



Teacher of Psychology

Recruitment Information Pack

Tant Que Je Puis



Dear Applicant

Thank you for your interest in Enfield Grammar School. We really are a wonderful school that values hard work, kindness and an ability to empathise with, inspire and care for boys in the 21st Century. I'm very passionate about boys' education and believe all boys have the ability and the desire to love, empathise, care for and respect themselves and others and these "soft" skills are modelled by all our adults in the school.

We are looking for a teacher who shares our passion, our ethos and expectations, who can motivate and inspire students and colleagues to be the best that they can be.

Ideally, we would love you to visit us to see us in action. You will see the students in every year group take pride in being part of our school community. Once seen, we would be confident you would apply to join us. If you would like to visit then please contact Ms Walsh, PA to the Headteacher, who will be pleased to be of assistance.

I recognise that preparing an application is a time-consuming process and I would like to thank you in advance for submitting your application.

As an inclusive school, we would welcome applications from all backgrounds, especially those representative of our diverse student population. I am a Headteacher who is fully committed to equality of opportunity for all of our stakeholders.

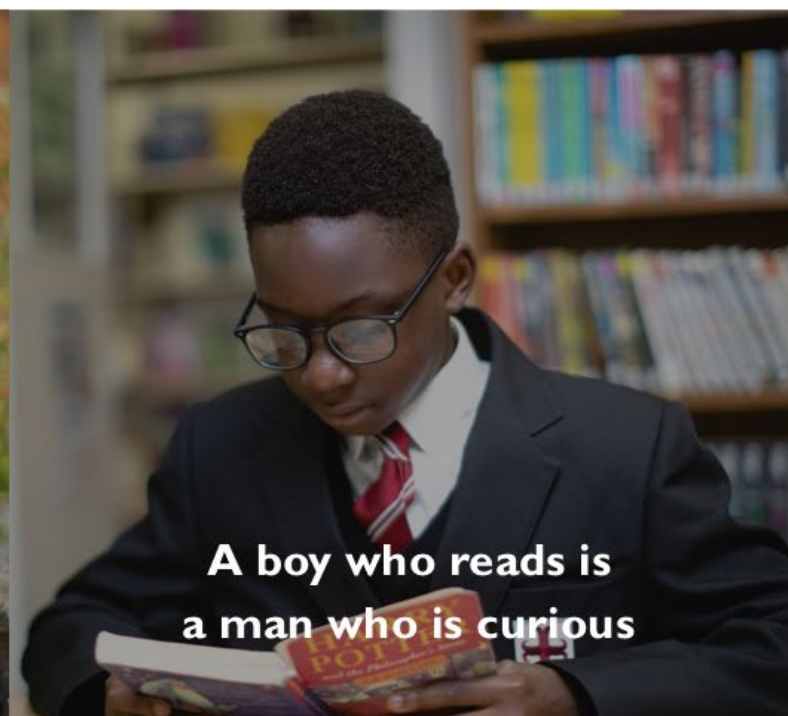
Please do not hesitate to contact Mr Wragg, Assistant Headteacher, should you require further details about the role on 020 8363 1095 or at office@enfieldgrammar.org

Yours sincerely

C Lamb
Headteacher



A boy who is supported is a man who helps others



A boy who reads is a man who is curious

Salary: M1 – UPS5 (outer London)
Hours: Full time (would consider Part time)
Location: Enfield
Start date: January 2027

Would you like to work at a school that has a prestigious past, a wonderful present and a bright future? Would you like to work in a well-established school, proudly rated Good by Ofsted in January 2024? If so, we would like to hear from you.

Our aim is to prepare our boys for the world, both academically and socially. We expect hard work, good manners and in turn provide learning opportunities where all can fulfil their potential. Our motto, “Tant Que Je Puis” (As Much As I Can) is at the heart of our school community and we actively encourage both staff and students to strive for this aspiration. If you share our vision, we would strongly encourage you to apply.

We are seeking to appoint an outstanding classroom teacher with strong practical skills who has the ability to enthuse and engage students. This is an excellent opportunity to join and further strengthen an established and successful department. Science is taught within a forward thinking creative team and we welcome applications from both newly qualified teachers and experienced colleagues. The faculty is well resourced and has a good team of teaching and technical staff that are all passionate about science education.

We Offer:

- Strong commitment to equality, diversity and inclusion.
- Access to opportunities for self-development and regular Continuing Professional Development sessions.
- Opportunities for career progression.
- A health care plan, including reimbursement for optical, dental, physiotherapy and a range of other areas, 24/7 GP access and counselling.
- On-site gym facility.

You Will:

- Be passionate about teaching and committed to contributing to the School community.
- Teach through a range of styles and activities to encourage thinking skills and encourage our students to be active learners.
- Have the highest standards at all times to ensure maximum progress and outcomes for our students.
- Be a positive person able to work effectively as part of a team.

