



ALDENHAM
SCHOOL

Teacher of Psychology





A MESSAGE FROM THE HEAD OF FOUNDATION

I am delighted that you are interested in finding out more about this role within the Aldenham Foundation. I am proud to be part of an organisation which has as its core purpose preparing young people to thrive in and give back to the world in which they live.

All of my experience, as a teacher first and then as a Head has led me to believe that a child flourishes and succeeds at school when they

are known and valued as an individual by the adults around them, and when they feel a sense of connection to students older and younger than them; in other words, they should feel part of a community. The education we offer is one in which high academic expectations go hand in hand with a desire to see the whole person grow and flourish in a strong community that is both supportive and appropriately challenging.

I hope that you will want to find out more about working within the Aldenham Foundation, and look forward to meeting you soon.

Mrs Alex Hems - Head of Foundation

THE ALDENHAM FOUNDATION

The Aldenham Foundation has a shared governing body and is led by a Head of Foundation and Heads of the three individual schools.

Aldenham School educates around 680 boys and girls (11-18 yrs) together with the Aldenham Prep School, which educates around 150 boys and girls (3-11 yrs) on the Aldenham Campus.

The 20th Century and the new millennium have seen the developments continue and every challenge met. The size of the School has increased, the facilities have been updated, the academic timetable revised and extended and a wide range of activities added to the curriculum.

School Aims

Aldenham School is part of The Aldenham Foundation and shares its aims.

The Aldenham Foundation aims to provide a holistic vision of education in all its schools for which the following are essential features:

- Attentive and committed learning and teaching
- Wide opportunities for participation and experience beyond the academic curriculum
- The highest standards of pastoral care
- The development of every individual child to realise and exceed their potential
- The development of personal qualities in its pupils which will enable them to be widely admired beyond the school itself
- A sense of community in which pupils, staff, parents and governors can take pride and be valued

OUR ATTRIBUTES

The Aldenham Attributes describe our vision for the personal development of our pupils. We believe they encompass the characteristics that provide the framework for a successful experience at the School and equip them to meet the challenges of life when they leave us.

- **Aspiration**
- **Courage**
- **Independence**
- **Co-operation**
- **Curiosity**
- **Respect**



BACKGROUND TO Aldenham School

Aldenham School was founded in 1597 and has remained on the same outstanding site ever since - surrounded by green fields, yet only 12 miles from Marble Arch. Aldenham has enjoyed a period of considerable growth over recent years and still retains a strong boarding ethos. Its reputation as an excellent environment for a high-quality all-round education owes much to its close knit and supportive community. Central to our educational aims is the fulfilment of every child's academic potential, but the building of confidence comes equally from participation in sport, music and drama and by meeting the challenge of living and working together within the disciplined community that is at the heart of Aldenham.

There are eight Houses constituting Aldenham Senior School: two co-ed Junior Houses for Years 7 and 8 which between them contain approximately 180 11-13 year old pupils, of whom up to 25 can be boarders; 2 senior (13-18) Day Houses, one for boys and the other for girls; a senior Boarding and Day house for girls; and 3 senior Boarding and Day Houses for boys. There are girls throughout the School making up around one third of the total number.

The School offers a wide variety of day and boarding options. The day pupils' programme operates from 8.30am until 5.30pm and staff are required to be on site throughout the school day. Boarders may either stay throughout the entire week as full boarders or can be flexi boarders. Flexi-boarding is an increasingly popular option. Around 180 pupils are either full boarders or flexi boarders. Boys and girls can move between these systems according to changes in family circumstances over their career in the School. It is interesting to note that a high proportion of the boarders live within a 20-mile radius.



The most recent full inspections of the School by ISI in November 2012 and December 2017 both produced exceptional outcomes with the highest grade of "excellent" being given in all categories. A full copy of the Inspection Report can be found on the School website.



Teaching loads are generous, with 51 out of 70 periods being the norm over two weeks, but colleagues are also required to contribute fully to the life of the School and to help with games, activities (4 lessons per week) and as tutors in the day and boarding houses. All teachers are also tutors, attached to one of the 8 houses and are responsible for delivering the tutorial programme, writing reports and overseeing the academic and pastoral welfare of their tutees. Drama, Music and the Duke of Edinburgh Scheme all thrive at Aldenham as well as “minor” sports such as sailing, fives and golf. The CCF is an active and well-resourced partnership with a local maintained School. The major boys’ sports are football, hockey and cricket which the School plays at a high level. The major sports for girls are hockey, netball and cricket. The School’s high profile in sport was emphasised by winning the - U15 ESFA Elite Schools Cup, U13 ISFA National Cup, U14, U15 & U18 Hertfordshire County Cup, U12 Plate County in 2023.

