



Candidate information for  
**Head of Psychology**

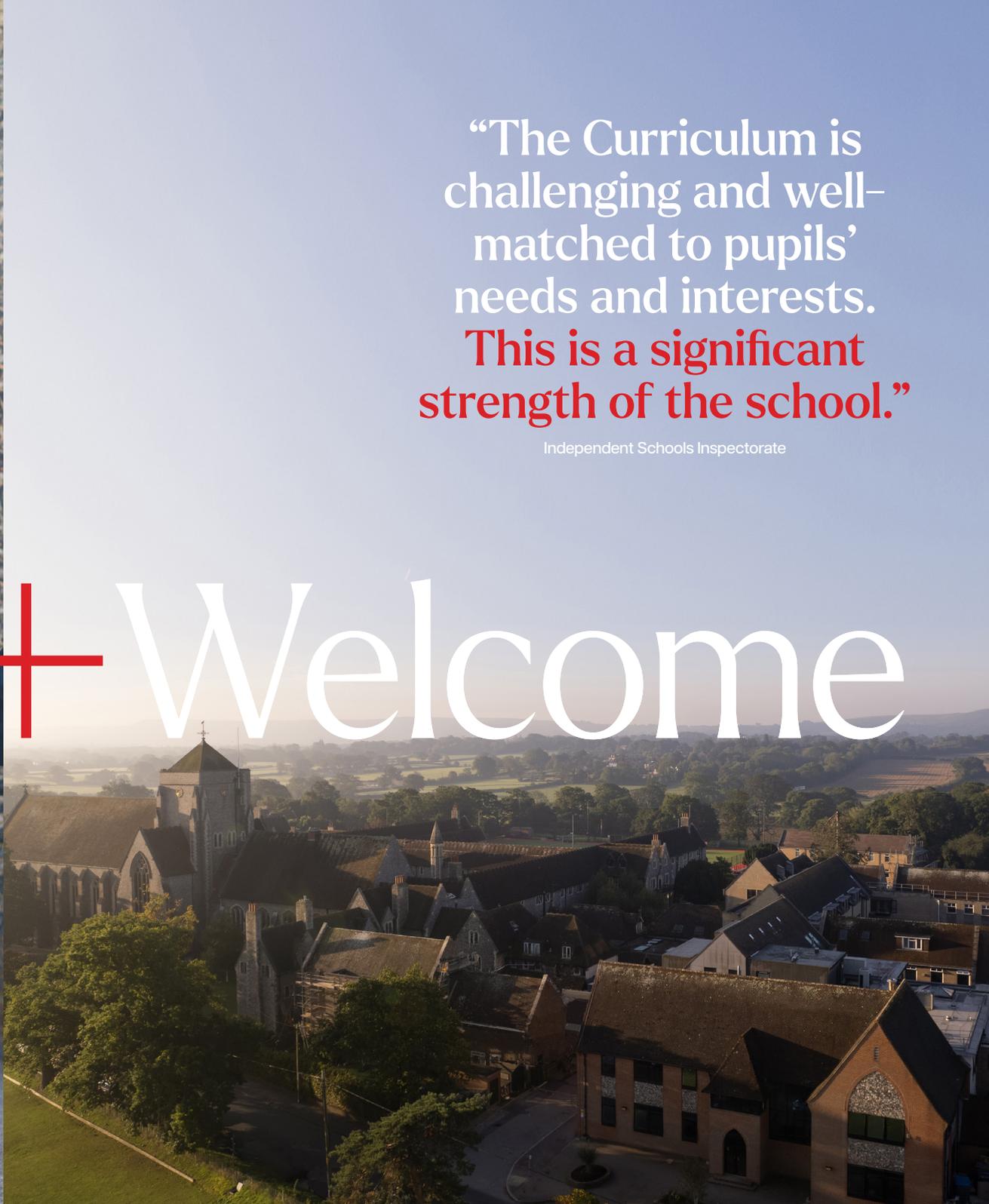
**Hurst**



“The Curriculum is challenging and well-matched to pupils’ needs and interests. **This is a significant strength of the school.**”

Independent Schools Inspectorate

# Hello + Welcome





## Welcome from the Head of College

Hurst is a wonderful place to work and to live. We have a clear sense of our educational values, which underpin our vision for the future. Our mission and purpose as staff is based on a wholehearted commitment to ensuring that every pupil experiences an outstanding all-round education. Through this educational experience we seek to prepare the children in our care for life beyond Hurst.

