



ST ALBANS  
SCHOOL



# HEAD OF PSYCHOLOGY

For September 2025

## THE SCHOOL

**St Albans School is a multi-dimensional institution: academic excellence, intellectual development and strong pastoral care lie at the core of an exceptional holistic education, enabling us to identify and nurture each pupil's potential. Our fundamental and unrelenting focus on our pupils' wellbeing gives them the self-confidence and self-belief to do, and to give of, their best. Inspirational teaching ensures strong intellectual development whilst outstanding provision and achievements in the wider curriculum enrich each pupil's experience. Our pupils develop important values, qualities and skills, as well as learning an awareness and understanding of the wider world as they determine the contribution they intend to make to it in their adult lives.**

We believe that a good education comprises so much more than just academic work and intellectual development. Significant emphasis is placed on wellbeing and pastoral care (organised by section and year group): the warmth and friendliness of the School community is one of its great strengths and most distinctive features. The School's vision is *to help each pupil flourish intellectually and personally, developing self-knowledge and self-confidence in order to find meaning and purpose in life*. Further information about the School's motto, ethos, aims, vision and values can be found [here](#).

The School has an excellent reputation for academic achievement, for success in university entrance and for achievement thereafter. Distinguished Old Albanian academics include Professor Lord Renfrew, formerly Master of Jesus College, Cambridge; the late Dr John Barber, formerly Vice Provost of King's College, Cambridge; and the late Professor Stephen Hawking. Academic standards are consistently very high: the five-year average of A Levels grades is A\* 35%, A\*-A 70% and A\*-B 90%. At (I)GCSE the five-year grade average is 70% 9-8 grades and 87% 9-7 grades. Further information about examination results can be found [here](#).

However, the School sees examination results as means to an end rather than an end in themselves and the importance of the learning journey is prioritised. The focus of teaching and learning is to ensure pupils are educated in the fullest sense so that they may be productive in their communities in the spirit of the School motto (*non nobis nati* – born not for ourselves) and fulfil their potential. St Albans School pupils are holistic

learners who take responsibility for their own education. We equip them, via our Learning to Learn (LTL) programme, with the theoretical, practical and creative skills to thrive in any environment, including in higher education and the workplace. Our teachers are subject specialists with a commitment to developing transferable skills as well as excellent subject knowledge; they are innovative and creative in their pedagogical approaches and have high expectations for their pupils. Support and training are provided by the Teaching and Learning Team who aim to develop and extend the professional community within and beyond the School.

All teachers are provided with a School laptop with WiFi connectivity to smart boards in classrooms. Whilst teaching and learning is not exclusively undertaken via digital means, teachers deploy a wide range of digital strategies and all classes utilise Microsoft Teams and OneNote notebooks.

The extensive co-curricular programme with over 200 clubs and activities plays a vital role in developing values, skills and qualities in preparation for adult life: drama, music, sport, CCF and the Duke of Edinburgh's Award Scheme are all thriving as is our extensive partnership scheme with 16 local state-maintained schools.

The vast majority of our leavers are successful in securing places on competitive courses at Russell Group universities. The most popular destinations in recent years have been Bath, Bristol, Birmingham, Cambridge, Durham, Exeter, Leeds, Manchester, Nottingham, Oxford, Warwick and York.

St Albans School is among the most ancient educational foundations in the world and can trace its history back to its foundation in 948AD. After the dissolution of the monasteries, the School's activities were temporarily suspended before its re-founding in 1570. This was made possible by Queen Elizabeth I's grant of the wine licences for the borough of St Albans to Sir Nicholas Bacon, Lord Verulam and Lord Keeper of the Great Seal, who used the income to pay the annual salary of the Master of the School. For 300 years the School flourished in the Lady Chapel of the Abbey, until in 1870 it moved to occupy the Great Gateway of the Abbey and the beautiful adjacent site overlooking the remains of the Roman City of Verulamium. The School has not, therefore, been a Church Foundation since the Reformation, but its historical links with the Abbey have naturally helped to shape its character, and the School still meets for assembly in the Abbey twice a week.