How to Apply:

To apply please complete and submit an application form via the mynewterm portal. If you have any questions regarding the role, please contact Mr Wragg, Assistant Headteacher, on 020 8363 1095.

The School is committed to safeguarding and promoting the welfare of children and young people. All appointments will be subject to receipt of satisfactory Enhanced DBS check and pre-employment checks.

Closing date for applications: **Monday 21 September 2026 (noon)**

Interviews will take on Thursday 24 September 2026

Ofsted January 2024:

“The school has established a caring and positive culture. The school community of parents and carers, pupils and staff respect each other.”

“Leaders have built an ambitious and demanding curriculum, including for the sixth form. All pupils are expected to achieve well, including those with special educational needs and/or disabilities (SEND).”

“Pupils speak to staff with courtesy. They understand that staff are looking after each pupil’s best interests.”

“Leaders have established a culture of mutual respect with their staff. Teachers are proud to work at this school and feel they are listened to, including those at the start of their careers.”

**Please note that we will be shortlisting for this role as applications are received,
and so the closing date is subject to change.**

About Us

Enfield Grammar School has a proud history and strong traditions, stretching back to 1558, alongside a clear ambition for the future. We are a diverse, inclusive and comprehensive boys' secondary school with a mixed Sixth Form serving the young people and families of our local community. Our motto, **"Tant Que Je Puis" – "As Much as I Can"**, continues to capture what we want for every student: that they are supported, challenged and encouraged to achieve their very best. We are an Ofsted-rated Good school, with a strong commitment to continuous improvement. We are proud of the academic achievements of our students and of the progress they make from their individual starting points.

We believe that education is about developing the whole young person: academically, socially, personally and culturally. We want our students to leave us with the knowledge, skills, confidence and character they need to thrive in a rapidly changing world. Our aim is to provide a broad, ambitious and high-quality education that prepares young people not simply for their next stage of education or employment, but for life beyond school.

Our history is an important part of who we are. The traditions of Enfield Grammar School can be felt throughout the school, but they sit alongside a forward-looking approach to education. We are proud of our heritage while continually looking at how we can improve our curriculum, teaching and wider provision to meet the needs of today's young people.

As a comprehensive school, we welcome students from a wide range of backgrounds, abilities and starting points. Our Year 7 admission number is 180 students, including our Music and Sport Scholars. The school operates across two sites, approximately five minutes' walk apart. Our Lower School is home to Years 7 and 8 and provides specialist facilities for subjects including Art, Design Technology and Science, alongside extensive sporting provision, including our 3G pitches and on-site gym. Our Upper School accommodates Years 9–13 and includes our dedicated Sixth Form facilities.

At Enfield Grammar School, our inclusive values shape our vision, our relationships and our approach to education. We place great importance on positive relationships between students and staff, founded on mutual respect, kindness and empathy.

We are equally committed to our staff. We believe that teaching is both a career and a vocation, and that great schools are built by investing in the people who work in them. Our comprehensive CPD programme provides opportunities for colleagues at every stage of their career to develop their practice, broaden their expertise and take on new responsibilities. We are committed to supporting colleagues to progress professionally and, where appropriate, to develop as future leaders in education.

For more information about Enfield Grammar School, please visit www.enfieldgrammar.org



**A boy who competes
is a man with ambition**



**A boy who is valued
is a man with confidence**

Job Description

Purpose of the job:

- To teach and learn with passion, energy, excitement and a strong moral purpose to help achieve our ambition to be a truly outstanding, inclusive school.
- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions document (STPCD).
- Meet the expectations set out in the Teachers' Standards.

Learning and Teaching Responsibilities

To inspire students to become effective lifelong learners by:

- Providing a purposeful learning environment for all students so that they are known as individuals and feel self-confident and secure.
- Ensuring high standards of learning and teaching for all students.
- Planning and teaching well-structured lessons, adapting to the strengths and needs of students.
- Structuring lesson planning to ensure progression of learning sequences that develop understanding and skills.
- Having high expectations of all students whilst maintaining high standards of behaviour so that all students are able to reach their full potential.
- Taking part in continued professional development (CPD) and training in order to maintain an up to date working knowledge and understanding of a range of teaching, learning and assessment strategies.
- Working collaboratively with colleagues in order to develop schemes of learning.
- Identifying and planning for the effective use of teaching support staff to maintain the high achievement of identified students including SEND, EAL, Looked After Children and Pupil Premium.
- Monitoring and evaluating students' progress against planned objectives and assessment.
- Assessing students' learning, giving constructive feedback, including student response to feedback.
- Using the school's information technology and management information systems to support high quality learning and teaching.
- Providing homework and other out-of-class work that consolidates and extends work carried out in class.
- Reporting on students' attainment and progress orally and in writing for parents, carers, other professionals and students within published deadlines throughout the year.
- Maintaining an up to date understanding of the professional duties of teachers and the statutory framework within which they work.
- Being a supportive and empathetic form tutor who develops strong relationships with students and is fully committed to embracing and role modelling the school's inclusive culture.
- Adopting high standards of behaviour and being a role model by setting a positive example to our students.
- Attending and participating in parent evenings and open evenings.
- Working within agreed legal and ethical boundaries particularly with regard to child protection and safeguarding.
- Carrying out duties in accordance with health and safety legislation and school policy.