Our educational philosophy is about far more than just exam grades; a Hurst education is genuinely holistic and rounded. We believe that pupils develop through a full-on engagement with every aspect of school life, whether in the classroom, in boarding and day Houses, or in sports teams, choirs, orchestras, casts, activity sessions, DofE groups and so much more. As such we seek to recruit staff who not only buy into this culture, but who will actively support and coach the pupils in these areas, as well as be role models for the Hurst values in the way that they lead their own lives.

In the same way that we care about the personal development of every single pupil, we also care about the development---personal as well as professional---of every member of staff. This requires a significant degree of commitment, and it comes with huge rewards for those who embrace the challenge. Our 'Teach Hurst' and 'Lead Hurst' programmes are proof of our commitment to our staff, and offer a unique and exciting way to develop a career in teaching. If you have got the potential and the willingness to work hard to fulfil it, then we will provide you with the training, the support and the opportunities to help you get there. You will not be the first to walk down that path, and you certainly won't be the last.

Before you even reach for the application form, I hope that you get a strong sense that being a member of the Hurst community is very much a way of life---not just for the pupils who attend Hurst, but also for the talented, inspirational and dedicated staff who work here. It's more than just a job. It's a vocation. If that appeals to you, then we would love to hear from you and I look forward to meeting you here at Hurst.



Dominic Mott

# An introduction to the College

Hurstpierpoint College is one of the country's leading HMC co-educational schools and has a reputation for ensuring that every pupil experiences an outstanding all-round education that prepares them for life.

The College comprises a Sixth Form, Senior School, Senior Prep and Junior Prep with 1,300 pupils in total. Over half the pupils in the Senior School are boarders (weekly or flexi). Hurst is a significant medium-sized enterprise in Mid Sussex with around 480 employees and an annual turnover of £35 million.

What particularly strikes visitors to the College is the vibrant dynamic of our community. Situated within a 140-acre campus, surrounded by beautiful countryside, Hurst lies on the border of the South Downs National Park, close to the village of Hurstpierpoint in West Sussex.

This superb location is also just 20 minutes from the city and beaches of Brighton and Hove, whilst London train stations can be reached from Hassocks or Haywards Heath in under an hour.

The central campus is thoughtfully laid out and planned with zones for the Academic, Co-Curricular and Pastoral areas of school life. These all lie at the centre of a superbly equipped broader campus.

Hurst has an excellent academic track record and the vast majority of pupils go on to Russell Group universities including Oxford, Cambridge, and various London Universities, as well as large numbers to Exeter, Bristol and Durham.

Founded in 1849 by Nathaniel Woodard, Hurst is a Church of England College. The Christian ethos underpins College life but we are a diverse community; we welcome those of other faiths, or no faith, and pursue an inclusive approach in all that we do.

The College is a co-sponsor, together with the Diocese of Chichester, of the newly formed Hurst Education Trust, a local multi academy trust. The Trust currently has eight local primary schools, although we envisage that it will grow over time.

## Superb facilities

The College has invested heavily in campus developments, including substantial new academic and sports facilities, in addition to an extensive programme of day and boarding house refurbishments.

In the last five years, major developments have included the New Bury Theatre which opened in 2018, Pelican House in 2020, two new science laboratories in 2021, a complete overhaul of the College's catering facilities - completed in 2022 - and an extension to Eagle House and refurbishment of Woodard House in 2023.

