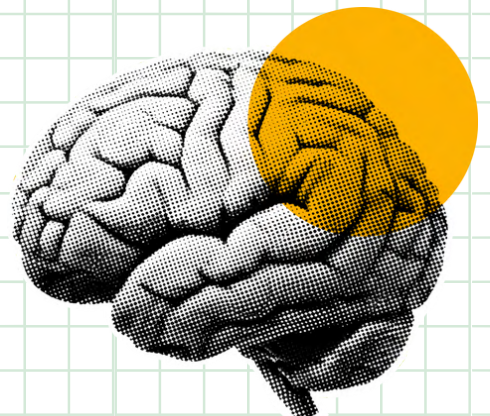
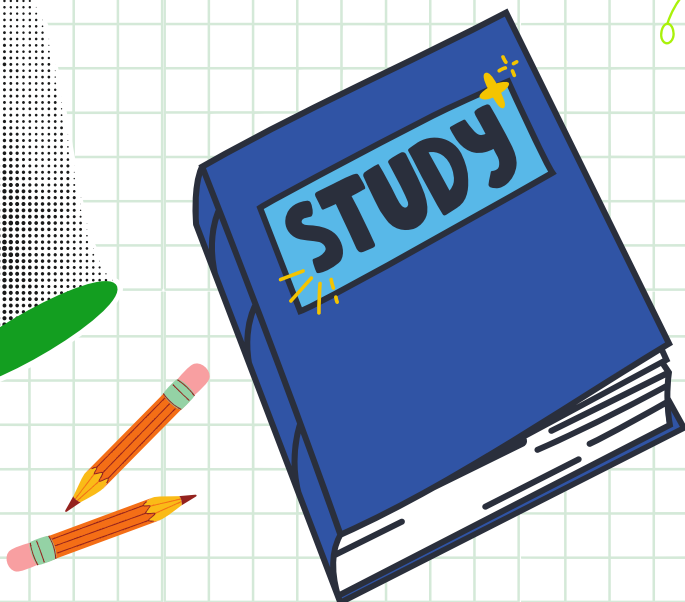
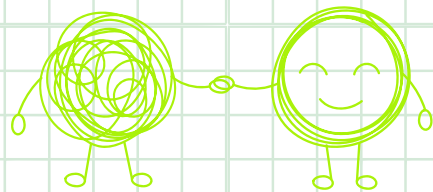
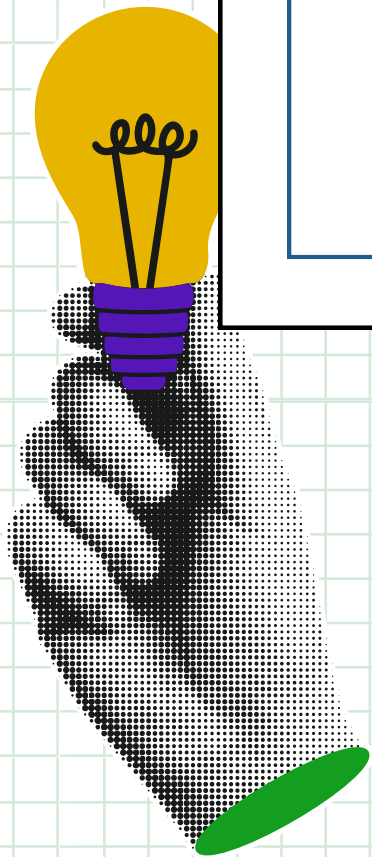
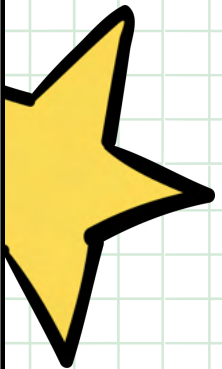


Wootton  
Academy Trust

# TEACHER OF PSYCHOLOGY - MATERNITY COVER

*Job Pack*



# Welcome

## from the Executive Headteacher

Dear Applicant,

Thank you for your interest in the post of Teacher of Psychology (maternity cover) at Wootton Academy Trust, based at Kimberley College.

We are two institutions on the western edge of Bedford that work closely together to educate over 1600 students: Wootton Upper School for Year 9 -11 pupils and neighbouring Kimberley College for students in years 12 and 13.

We are at an exciting time in our development. From 2026 our Upper School will become a Year 7 – 11 secondary and grow over time from 900 to 1350 students. Kimberley is also significantly oversubscribed and growing to 800 students and beyond. The opportunities that come from this are huge.

Both settings have been inspected in recent times and found to be “Good” across the board – Wootton in November last year, and Kimberley in May 2023. Teachers can get on and teach because students behave and work hard.