All pupils take a broad, but balanced curriculum up to GCSE of around 10 GCSE/iGCSE subjects in Year 11. The majority go on to the Sixth Form where a linear structure is used to enable most students to take three A-Levels, although some

will be offered the chance to take four. Beyond A-Level, the overwhelming majority go on to universities with a number taking gap years.

In recent years, there has been a major development and refurbishment programme. Most recently this has included the refurbishment of 10 science labs to a state-of-the art standard, and of the day and boarding house accommodation, which has been expanded and improved. The School’s buildings have undergone extensive renovation and refurbishment over recent years. The School’s newest building, The Wells Centre, includes a Sixth Form Centre as well as teaching areas for Psychology and Music. All teaching staff and students have their own Microsoft Surface device for use in and out of lessons. All teaching staff are expected to be accredited as Microsoft Educators within their first year at Aldenham. Significant ongoing investment and development of the ICT facilities allows extensive use of the Microsoft 365 environment for teaching, learning, management and administration. Computing, Dance, Design Technology (Graphics, Resistant Materials and Textiles), Drama, Government and Politics, Media Studies, Music Technology and Psychology all form part of a broad curriculum. A full-sized sports hall is at the centre of the games programme, which makes available an extremely wide variety of sports to boys and girls.

There are a number of regular school visits in the UK and abroad with many field trips, modern language visits to Europe, skiing, sports tours, as well as cultural visits to many parts of the world and expeditions to places far and wide.

Aldenham is traditionally a Christian foundation which now represents pupils, staff and families of all faiths and none. Pupils and staff are expected to be present at services once a week in the Chapel where the tenets of all faiths; kindness, tolerance and respect are reflected upon. A very wide range of racial and religious backgrounds are represented and welcomed within the School and a friendly and supportive atmosphere is our aim and our achievement within the school community.

Teacher of Psychology

The School wishes to appoint a Teacher of Psychology to commence April 2026 or September 2026. The successful candidate will be expected to teach Psychology to A Level.

Whilst not an exhaustive list the principal responsibilities are:

- To teach high quality Psychology A Level lessons.
- To plan lessons which are sufficiently differentiated to engage all students.
- To monitor and evaluate the progress of students through the marking of books, tests and exams.
- To record students' attendance and progress in a suitable format.
- To report regularly and professionally to the parents and guardian of each student.
- To attend departmental and staff meetings and to liaise with the Head of Department and pastoral staff on students' progress and other teaching and learning matters.
- To be involved in the evaluation and development of schemes of work.
- To take a full and active part in the Activities and Games programme as required.
- To take on pastoral duties as a form tutor attached to a House, as directed by the Deputy Head (Pastoral).
- To carry out other reasonable duties related to the successful running of the School, as directed by the Head of Senior School.

Aldenham School Psychology Department

Psychology at Aldenham is one of the most popular A-Level Subjects, with an impressive track record of student success, strong value added and high progression rates to study the subject at University. We are committed to providing our students with a wide range of teaching strategies and extra-curricular activities required to stretch and challenge interest and ensure success in our subject. The post is likely to suit a person with energy and ambition who is willing to take on departmental as well as co-curricular and pastoral activities.

Applicants are likely to be teachers with appropriate experience and training, but we would also consider NQTs or those who would be willing to be trained through the PGCE programme at the University of Buckingham. The ability to contribute significantly to the wide-ranging extra-curricular programme in the department and the school will be a consideration in the appointment.

All students and staff are issued with Surface Devices and Class Notebook forms an integral part of teaching and learning in the school.