Construction is currently underway on a new swimming pool. Future planned developments include upgrading our boarding house facilities, alongside the continued programme of refurbishing the College's existing facilities.





## Role: Head of Psychology

Reporting to: Head of Social Sciences Faculty

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Responsible for: Teachers of Psychology

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Salary: Highly competitive salary and benefits

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Lead teaching staff within their department in realising the best possible academic experience, outcomes, and results for all pupils within their department.

Psychology is always a popular choice at Hurst and we are proud that our students often go on to study the subject at university level. Lessons are split across multiple teachers and follow the AQA specification, with classes typically made up of 12-14 students. Psychology is part of the wider Social Science Faculty with the other subjects taught only in the Sixth Form at Hurst, allowing students and staff to benefit from collaboration between departments with similar subject matter and exam styles.

# Key Qualities

Hurst has a reputation for offering an excellent all-round education with a strong academic core for every child.

## Essential experience, skills and qualities

The successful candidate will

Be innovative, proactive, organised and place the needs of the young people at the forefront of everything they do.

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Bachelor's Degree in related subject, QTS (desirable not essential) and strong evidence of continuous professional development.

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Proven track record of excellence in an education setting.

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Proven track record of pupils achieving excellent Psychology A level examination results.

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Ability to lead others and instill a clear and effective pedagogical approach across the Psychology department.

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## Desirable experience, skills and qualities

Experience in leading a Psychology department to excellent examination results at A level.





## Role Responsibilities

- Represent the department in a leadership capacity across the College, attending academic events throughout the year.
- Lead the teaching and learning within the department, ensuring the quality is consistently excellent.
- Ensure that pupils achieve the best possible academic outcomes and results, including value added.
- Review and refine the curriculum ensuring it caters to the abilities of all pupils and fits into the wider linearised curriculum throughout the College.
- Ensure that a complete and standardised set of notes and resources are held on Hurst Online.
- Monitor the tracking of pupil progress within the department, liaising with Heads of Year to implement effective intervention strategies for pupils of academic concern.
- Attend and contribute to Head of Department meetings within the faculty and disseminate all relevant information to staff within the

department.

- Coordinate the effective deployment of teaching staff within the department.
- Lead and monitor a departmental marking policy that is consistently followed, and in line with the College's policy.
- Communicate with the Learning Support department and the Examinations office to ensure the learning needs of all pupils are met within the classroom and in exams.
- Manage the effective administration of the department, ensuring that College and external deadlines are met, including that relating to any NEA or external examination component.
- Supervise the work of support staff within the department, and monitor items relating to the safety of all pupils and staff.
- Attend termly departmental review meetings with the Head of Faculty.

## Your benefits



Membership of the Teachers' Pension Scheme.

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Free dining and refreshment facilities during term time.

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Extensive professional development programmes, together with career opportunities across the College and Hurst Education Trust.

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Free use of extensive sports and leisure facilities.

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Comprehensive health and wellbeing offering including an on-site mind clinic, wellbeing MOTs, Employee Assistance Programme and Chaplaincy.

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Contributory BUPA Health Insurance.

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Cycle to work scheme.

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Social calendar of events.

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Free on-site parking.

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Remission of fees in line with the School Fees Discount Policy

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## How to apply



### The application process

Interested candidates should submit a covering letter, CV and application form to [recruitment@hppc.co.uk](mailto:recruitment@hppc.co.uk)

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### Safeguarding and equal opportunities

Hurst is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to an enhanced DBS disclosure, the receipt of satisfactory references, the College's pre-employment medical questionnaire, relevant original ID documentation and examination certificates. The College understands that a robust, fair and transparent recruitment and selection policy plays a central role in achieving this aim. Our full equal opportunities policy is available in the Policy Documents section of our website.

## Information



### Further information

For further information please see our website at [hppc.co.uk/work-with-us](http://hppc.co.uk/work-with-us)

Applications will be considered as they are received.

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