However, we have lots of things we must do better right now for our students and the local community. We want to run superb schools with great outcomes for all students, enabled by a high-performing, happy staff body, and a reputation as a great place to learn and work. We are working hard to build a strong culture based on great attendance and behaviour by students. And we are developing a curriculum that is ambitious and knowledge-rich, recognises the importance of subject disciplines, and immerses students in the best that has been thought and said.

If you share our passion for knowledge and handing it on to future generations, and are motivated to find out more about us, then please visit our website or get in touch with us for a chat. We’d love to show you around and have you see for yourself a place where teachers can teach and students work hard. Details of the application process are at the end of this recruitment pack.

We look forward to receiving your application.

Yours sincerely,



Mark Lehain  
Executive Headteacher

# About WAT

## TRUST VALUES

Wootton Academy Trust is committed to the pursuit of **excellence**, with an unrelenting drive to ensure that every student makes great progress, achieves exceptional standards and realises their potential.

It is important to us that all students are able to access a wide range of **enrichment** activities in our academies, to realise their full potential and to be able to operate with great **independence** in adult life. Therefore, we are committed to providing all students with lots of diverse **opportunities** including developing their awareness of the importance of British values, of upholding the rule of law, tolerance, respect, democracy and **equality**.

We are committed to providing our students with skills to enable them to play active roles in our **community** and in the wider networks in which we all operate, in **partnership** with others.





*"The pursuit of excellence underpins everything we do"*



Our **vision** is to operate academies which are genuinely inclusive; Wootton Academy Trust (WAT) strongly believes that its provision should be judged by how its academies nurture the most vulnerable students in their communities to maximise their future social mobility.

We operate caring and supportive communities where everyone is encouraged to flourish. We are committed to providing all our learners the best education possible. We, therefore, nurture high aspirations and work collaboratively with others to provide outstanding opportunities.

It is important to us that everyone knows they are valued, and we will celebrate each student's individual journey as they take their next steps, well prepared for life in modern Britain.



# Psychology department

Psychology is a really popular subject at Kimberley College.

Our facilities are second-to-none, and we have a dedicated and experienced team of colleagues to join.

With Kimberley continuing to grow, we need teachers who love their subject to join the team. Whether you are at an early stage in your career or further along and looking for a fresh challenge, teaching psychology at Wootton Academy Trust provides a great opportunity to use your expertise and passion to make a difference to the next generation.



# Key Facts

	 Wootton Upper School	 Kimberley Sixth Form
Last Ofsted	November 24	May 23
Ofsted Judgement	Good (Section 5)	Good (Section 5)
PAN	297 students 10 forms of entry	350 students (2024)
Year Established	1975	2013
Type of School	Converter Academy part of Academy Trust	Sixth Form Free School part of Academy Trust
Age Range	13-16	16-19
Number of Students on Roll	875	750
Number of Students in Sixth Form	N/A	As above
% of SEND Students	16%	6%
% of EAL Students	7%	18%
% FSM Students	18%	7%
% of Pupil Premium Students	21%	8%
School Website	<a href="https://www.woottonupper.co.uk/">https://www.woottonupper.co.uk/</a>	<a href="https://www.kimberleycollege.co.uk/">https://www.kimberleycollege.co.uk/</a>

# About the role

**Deliver outstanding teaching, to ensure effective student learning in the subject and to achieve excellent results for the students.**



## **The teacher will:**

- Fulfil the professional responsibilities of a teacher, as set out in the [School Teachers' Pay and Conditions document](#)
- Meet the expectations set out in the [Teachers' Standards](#)
- Assist in the smooth running of the school/college at all times.





# Job Description

Job Title	Teacher of Psychology (maternity cover)
Reporting to	Head of Department
Location	Wootton Upper School and Kimberley College
Salary Scale	<b>MPS/UPS</b>

## 1. Teaching and Learning

- Teach effectively across a range of provision ensuring students achieve excellent outcomes
- Ensure the delivery of an appropriate, comprehensive, and high-quality curriculum
- Regularly assess and review individual students' progress and achievement and to communicate effectively with parents and carers in line with Trust procedures and values
- Develop and maintain a learning environment in line with the Trust's values
- Where appropriate, to mentor staff new to teaching, staff undertaking teacher training programmes and other staff
- Actively contribute to enrichment programmes
- Target and monitor individual student progress and use data proactively to identify and drive individual and group improvement to maximise achievement

## 2. Strategy and Development

- Contribute to the development, implementation and evaluation of the Trust's policies, practices and procedures, so as to support the Trust's values and vision
- Make a positive contribution to the wider life and ethos of the Trust
- Work with others on curriculum and student development to secure co-ordinated outcomes
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach



# SHAPING THE FUTURE

## 3. Health, Safety and Discipline:

- Promote the safety and wellbeing of students
- Maintain good order and discipline among students, managing behaviour effectively to ensure a good and safe learning environment across the Trust and that their views are represented.

