currently taught in Sixth Form at Withington. The Head of Department is currently the only Psychology teacher. We currently deliver the AQA A Level Psychology Specification. The role involves acting as a referee for all students applying to read Psychology at university and preparing students for Oxbridge applications for Psychology-related courses.

**ROLE OVERVIEW:** The Head of Psychology is responsible for leadership and management of the department. The Head of Psychology shapes the strategic direction of the department, promotes the subject across the School and ensures that teaching and learning and extra-curricular activities and events are of the highest standards. This job description is written at a specific time and is subject to change as the demands of the School and the role develops. The role requires flexibility and adaptability and the employees of the School need to be aware that they may be asked to perform tasks and be given responsibilities not detailed in this job description.

**CHILD PROTECTION & SAFEGUARDING:** Withington Girls' 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 successful candidate must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. It is the post holder's responsibility for promoting and safeguarding the welfare of children. You will comply with the Withington Girls' School Child Protection and Safeguarding Policy, and the requirement to report to the Designated Safeguarding Lead any concerns relating to the safety or welfare of children.



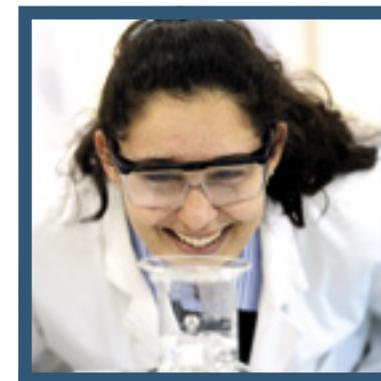
# JOB DESCRIPTION

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## MAIN DUTIES & RESPONSIBILITIES:

As a Head of Department, the Head of Psychology is expected to carry out the following:

1. Working within the context of the School Development Plan, produce and implement a Departmental Development Plan which reflects a clear vision for outstanding teaching and learning and all departmental activities for the benefit of all pupils
2. Be responsible for the development of courses of study in the Psychology Department, ensuring that stimulating, varied and rigorous schemes of work are produced, and implemented, for all year groups
3. Ensure high levels of teaching and learning and a commitment to the sharing of best practice through the use of regular lesson observations and work scrutiny, as appropriate
4. Maintain familiarity with and understanding of the ISI inspection framework within the department in order to promote the best outcomes for pupils and ensure that teaching and learning and ways of working reflect best practice and the regulatory framework
5. Ensure consistency in assessment throughout the department's work and the implementation of assessment methods which reflect current best practice and enable pupils to achieve their best outcomes
6. Monitor and track the performance of individual pupils and classes across Psychology with respect to MidYIS and ALIS benchmarks amongst other performance indicators, ensuring appropriate interventions are made in a timely manner with targets for improvement and support put in place, and excellent progress and success is also recognised and acknowledged
7. Liaise with departmental and, where appropriate, pastoral staff, learning support and senior leaders to ensure that concerns about pupils' learning, attitude and wellbeing are dealt with in an effective, timely and efficient manner, and that communication with all concerned is maintained as appropriate
8. Monitor and moderate the production of regular assessment grades to ensure consistency and fairness
9. Work with the Examinations Officer to ensure all pupils are entered for the appropriate examinations at Key Stage 5
10. Attend meetings for Heads of Department as scheduled and contribute to the school's ongoing development of the most successful and relevant approaches to teaching and learning in all its facets
11. Be prepared to contribute to the training of trainee teachers
12. Contribute to local and national networks for the sharing of best practice within GSA, HMC, and other groups as appropriate
13. Maintain the Departmental Handbook and update on at least an annual basis
14. Be responsible for the budgeting for provision of teaching materials.