The duties outlined in this job description may be modified by the Headteacher, with the post holder's agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.

Person Specification

QUALIFICATIONS AND PROFESSIONAL DEVELOPMENT

- Possess a good degree and qualified teacher status
- Have a commitment to continued professional development

PROFESSIONAL SKILLS AND EXPERIENCE

- Have experience of successful Psychology teaching at KS5
- Ability to successfully teach Science is desirable
- Have the necessary skills and experience to achieve outstanding learning outcomes
- Have an understanding of the AFL agenda and how to use it to engage students
- Be able to use technology effectively to promote learning
- Have an awareness of the issues concerning raising the achievement of boys and the skills necessary to ensure excellent outcomes for our students
- Have an understanding of the needs of a diverse comprehensive school community

COMMUNICATION AND RELATIONSHIPS

- Be able to form good relationships with colleagues and students
- Be able to inspire and motivate students, enabling them to reach their full potential
- Possess excellent written and verbal communication skills and the ability to engage positively with all stakeholders
- Be able to accept advice and feedback and act accordingly
- Have high expectations for all and the ability to communicate this effectively

PERSONAL QUALITIES

- Be willing to support the vision and ethos of the School
- Commitment to equality, diversity and inclusion
- Have an understanding of the importance of the extra-curricular life of the School and be willing to contribute to our students' social and moral development

Safeguarding and Safer Recruitment

Enfield Grammar School is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and adults working in or on behalf of the School to share this commitment. Our recruitment and selection procedures comply with **Keeping Children Safe in Education (KCSIE) 2026** and relevant safeguarding legislation. All appointments are subject to appropriate pre-employment and safeguarding checks.

Applicants should be aware that:

- Applications must include a **complete education and employment history**, with satisfactory explanations for any gaps.
- Appropriate **references** will be obtained and verified.
- Shortlisted candidates will be subject to an **online search of publicly available information** as part of our safeguarding due diligence.
- Successful candidates will be required to provide appropriate evidence of **identity, qualifications and professional status**, where applicable.
- The appropriate **Disclosure and Barring Service (DBS) check** will be undertaken for the post, including a Children's Barred List check where the role is eligible and legally requires this.
- Where applicable, additional checks will be undertaken in relation to **prohibition from teaching, childcare disqualification, management disqualification, professional registration and other restrictions on working with children**.
- Where candidates have lived or worked overseas, appropriate **additional overseas checks** will be undertaken.
- Safeguarding will be explored as part of the **selection and interview process**.

It is the School's policy to require all applicants for employment to disclose any previous 'unspent' criminal convictions and any cautions, reprimands and warnings that you have which have not expired, or any pending prosecutions. In addition, the job you are applying for is exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974 (exceptions order 1975) which requires you to disclose all spent convictions and cautions except those which are 'protected' under Police Act 1997 – Part V and the amendments to the Exceptions Order 1975 (2013 and 2020) and are not subject to disclosure to employers on DBS certificates and cannot be taken into account. Guidance about whether a conviction or caution should be disclosed can be found on the Ministry of Justice Website and on the websites of charities NARCO and UNLOCK.

If you are invited to interview you will be required to disclose your criminal record on a 'Declaration of Unspent and Relevant Spent Criminal Offences' form and bring the completed form to interview. If the job involves contact with children up to age 8 you will also be required to make a Disqualification Declaration. The information you give will be treated as strictly confidential. Disclosure of a conviction, caution, bind-over order, warning or reprimand will not automatically disqualify you from consideration. Any offence will only be taken into consideration if it is one which would make you unsuitable for the type of work you are applying for. However, offences relating to children may make you unsuitable since this is a "regulated position" under the Criminal Justice & Courts Services Act 2000.

In accordance with the requirements of The School Staffing (England) (Amendment) Regulations 2013, any future appointment is subject to a check with the Department for Education to ensure that you are not subject to a prohibition order or an interim prohibition order.

Any offer of employment is conditional upon the satisfactory completion of all required pre-employment and safeguarding checks. The School reserves the right to withdraw an offer where required checks cannot be satisfactorily completed or where information indicates that an individual is unsuitable or legally prohibited from undertaking the role.