## 4. Professional Development:

- Engage in ongoing professional development, both independently and via the Trust CPD programme
  - Follow the Trust's appraisal procedures
  - Take part in further training and development in order to improve own teaching
  - Where appropriate, take part in the appraisal and professional development of others
- 

## 5. Personal and professional conduct:









- Collaborate and work with colleagues and other relevant professionals within and beyond the Trust
- Develop effective professional relationships with colleagues
- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school/college in line with Teacher's Standards
- Follow the Trust ethos, policies and practices of the Trust, and maintain high standards of attendance and punctuality

## 6. Other specific duties:

- The teacher will be required to safeguard and promote the welfare of children and young people and follow Trust policies and the staff code of conduct.
- Please note, this is illustrative of the general nature and level of responsibility of the work to be undertaken, commensurate with the grade. It is not a comprehensive list of all tasks that the postholder will carry out.
- The job description is current at the date shown, but in consultation with you may be changed by the Executive Headteacher to meet changing regulations or circumstances. These would be commensurate with the grade and title of the post.







# Person Specification

	CRITERIA In assessing these criteria, the focus will be on demonstration of the necessary experience/knowledge to fulfil the overall strategic function as IT and Digital Innovation Lead	ESSENTIAL (E) DESIRABLE (D)		WHERE ASSESSED
		E	D	
A	QUALIFICATIONS & TRAINING			
1	Qualified Teacher Status			A
2	Educated to degree level in Psychology, Sociology or closely related subject			A
3	Evidence of recent continuing professional development, including Safeguarding training			A
4	Relevant professional qualification(s)			A
5	Master’s degree			A
B	KNOWLEDGE & EXPERIENCE			
6	Ambitious for the amount of knowledge students will have at age 16 and 18			A, I, R
7	Experience of collecting and analysing student data to set, monitor and achieve student performance targets			A, I, R
8	Experience of working constructively to achieve team objectives and deadlines			A, I, R

9	Able to offer Sociology as a second subject			A, I, R
10	Experience as a teacher at across Key Stages, with a track record of achieving successful outcomes for student of all abilities			A, I, R
11	An understanding of the principles of assessment			A, I
12	Experience of successfully supporting pupils as a form tutor or in a pastoral role			A, I
13	Thorough knowledge of current subject-specialist developments in the National Curriculum			A, I, R
<b>C</b>	<b>SKILLS &amp; ABILITIES</b> 			
14	Ability to consistently provide a high quality, welcoming and supportive learning experience for all students			A, I, R
15	Ability to work effectively with people from diverse backgrounds			A, I, R
16	Ability to make a positive contribution to the team, valuing and respecting others' expertise and contribution			A, I, R
17	Confident IT user			A, I, R
<b>D</b>	<b>SPECIAL REQUIREMENTS</b> 			
18	Responsibility for promoting and safeguarding the welfare of children, young people and vulnerable adults and for raising any concerns			I, R



19	Ability to form and maintain appropriate relationships and personal boundaries with children, young people and vulnerable adults			I, R
20	Willingness to continuously update skills and knowledge			A, I, R
21	Emotional resilience and a flexible approach accommodating changing priorities and working patterns			A, I, R
22	Awareness of health and safety requirements relevant to the job			A, I, R

Key: A = Application I = Interview R = References

**PLEASE NOTE:** The Selection Panel will use the Person Specification criteria above to shortlist. Please demonstrate how you meet the criteria in order to be shortlisted



