



Alleyne's

Appointment of
Teacher of Psychology
for September 2022

Information for Applicants

January 2022

Teacher of Psychology

For September 2022

Permanent, full-time

Alleyn's is one of the country's leading co-educational independent day schools, committed to developing excellence within an ethos of strong pastoral care and a vibrant co-curriculum. Our holistic approach aims to nurture every pupil, enabling them to develop their potential while making friendships and enjoying life to the full.

We believe that learning together in a supportive environment provides the best framework for boys and girls to excel at school, to discover new ideas, skills and enthusiasms and to prepare for university and the multi-gendered world of work and life in general. Links with local and overseas schools, universities and charities provide further opportunities to enrich that learning in different contexts and to make new and lasting friends.



Our community is warm, caring and inclusive and we are very proud of our pupils, who leave us with excellent exam results, places at some of the world's top universities and specialist centres of higher education, and with a sense of confidence, mutual respect and social responsibility.

We greatly value our committed and hard-working staff whose dedication makes possible the achievements of our pupils.

Our Values (the Alleyn's rock!)

Respect

Oppportunity

Curiosity

Courage

Kindness

Mission statement

Strengthened by our history and the power of community, we seek to inspire pupils of today to become shapers of tomorrow.

School Aims

1. Promoting respect, wellbeing and diversity in a caring community where every individual can flourish;
 2. Developing curiosity, wonder, creativity and a love of learning;
 3. Inspiring ambition and intellectual rigour through excellent teaching and learning;
 4. Cultivating discovery and opportunity through an outstanding co-curriculum;
 5. Fostering awareness, leadership and connection through partnership and enterprise;
 6. Cherishing the wide Alleyn's family and honouring our historic commitment to Edward Alleyn's charitable foundation of God's gift.
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The School's Place in Dulwich

Alleyn's is one of three independent Dulwich Senior Schools, the other two being Dulwich College, a boys' school, and James Allen's Girls' School (JAGS), each of which has its own linked junior school.

The schools of the Dulwich Foundation educate over 4,000 pupils drawn from a wide catchment area, extending from Wimbledon in the southwest to Bromley in the south and Blackheath in the southeast, with more and more pupils also coming from north of the Thames.

The schools jointly run a coach service, taking pupils to and from most parts of the catchment area.

Although entirely independent of one another, the three Dulwich Schools are part of the wider Dulwich Foundation, which includes the Dulwich Estate, the Chapel, an alms house and four schools outside Dulwich.

The Foundation dates back to 1619, with a bequest from Edward Alleyn, the actor-manager and contemporary of Shakespeare, who left his land in Dulwich and founded Alleyn's College of God's Gift in 1619 'for the education of twelve poor scholars'.

We moved to our own 30-acre site on Townley Road in 1887 and, in 1976, were one of the first independent schools to go fully co-educational.

Alleyn's is committed to sharing its facilities with the local community and has established a standing committee to oversee the use of its premises for the community as a whole.



Co-educational Community

Girls and boys at Alleyn's genuinely enjoy learning together and this is a very happy school.

Our pupils are encouraged to appreciate each other's achievements and contributions and it is wonderful to see them grow in confidence as our co-ed community offers them a wonderful variety of ways to develop skills and cement lifelong friendships.

The Junior School is a member of IAPS, with pupils aged from 4 to 11.

The Senior School is an HMC school with pupils aged from 11 to 18.

There are just over 1,080 pupils in the Senior School, of whom around 30% are in the Upper School (Sixth Form).

Our main intake to the Senior School is at 11+ and there are further new places at 16+.

We have six year 7 classes of around 26 children, with smaller classes common at GCSE.

Upper School teaching sets are not larger than 14 and are usually sized 8-12.



Inclusive Community

We are dedicated to achieving educational excellence through inclusion, and a wide range of means-tested bursaries and scholarships supports this goal.

They allow us to offer places to those pupils most able to benefit from an Alleyn's education, irrespective of financial means.