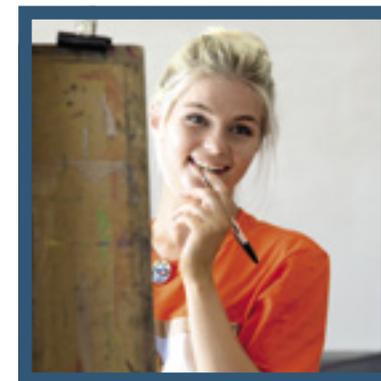
# JOB DESCRIPTION

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## MAIN DUTIES & RESPONSIBILITIES:

As a teacher of Psychology at Withington Girls' School:

1. To deliver to pupils enthusiastic and expert teaching in Psychology, ensuring the use of varied and innovative techniques, differentiation and academic rigour
2. To use a variety of teaching methods to suit pupils' individual learning needs; selecting appropriate learning resources and develop study skills through a variety of means, embracing the use of new technology
3. To encourage achievement and academic rigour, undertake regular and consistent assessment of the pupils' progress, in line with departmental policy, and communicate with parents both orally and in written reports, according to school policy
4. To lead by example. To be punctual for lessons and monitor pupils' punctuality and attendance; to ensure that behaviour and actions do not place pupils or teachers at risk or harm or at risk of allegations of harm to a pupil; act as a positive role model and in a professional manner at all times
5. To keep up to date with developments in the subject and new teaching methods and implement those in the classroom when appropriate, making full use of available facilities to include the regular use of peer observations
6. To monitor the performance of individual girls in each class taught with respect to performance indicators
7. To ensure work is differentiated to take into consideration differences in ability, aptitude and learning style of all pupils in each class taught
8. To take on the role of Form Tutor or Shadow Form Tutor, as required, which involves developing good working relationships with pupils and overseeing their well-being
9. To liaise and communicate effectively, as necessary, with Form Tutors and Heads of Year
10. To be prepared to deliver topics covered in form time and in the PSHCE programme
11. To be prepared to do duties and cover which may reasonably be required and to attend meetings at school and departmental level, related to the curriculum or organisation of the school
12. To contribute to the extra-curricular life of the school
13. To organise and attend trips relevant to curriculum areas, ensuring these are managed through the relevant system and within budget requirements.
14. To assess, monitor and report in line with School policy and requirements
15. To attend Parents' Evenings to ensure that appointments keep to time and meet the needs of the parents



# JOB DESCRIPTION

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

## MAIN DUTIES & RESPONSIBILITIES:

As a member of staff at Withington you are expected:

1. To maintain good order among the pupils and safeguard their health, safety and welfare in accordance with school policy, both on the school premises and on school activities elsewhere
2. To follow and uphold all school policies and be an excellent ambassador for Withington Girls' School
3. To ensure awareness of what is happening in and around the school; checking and responding, where necessary, to school emails and at least once every school day
4. To develop self through CPD and improve IT skills, attending IT training courses in order to maximise effective use of all school systems
5. To undertake any other duties that might be reasonably requested by the Headmistress, Director of Studies, or any other member of SLT.

## BENEFITS OF WORKING AT WITHINGTON GIRLS' SCHOOL:

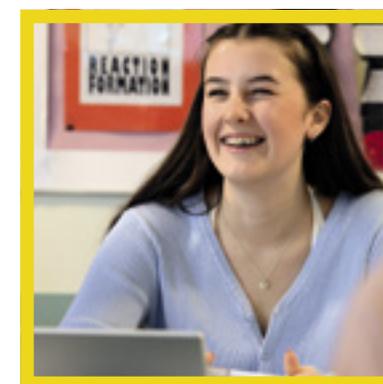
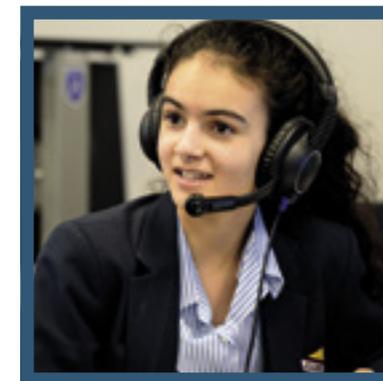
In addition to providing a warm and inclusive working environment, Withington Girls' School also offers a comprehensive package to its teaching staff. This package includes:

1. A competitive Withington Pay Scale
2. A choice of remaining within the Teacher's Pension Scheme or taking a Defined Contribution Scheme
3. Free School lunches
4. 20% PPA time
5. Small examination class sizes
6. Following induction, free use of the fitness suite.



# PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
QUALIFICATIONS	<ul style="list-style-type: none"> <li>• A good honours degree in an appropriate subject</li> <li>• PGCE (Secondary) in Psychology or equivalent</li> </ul>		<ul style="list-style-type: none"> <li>• Contents of the application form</li> <li>• Production of the applicant's original certificates</li> </ul>
EXPERIENCE	<ul style="list-style-type: none"> <li>• Experience of teaching pupils in the relevant age range</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of contributing to the extra-curricular work of the department.</li> <li>• Teaching experience beyond PGCE.</li> <li>• Experience of teaching high ability pupils up to and including A-level.</li> <li>• Experience of leading a team</li> </ul>	<ul style="list-style-type: none"> <li>• Contents of the application form</li> <li>• Evidence of results achieved</li> <li>• Interview</li> <li>• Professional references</li> </ul>
SKILLS AND KNOWLEDGE	<ul style="list-style-type: none"> <li>• Excellent subject knowledge</li> <li>• An ability to deliver creative and engaging lessons</li> <li>• Up to date knowledge of child welfare issues</li> <li>• Excellent classroom management</li> <li>• Excellent organisational skills</li> <li>• Excellent communicator both spoken and written communication with pupils, staff and parents</li> <li>• Excellent interpersonal skills</li> <li>• ICT literacy</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to use pupil tracking data</li> <li>• Experience and/or awareness of the particular requirements of teaching in a single-sex girls' school</li> <li>• Staff management skills</li> <li>• Management skills</li> <li>• Strong Microsoft Office skills</li> <li>• Ability to lead a team effectively</li> </ul>	<ul style="list-style-type: none"> <li>• Contents of the application form</li> <li>• Interview</li> <li>• Professional references</li> </ul>
PERSONAL COMPETENCIES AND QUALITIES	<ul style="list-style-type: none"> <li>• Professionalism and an outstanding role model for young people and colleagues</li> <li>• Trustworthiness and integrity</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>• Ability to engender confidence in young people</li> <li>• A warm, friendly and patient manner</li> <li>• Ability to build positive relationships with all pupils that allow them to achieve to their highest potential</li> <li>• Discipline and time management skills</li> <li>• A sense of humour</li> </ul>		<ul style="list-style-type: none"> <li>• Contents of the application form</li> <li>• Interview</li> <li>• Professional references</li> </ul>



## THE SUNDAY TIMES SCHOOLS GUIDE

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Alastair McCall, Editor of The Sunday Times Schools Guide, Parent Power, on Withington being named Northwest Independent School of the Decade in November 2020.

*"This... accolade acknowledges the consistent academic excellence achieved by the school over the past 10 years, when it has finished as the top-ranked independent school in the Northwest in our annual Parent Power rankings every year.*

*"This has been achieved without creating an academic hothouse. Girls thrive in a supportive, caring environment, where they are encouraged to contribute to school life in myriad ways, not just in examination halls. The school's commitment to accessibility through a generous bursary scheme sees many study here for reduced fees – or even no fees at all. The diverse community of more than 700 girls leave the school ready to take their place in the world and become leaders in their chosen fields, as so many of their predecessors have done."*

## TATLER SCHOOLS GUIDE 2021

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*"This is a decidedly academic yet happily informal girls' day school that celebrates diversity and individuality. Thanks to its generous bursaries, Withington is a melting pot of different cultures, religions and backgrounds – a microcosm of Greater Manchester."*

*"There may not be a 'typical Withy girl', but there is a Withy state of mind: an intellectual curiosity and an unwavering commitment to the principles of respect for self and respect for others."*

## GOOD SCHOOLS GUIDE REVIEWS

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Junior School:

*"This is a warm and happy junior school where girls who love academic learning thrive and reach their potential while immersing themselves in enriching interests and challenges across arts, music and sports."*

Senior School:

*"A school with dazzling academic results which seeks to empower girls to think independently, cultivate wide-ranging interests and embrace challenge. Girls who have a deep thirst for knowledge and learning will absolutely fly at this impressive high-performing school."*