## EMPLOYEE BENEFITS



- COMPETITIVE SALARIES



- TPS AND LGPS DEFINED CONTRIBUTION PENSION SCHEMES



- A COMPREHENSIVE EMPLOYEE ASSISTANCE PROGRAMME



- HIGH QUALITY CPD PATHWAYS



- GENEROUS HOLIDAYS



- AN EXCEPTIONAL ECT INDUCTION PROGRAMM PROGRAMME



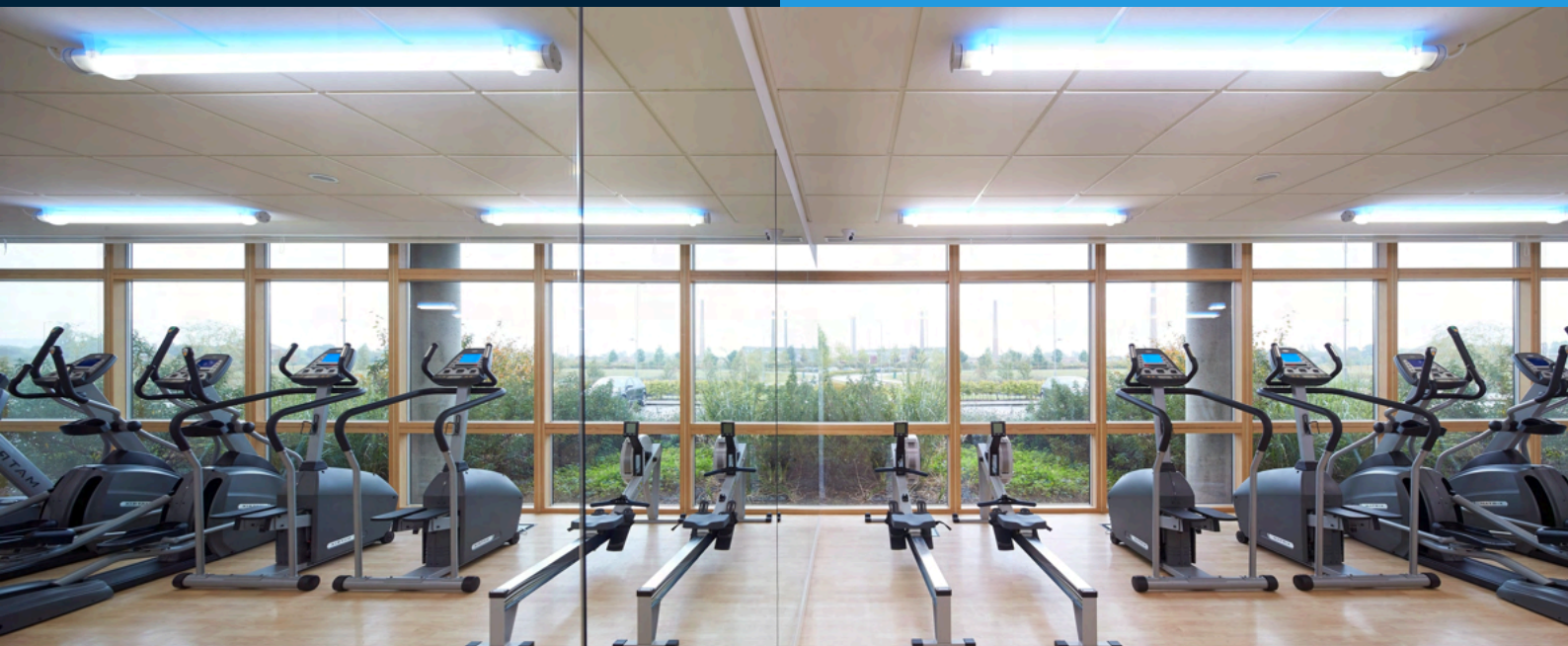
- FREE GYM AND SHOWER FACILITIES



- INDIVIDUAL DIGITAL DEVICES FOR STAFF



- ON-SITE COFFEE SHOP





# How to Apply

## APPLICATION PROCESS

To apply, please send the completed Application Form via <https://mynewterm.com/jobs/139798/EDV-2025-K11SC-65784>.

Your supporting statement should demonstrate how you meet the requirements set out in the Person Specification.

## CLOSING DATE

Open until filled. Please apply at the earliest opportunity. We reserve the right to close the vacancy early should we receive applications from outstanding candidates.

## INTERVIEWS

Shortlisting will take place upon receipt of applications.

References will be taken up shortly after shortlisting and prior to interview using the contact details you supply on your application form.



## **NOTIFICATION & FEEDBACK**

Candidates who have been interviewed will be notified of the outcome as soon as possible – please ensure that you have provided day and evening numbers on which you can be reached. Unsuccessful candidates will also be given constructive feedback.

## **SAFEGUARDING**

The Wootton Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Candidates are expected to demonstrate a sound understanding of the leadership of and contribution to a safeguarding environment. The successful candidate will be required to undergo an enhanced DBS with barred list check followed by safeguarding training as part of their induction.

## **DATA PROTECTION**

As part of our recruitment process, Wootton Academy Trust collects and processes personal data relating to job applicants. The Trust is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations. For further information about this and to read our Data Protection and Freedom of Information Policy, please visit the school's website.

# Thank you for your interest