At the moment, we provide means-tested bursary assistance to just over 10% of our pupils.

This means that one in ten of our pupils are able to attend Alleyn's who would otherwise not be able to.

Our aim is to double this in the coming years.

Exam Results

We have a proud record of outstanding exam results, regularly ranked in the top 20 independent schools.

In the 4 years before the last two atypical years (2020/21), on average 35% of grades at A Level have been A*, 73% have been A* or A and 91% have been A*, A or B. The majority of our students progress to their first-choice courses at UK and overseas universities and specialist centres of learning.

At GCSE, 70% of grades awarded have been either A* or 9/8, 90% of grades either A*/A or 9, 8 or 7, and 98% A*-B or 9-6.

The vast majority of pupils join the Sixth Form at Alleyn's and study A levels here.

Curriculum

There is a common curriculum in Year 7. Subjects taught include Art, Biology, Chemistry, Computing, Design Technology, Food and Nutrition, Dance, Drama, English, Geography, History, Latin, Maths, Music, PE & Games, Physics, Religious Studies, our own Discovering Languages course and our Alleyn's Learners' Programme (ALP).

These subjects continue in Year 8 where there is some setting in Maths and pupils continue with two modern languages chosen from Spanish, French and German.

There is a wide choice of subject options in Years 10 and 11. The current GCSE curriculum includes English Language, English Literature, Mathematics, a Modern Foreign Language and the three Sciences (the vast majority do the Triple Award) alongside a wide choice of options available to all students.

The Sixth Form options system offers immense choice and flexibility. All pupils currently take 3 or 4 subjects in Year 12 in addition to PSCE and Enrichment and the EPQ is also available as a Sixth Form option.

Every teacher is issued with a Surface Pro device to support them in all aspects of Teaching and Learning and all pupils in the Senior School bring devices with them to support their learning in the classroom.

Academic Enrichment

We are committed to academic enrichment, both inside and outside the classroom, providing opportunities for pupils to learn new things, extend their horizons and develop a lifelong love of learning and a keen appreciation of the life of the mind.

To this end, we have developed a bespoke integrated course, the Alleyn's Learners' Programme, increased the number and quality of visiting speakers coming into school and created new opportunities for pupils to develop their ideas in extended project work. Amongst other things, this course uses a climate lens to help our pupils develop meta-cognitive awareness and skills.

We will continue to extend this work over the coming years, providing intellectual stretch, challenge and enrichment for the entire Alleyn's community, without compromising our trademark co-educational warmth, co-curricular balance and happiness.





Co-curriculum

The Alleyn's co-curricular programme is one of the jewels in our crown. We offer a wide range of co-curricular activities to complement the academic curriculum and provide pupils with experiences and opportunities beyond the formal classroom. These are an integral and essential part of an all-round holistic education where we recognise that individuals flourish in a supportive environment in which all their abilities and talents are acknowledged and encouraged. All members of the teaching staff are expected to play a full part in both the enrichment activities within their own department and the school co-curriculum more broadly.

In Year 10, the vast majority of pupils join the CCF, Duke of Edinburgh's Award Scheme or the Volunteering programme and there is a great number of clubs, societies and other activities available to all year groups.

The Sport Department offers opportunities at all levels. The PE/Games curriculum throughout the School is varied, encompassing a wide variety of team games and individual sports. School teams run in a large number of sports, and practices for every sport are open to all pupils. Over the course of a year, well over three-quarters of the pupils in the School will have taken part in some competitive sport.

Pupils also engage with and really benefit from our many Outreach opportunities. We enjoy close relationships with a number of local schools and community groups including sharing facilities with them. In addition to these areas of our partnership work we work closely with Southwark Community Education Council, Southwark Schools' Learning Partnership, multiple charities, local and global partnerships, the Alms House (as part of The Foundation) and London Academy of Excellence Tottenham.

In Music there are over thirty performing groups including orchestras, choirs, wind bands, a jazz band and numerous chamber groups.