The School was, for much of the twentieth century, a Direct Grant school, but is now fully independent. The present school roll is c.893 with a Sixth Form of about 320, and the teaching staff numbers some 110

Over the years, significant investments have been made in the School's facilities, including the development of extensive sports grounds, a Field Study Centre in the Brecon Beacons, and various campus upgrades like a new Music School and Science laboratories. Our Sports Centre is also fully equipped with a swimming pool, sports hall, fitness centre, dance studio and climbing wall, and we recently opened the £6.5m Corfield Building for Mathematics and CCF. There is a rolling programme of refurbishment: most recently, we refreshed the walls and floors of our Sports Grounds at Woollams.

At the last ISI Inspection in 2022 the School received the highest possible inspection grading with 'Excellent in all Areas'. The School also received a glowing review from The Good Schools Guide (February, 2024): "*A school that does exactly what it says on the tin – brilliantly. Academics are a given – it's the pastoral care, participative ethos and outstanding extracurricular offering that makes St Albans stand out.*" A copy of the review can be found [here](#).

The School is heavily oversubscribed at all levels of entry. The main ages of entry are ages 11 and 13 for boys, and girls and boys are admitted into the Sixth Form. Scholarships are offered at all ages of entry, and the School is able to provide assistance to some families, in cases of proven need, from its own bursary fund. Entry at 11+ and 13+ is by competitive examination and interview. Many 13+ joiners secure their place through 12+ assessments in the Summer Term of Year 7. Entry into the Sixth Form is by interview and conditional upon GCSE results.

St Albans is a beautiful Cathedral city, with a lively cultural life, surrounded by countryside but only 20 minutes from London by train, with easy access to motorways and airports. It is a relatively affluent area on the edge of a densely populated conurbation with areas of affordable property within easy travelling distance.



## THE PSYCHOLOGY DEPARTMENT

This is an exciting opportunity for the right candidate to set-up and run a brand-new Psychology Department, which will be responsible for delivering A Level Psychology as part of our Sixth Form curriculum.

The new department will sit within the Science Faculty, which currently consists of 20 well-qualified subject-specialist teachers and seven technicians. We are well resourced, with 15 modern and well-equipped laboratories, each with a multimedia data projector, and three prep rooms. Each lab is equipped to satisfy the high demand for practical work within the Faculty. There is also a meeting room and a resources room that is used by all members of the Faculty. The Psychology Office will be well-resourced with sufficient desk space for growing the department in future years.



The Sciences are very popular at A Level with between 40 and 60 students opting to study each of the Science A Level subjects. We also have a significant number of students who study Maths and humanities such as Philosophy or Economics at A Level alongside the Sciences. Details of public examination results can be found on the [School website](#) and have been very good for many years.

Named after one of our most illustrious former pupils, the Stephen Hawking Society organises regular outside visitors to talk to Sixth Form Science students. We are fortunate to attract high quality speakers who give our students an insight into the study and application of science in the wider world.

Each year we enter students into the Physics, Chemistry and Biology Olympiads with great success. Students go on several trips throughout the year, including Subject Conferences and subject-specific Field Trips. Additionally, the Faculty runs voluntary stretch and challenge trips for A Level students, which have seen us travel to places such as the Natural History Museum in London and

Rothamsted Research in Harpenden to encourage a love of Science beyond the constraints of the syllabus. A variety of science and STEM clubs augment the taught curriculum with opportunities for students to explore science more widely.



The Faculty is full of enthusiasm and passion for the subjects it currently teaches and is excited about the addition of Psychology as an option. We focus on delivering the best learning experience for students in our lessons. Both the curriculum and professional development are high on its agenda, and it is very supportive of all staff; strengths and interests are developed and used, and innovations encouraged.