Person Specification

Qualifications		Essential	Desirable
Degree in relevant subject area		✓	
Qualified Teacher Status (QTS)		✓	
Additional certification or qualifications			✓
Experience		Essential	Desirable
Teaching experience in senior school setting			✓
Experience working with diverse student populations		✓	
Demonstrated success in implementing teaching strategies		✓	
Experience in curriculum development			✓
Experience in using educational technology			✓
Experience in using digital learning platforms			✓
Skills & Attributes		Essential	Desirable
Strong classroom management skills		✓	
Excellent communication and interpersonal skills		✓	
Ability to differentiate instruction to meet diverse learner needs		✓	
Ability to plan and deliver engaging and inclusive lessons		✓	
Effective assessment and data analysis skills to inform instruction		✓	
Competence in using educational software and technology			✓
Strong organisational and time-management skills		✓	
Flexibility and adaptability to meet changing needs of students		✓	
Commitment to continuous professional development		✓	
Commitment to staying updated with best practice		✓	
Ability to collaborate effectively with colleagues and parents		✓	
Ability to inspire and motivate students		✓	
Personal Attributes		Essential	Desirable
Flexible approach and willingness to adapt to changing environment		✓	
Enthusiastic, creative and innovative approach to teaching		✓	
Professional demeanor and high ethical standards		✓	
Resilient and able to handle challenges effectively		✓	
Good communication skills		✓	
Willingness to learn and improve process		✓	
Approachable personality		✓	
Cultural sensitivity and awareness		✓	
Collaborative and team-oriented mindset		✓	
Approachable and supportive attitude		✓	

Salary and Conditions

The salary for this post will depend upon the qualifications and experience of the candidate and will be discussed at interview. The School currently participates in the Teachers' Superannuation Scheme run by the TPA Candidates should note that the School is committed to safeguarding and promoting the welfare of children and that all appointments are subject to an enhanced DBS check.

The School has a strong commitment to professional development and it is a condition of employment that all members of staff participate in any scheme of appraisal, review and professional development currently operating in the School. There is a generous scheme for the education of the children of staff. All staff have access to the fitness suite, free parking and free lunch during the term. You will also be required to attend 2 School Open Days (Saturday) and Visitation Day. Payment for attendance is included in your remuneration.

The Deputy Head Academic, Dr Pat Reid, will be pleased to talk to those seeking further information about the position. He can be contacted by email: pjr@aldenham.com.

Applications

Please apply through MyNewTerm. Early applications are encouraged, and we reserve the right to interview and appoint candidates prior to the closing date.

BACKGROUND TO

Aldenham School

The Aldenham Attributes of Aspiration; Co-operation; Courage; Curiosity, Independence and Respect are widely valued as encompassing the characteristics that provide our pupils with a successful experience at School and then equip them to meet the challenges when they leave us. Further details about Aldenham can be found on our website www.aldenham.com.



APPLICATION AND

Recruitment Process

Aldenham School is committed to safeguarding, promoting British values, supporting the welfare of children and young people and the prevention of extremism and radicalisation and expects all staff and volunteers to share this commitment.

We act to ensure that no job applicant is treated unfairly by reason of a protected characteristic as defined within the Equalities Act 2010.

Candidates with a disability who are invited to interview should inform the School of any necessary reasonable adjustments or arrangements to assist them in attending the interview.

Applications will be accepted by completion of an application form via My New Term on the vacancies page of our website www.aldenham.com/other-information/job-opportunities/. CVs alone will not be accepted.

Applicants will be required to undergo child protection screening, including reference checks with past employers and a Disclosure and Barring Service check.

Upon successful completion of the first application stage, we will formally invite you to attend an interview on site. You will then be informed of next steps should you qualify for the next stage.

Applications will be reviewed upon receipt and interviews arranged accordingly; early applications are therefore encouraged. We reserve the right to withdraw the advertisement once a suitable candidate is found.

If you have any questions regarding the recruitment process, please do not hesitate to contact us at vacancies@aldenham.com.



THE

Benefits

- Competitive pay.
- Free school meals during term time.
- Sports Centre – Staff have free access to the Sports Facilities at designated times.
- Eye Care – the Foundation contribute towards eye care costs.
- Cycle to work scheme.
- Free on-site parking.
- Investment in Training and Professional Development.
- Flu Vaccinations.
- Employee Assistance Programme.
- Pension – all teaching staff members are currently eligible to join the Teacher Pension.
- Subsidised Health Care Scheme – after a qualifying period.
- Fee remission.
- Surface Pro to assist with teaching.





ALDENHAM

SCHOOL

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PART OF THE ALDENHAM FOUNDATION