In Drama there are usually three main productions each year, with additional pupil-led Bearpit productions. In Dance there are several different groups rehearsing weekly, and an annual Dance Show takes place in the school theatre.

All teaching staff are expected to involve themselves actively in our co-curricular programme, and much of the vibrancy, warmth and fun in our school comes from that.



Pastoral System

Pupils have the same Tutor for their time in the Lower School (Years 7 and 8) under the care of the Head of Lower School.

In Year 9, pupils move to the Middle School where they join one of eight Houses. The eight Heads of House are responsible for pastoral welfare from Years 9 to 13 in conjunction with the two Assistant Heads responsible for these years; Head of Middle School (Years 9, 10 and 11) and Head of Upper School (Years 12 and 13).

Our weekly PSCH period affords a regular space within the curriculum for every pupil to develop the essential personal, social, health and critical-thinking skills they need to successfully and safely navigate their worlds.

Each House supports a charity, and team games, music, debating and other inter-house competitions are also organised through the house system.

The School has its own Chaplain and Assistant Chaplain and a dedicated team of nurses. There are also qualified counsellors available to pupils. In addition, all staff have access to our Health Assured (Employee Assistance Programme) and everyone in the community benefits from our school 'Teen Tips' registration.

Commitment to Safeguarding

We are fully committed to providing a safe environment for children, staff and visitors.

We promote a climate where anyone in the community can freely share their concerns about themselves, or others, in terms of individual safety and well-being.

We protect the interests of the children at Alleyn's through awareness among all members of staff of the kinds of issues of abuse, maltreatment and neglect that would impair a pupil's health or development.

In this way, Alleyn's supports its pupils' development by fostering security, confidence and independence.

We provide an environment in which children and young people feel safe, secure, valued and respected, and know how to approach adults if they or those whom they know are in difficulties, with the assurance that they will be listened to.

Everyone in the staff community at Alleyn's takes responsibility for safeguarding, and we always aim to act in the best interests of the child.

Facilities

The School has approximately 30 acres of grounds with extensive playing fields.

There is a high-quality floodlit, sand-dressed astroturf, a new multi-use games area, a sports hall, floodlit all-weather netball courts, a cinder running track, strength and conditioning studios and a 25m, 6-lane pool with a viewing gallery and Olympic touch-timing system.

The Edward Alleyn Building provides a theatre and additional facilities for teaching, pastoral care and the performing arts.

In recent years, we have seen a new wing added to the Science building and opened our brand-new Lower School which comprises 12 state-of-the-art classrooms as well as seminar rooms, a flexi-space and large atrium space.

We are currently moving into the final phase of a major re-development of our Junior School and an ongoing major capital programme includes future plans for additional facilities in the library, dining area and sixth form centre. We are currently engaged in a full masterplanning programme.

The library is very well stocked and well used and individual departments are all extremely well resourced. High speed WiFi is provided across the site and most classrooms are equipped with CleverTouch screens.

We operate a 'bring your own device' (BOYD) scheme for all pupils, however during the school day we do have a 'no mobile phone' policy in place for pupils below sixth form.



The Psychology Department

The Psychology Department at Alleyn's is really dynamic, with enthusiastic teachers and students who regularly achieve exam results of the very highest standard.

Psychology has become an extremely popular subject in recent years, currently with five teaching sets in both Years 12 and 13, and with an increasing number of students going on to study it at university and beyond.

Curriculum Offered

Psychology is offered at A level and we currently follow the AQA Specification, which includes the following topics:

Year 12: Research Methods; Social influence; Memory; Attachment; Psychopathology;

Year 13: Approaches in Psychology; Biopsychology; Issues and Debates in Psychology; Cognition and Development; Schizophrenia; Forensic Psychology.

Facilities & Resources

The department is well-resourced, with two dedicated teaching rooms equipped with full audio-visual facilities.

There are currently three teachers in the department, one of whom is the Head of Psychology.