## HEAD OF PSYCHOLOGY

**This exciting opportunity arises from the addition of A Level Psychology to the Sixth Form Curriculum from September 2025.**

**The successful candidate will be an enthusiastic and well-qualified Psychologist, able to teach A Level and help prepare students for entry to university.**

### **Essential qualities, skills and experience**

- An excellent classroom practitioner with a genuine passion for Psychology, able to lead by example and inspire pupils across the whole age range.
- A good degree in Psychology or a closely related discipline.
- A successful track record of A Level teaching.
- Commitment to achieving the highest academic standards and ensuring all pupils reach their full potential.
- Desire to stretch the ablest pupils through extension lessons and support the less scientifically gifted through clinics and revision lessons.
- Ability to grow and lead a friendly and supportive departmental team which forms part of a larger faculty.
- Outgoing and positive in personality with a 'can-do' mindset and the enthusiasm and gravitas to be an outstanding ambassador for the School.
- Approachable and measured in manner with the ability to set high standards in the classroom

whilst forming strong working relationships with pupils, colleagues and parents.

- Ability to lead reflection about teaching methods.
- Commitment to continuing professional development.
- Organisation, discretion, resilience, flexibility and attention to detail.
- Excellent skills in oral and written communication.
- Willingness to contribute to the School's extensive co-curricular programme.
- Confident proficiency with using Microsoft Office, especially Outlook, Word and Excel. Training will be provided on the School's Management Information System, VLE and Microsoft Teams and OneNote, if required.

### **Desirable qualities, skills and experience**

- Post-graduate academic and / or teaching qualifications (e.g. PGCE).
- Experience of Leadership, organisation and management.
- Experience of working with data such as ALIS.

### **Safeguarding Children**

The appointee's responsibility for promoting and safeguarding the welfare of children and young persons for whom they come into contact will be to adhere to and always ensure compliance with the School's Safeguarding Policy and procedures. If in the course of carrying out the duties of the post the appointee becomes aware of any actual or potential risk to the safety or welfare of children in the School, they must report any concerns to the Headmaster or Designated Safeguarding Lead (DSL).



## FURTHER INFORMATION

The School has its own salary structure based on, but substantially above, national scales and a wide range of opportunities for advancement beyond the basic incremental spine. The School provides statutory induction for ECTs and will assist graduate entrants to the profession to gain QT status.

St Albans School is committed to securing equality of opportunity through the creation of an environment in which individuals are treated on the sole basis of their relevant skills and abilities. The School recognises the benefits of having a diverse community of staff and pupils who value one another and the different contributions everyone can make. All policies and practices conform to the principle of equal opportunities including recruitment, selection, training, promotion and career development. Staff are selected according to their suitability for the post, irrespective of background or protected characteristic.

A relocation package including a mortgage subsidy scheme and/or short-term single bed-sit accommodation may be available in appropriate cases.

Full-time staff receive a remission of two-thirds of school fees for children educated at the School. This provision is subject to the availability of places and to the satisfying of the School's usual entry criteria.

The School has a reciprocal fee remission agreement with St Albans High School for Girls whereby daughters of members of St Albans School staff receive a 30% remission for five years from Year 7, subject to the availability of places and to the satisfying of the High School's usual entry criteria.

The successful candidate will be auto-enrolled into the contributory pension scheme operated by the Teachers' Pensions, if not already a member. However, the School offers a flexible choice of pensions arrangements including the Teachers' Pension Scheme, a Defined Contribution Scheme and a non-pensionable cash model.

St Albans School offers many other non-contractual benefits including free onsite parking, free lunches during term time and free use of the onsite leisure facilities which include a swimming pool and gym. The School's Salary Extras online platform gives access to a range of lifestyle benefits and discounts as well as support and guidance with financial matters, health and wellbeing. There is a generous annual budget for staff training and development.

St Albans School is committed to safeguarding young people and promoting the welfare of children. Applicants must be willing to undergo child protection screening and safer recruitment checks appropriate to the post, including checks with past employers and the Disclosure and Barring Service. All positions within the School are exempt from the provisions of the Rehabilitation of Offenders Act 1974.

Applications should be submitted no later than **noon on Wednesday 20 November 2024** using the form available at [www.st-albans.herts.sch.uk/information/vacancies/](http://www.st-albans.herts.sch.uk/information/vacancies/).

A CV and a covering letter can be attached to this form. The School reserves the right to make an appointment before the closing date, so early applications are encouraged.