There is a thriving Psychology Society with sessions run by both staff and students; in addition, there is a series of lectures given by both the teachers in the department as well as outside speakers, including academics from some of the best universities in London.

Students have a variety of other opportunities for further enrichment; there is a regular Year 12 trip to London Zoo for a 'Phobias Day', Year 13 attend an annual one-day conference, and all students are encouraged to attend public lectures at the Royal Institution, Goldsmiths, LSE, UCL, the Royal Society, and Gresham College.

Post Outline

We are seeking a full-time, permanent teacher of Psychology for September 2022.

The successful candidate will have a degree in Psychology, or a related area, and be able to teach Psychology at A level.

This post could suit either an experienced teacher, someone seeking NQT status or possibly an aspiring teacher wanting to enter the profession (we have a full training and induction programme in place).

Above all, we are looking for someone with a real love for their subject and an ability to convey this to pupils; someone who can motivate and inspire both students and teachers alike, and who is able to work as part of a strong team.

For this particular role we are looking for a committed and dynamic person who will:

- contribute to the high-quality teaching of Psychology;
- work closely with the department to develop Psychology as a subject within the school;
- contribute to the department's co-curricular activities and participate in the wider school programme of co-curricular activities.

In addition, the ability to offer another subject would be a positive.



Core Responsibilities Common to all Teachers at Alleyn's

All teachers at Alleyn's are expected to:

- promote and protect children's welfare in all aspects of their contribution to school life, demonstrating a clear understanding of all aspects of safeguarding and Keeping Children Safe in Education (KCSIE);
- establish a safe and stimulating classroom environment, rooted in mutual respect;
- demonstrate consistently positive attitudes, values and behaviours and encourage pupils to take a responsible and conscientious attitude to their own work and study;
- demonstrate and employ good subject knowledge, and become fully acquainted with the appropriate specifications and schemes of work;
- keep abreast of developments in their subject(s);
- plan and teach well-structured lessons; imparting knowledge and developing understanding through effective use of lesson time;
- promote a love of learning, intellectual curiosity, good progress and outcomes by pupils;
- reflect systematically on the effectiveness of lessons and approaches to teaching;
- adapt teaching to respond to the strengths and needs of all pupils;
- set homework and plan other out-of-class activities that consolidate and extend the knowledge and understanding pupils have acquired;
- have a clear understanding of the needs of pupils with special educational needs, those of high ability, those with English as an additional language, those with disabilities, and use a range of approaches that are conducive to successful engagement and learning for all;
- make appropriate and consistent use of rewards and sanctions in line with school policies;
- give pupils regular feedback, both orally and through marking work regularly (in accordance with departmental guidelines), and encourage pupils to respond to the feedback;
- make accurate and productive use of formative and summative assessment, keep appropriate academic records, and use relevant data to monitor progress, set targets and plan subsequent lessons;
- contribute to the design and provision of an engaging curriculum within the subject;
- be ICT literate and have experience of using appropriate software in the classroom to enhance teaching and learning;
- take a proportional share of responsibilities for departmental activities (e.g. trips, societies, the departmental area of the learning platform, university admission etc.), new initiatives and provision and maintenance of resources (e.g. the writing and updating of schemes of work, the display of pupils' work, etc); and
- contribute to the extension and enrichment activities of the department.

Other Responsibilities

- to support the School's vision and values;
 - to support the holistic development of pupils by contributing to and supporting the pastoral work and wider school programme of co-curricular activities;
 - to promote good and courteous behaviour both in classrooms and around the school;
 - to work positively to develop effective professional relationships with both teaching and support staff colleagues across the school;
 - to make arrangements to attend all relevant meetings and evenings as published in the School calendar;
 - to engage positively in professional development opportunities;
 - to have proper and professional regard for the ethos, policies and practices at Alleyn's, as written in the Staff Handbook and School Policies; and
 - to carry out any other task at the reasonable request of the Head.
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Person Specification

Alleyn's seeks to appoint teachers who will have the following qualities, or the potential to develop them:

- the energy, dynamism and stamina to contribute fully to the life of a busy co-educational independent London day school;
- profound and continuing interest in the academic subject(s) to be taught;
- empathy with pupils across the age and ability spectrum;
- the depth of knowledge and agility of mind to allow flexibility in lessons, adapting delivery as appropriate in the light of pupils' responses;
- the capacity to understand and deal professionally and sensitively with pastoral problems raised by pupils;
- the ability to create effective rapport and a sound relationship with pupils, earning their respect and trust but maintaining proper professional boundaries;
- the ability to create effective rapport and sound relationships with parents and colleagues; and
- a willingness to contribute to the extensive range of activities provided for pupils outside the classroom including departmental extension and enrichment activities, and whole-school co-curricular activities;
- a confidence in communicating on a personal or public scale in a variety of ways.



Working at Alleyn's

We have our own very competitive salary scale and accommodation may be available.

Some fee remission is available for children of permanent members of staff attending Alleyn's Senior and Junior Schools, subject to meeting the admissions criteria, and is a non-taxable benefit. There is also some fee remission available at Dulwich College and James Allen's Girls' School, though the terms and conditions are different, and it is a taxable benefit.

There are also many other staff benefits, not limited to but including

- free lunches
- use of the sports facilities
- discounts with various local shops and businesses
- discounted private healthcare
- free eye tests
- access to the cycle to work scheme





Dulwich

Located in Dulwich, South London, we are 20 minutes by train from central London and perfectly located for exploring the city.

Dulwich, however, has managed to remain leafy and green with several great parks and Dulwich Woods all on our doorstep.

East Dulwich and Peckham are exciting and vibrant with lots of independent shops, restaurants and bars, as well as a Picture House cinema and some really useful larger chains, while the pace of life in Dulwich Village is a bit slower but still buzzing with life, especially at weekends.

We are lucky enough to count several excellent state and independent schools close by, as well as Dulwich Picture Gallery and the fabulous Dulwich Festival, showcasing local artists (including writers, actors and musicians) twice a year.



Arrangements for the Appointment

Applications

The application form can be downloaded from our website, www.alleyns.org.uk/jobs. Candidates should complete all sections of the form and submit it together with a completed Equal Opportunities Monitoring Form, full CV and covering letter. Please address your covering letter to the Head, Mrs Jane Lunnon, explaining in your letter why you are interested in this particular position at Alleyn's and why you think it would suit you at this time in your career. All documents should be emailed to personnel@alleyns.org.uk.

Alternatively, they can be posted to Mrs Jane Lunnon, Head, Alleyn's School, Townley Road, London SE22 8SU.

The deadline for applications is midday on Thursday 27 January 2022.

If you have any questions you are very welcome to contact the Personnel Administrator by email at personnel@alleyns.org.uk or by phone on 020 8299 8009.

Interviews and Appointment

Interviews are planned for the week commencing Monday 31 January and we are aiming to contact successful applicants to invite them to interview by the end of Friday 28 January. Candidates will be asked to plan and teach a lesson as part of the interview. References will ideally be taken up before the interviews but please be assured that we will always contact you first to seek your permission.

Suitable candidates may be interviewed before the closing date, and we reserve the right to withdraw the position if an early appointment is made.

Safeguarding Checks

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. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and an enhanced DBS check.

Equal Opportunities

As an Equal Opportunities employer we welcome applications from all applicants who meet the requirements for the position. However we are especially keen to receive applications from those in minority groups for which the School is currently underrepresented. We celebrate diversity and thrive on the benefits it brings.





*"I am really happy here
at Alleyns. I love everything
about it: the co-curricular,
the academic, the creative,
the sports but most of all,
the people. I have found
that everyone is so kind and
happy to be at school and to
be learning"*
a current Alleyn's pupil





www.alleyns.org.uk