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TEACHER OF PSYCHOLOGY

Starting September 2025

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CHARTERHOUSE

CANDIDATE INFORMATION



## Welcome from the Head



Thank you for your interest in this role at Charterhouse.

Charterhouse is an exceptionally rewarding place for our pupils and staff. The developments in our academic and co-curricular provision, boarding and social spaces have facilitated a highly successful move to full coeducation, demonstrating an intentional and strategic drive to deliver a world-class, future-ready education, where every individual is empowered to reach their potential.

Our vision and values place kindness and belonging at the core, and our culture is one of welcome and acceptance. Open our doors and you will find a diverse and enriching range of people, experiences, thoughts and interests that all contribute to our thriving community. We nurture our talent and offer a myriad of opportunities to learn and grow together.

We warmly invite people from all backgrounds to share their passions, skills and ideas and who can help us to continuously lead and inspire the next generation, in an environment where everyone can flourish.

A handwritten signature in black ink that reads "Alex Peterken". The signature is fluid and cursive, with a long horizontal stroke at the end.

Dr Alex Peterken  
Head



## About Charterhouse

Charterhouse is a beautiful school in a 250-acre campus – a wonderful setting for the whole community to live and work together and a splendid backdrop for teaching and learning.

Founded in 1611, Charterhouse is one of the world's leading coeducational independent schools, welcoming boarders and day pupils at 13+ entry and 16+ entry.

Surrounded by a world of opportunity and connected by a feeling of belonging, each pupil at Charterhouse is educated to embrace life's full potential, and empowered to carry this into their future. A Charterhouse education prepares for both academic success as well as laying the foundations for future professional, social and personal fulfilment.

The School is academically ambitious for every pupil, with all strands of a Charterhouse education leading towards being fully prepared for the real-world of tomorrow and equipped to grasp future opportunity.

The curriculum is all about choice for the individual and is firmly rooted in academic rigour, intellectual curiosity and independent learning. Year 9 pupils follow a real breadth of academic subjects, with the curriculum in Years 10 and 11 culminating in (I)GCSEs.

Pupils benefit from the dual offer available in the Sixth Form: A Levels with an Extended Project Qualification or the breadth of the IB Diploma Programme. A wonderful range of academic electives are on offer, including the Charterhouse Entrepreneurship Diploma (accredited by the Institute of Enterprise and Entrepreneurs) and the Ivy House Leadership Award.

From an outstanding and varied academic education to the raft of co-curricular options – opportunities abound at Charterhouse. With over 80 activities, the co-curriculum is an essential strand of a Charterhouse education, combining opportunities for leadership development, creativity, exercise and team work.

The Boarding House teams are at the heart of supporting each young person on their journey through the School. The Heads of House live in the Houses, and are supported by a team of tutors and pastoral staff – two of whom are also residential. The House Teams are supported by a 24-hour Health Centre and pupils also have access to support through the Wellbeing team, counsellors and chaplaincy.

Shared values are central to life at Charterhouse, enabling each person to be themselves – everything at Charterhouse begins with kindness. We warmly welcome applicants who will share our values and with the enthusiasm and energy to make a significant and lasting contribution to life at the School. Together we can ensure that Charterhouse continues to be a world-class education provider.

PERSEVERANCE  
CHARTERHOUSE  
RESPONSIBILITY  
MORAL COURAGE  
OPEN-MINDEDNESS  
KINDNESS

## Our Values

At Charterhouse we recognise that we each have a responsibility to reflect upon everything we have been given and strive to make the most of the opportunities available to us in order to live our motto: '*Deo Dante Dedi*' – God having given, I gave.

Everything we do at Charterhouse is centred around living to our core set of values. They help steer how we behave, learn and treat each other. They are embedded in and reflected upon in all aspects of school life. Of these, kindness – to ourselves and to others – is the most important and something we encourage in all pupils from their very first day.

We concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where each child feels valued and can flourish. Every year we welcome children from a diverse range of backgrounds and experiences; this enriches our community and is vital in preparing all our pupils for today's world.

## Why Choose Charterhouse

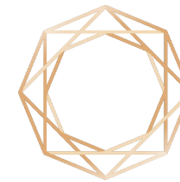
Charterhouse is an exceptional place to work. You will be part of a vibrant and inclusive community with a teaching career in a world-class school at the forefront of educational innovation. Throughout this job description you will see the many reasons to join us. Below are some practical benefits that are offered, complementing a generous remuneration package:

- Competitive contributory occupational pension scheme
- Death in service benefit up to the age of 70 (if not already included in occupational pension scheme)
- Single Membership of a private medical insurance scheme (subject to eligibility)
- Cash Health Plan currently provided by +Medicash
- Payment for eye tests for users of visual display screen equipment, and a contribution currently amounting to £50 to the cost of any corrective eye wear (normally claimable once every 3 years)
- Personal Accident insurance
- Access to an Employee Assistance Programme
- School fee remission (subject to eligibility).
- Membership of the School Sports Centre
- Membership of the School's 9-hole golf course at a reduced subscription
- Participation in a 'Cycle to Work' scheme (subject to eligibility)
- Salary sacrifice on electric vehicles (subject to eligibility)
- Lunches, during your normal working day
- Free on-site parking
- Invitations to school productions and concerts throughout the year
- Use of the School Library to borrow books & other media
- Continuing professional development as part of our talent management programme.



'Dynamic and energetically ambitious'

- CARFAX TOP 120 SCHOOLS IN THE WORLD



PRINCESS ROYAL  
TRAINING AWARD  
2023

'Crackling with dynamism, this is a place  
where things are always happening.'

- TATLER SCHOOLS GUIDE 2023





## Teacher of Psychology

Charterhouse seeks to appoint, for September 2025, an inspirational and passionate Teacher of Psychology. The successful candidate will be joining an innovative department at an exciting time as we expand the Psychology provision for Carthusians.

This post is a superb opportunity for anyone considering a career in education at one of the country's finest schools. This role would suit an experienced teacher or someone who is just embarking on their teaching career. There are three experienced teachers currently working within the department and a focus on continued professional development and world class teaching and learning standards is a priority for Charterhouse as well as the department itself.

We seek someone who has been inspired by their studies and is looking to communicate and instil a lifelong love of Psychology in the next generation. The

successful candidate will wish to play a full and active role in all aspects of the life of the School.

## Psychology Department at Charterhouse

The Psychology Department at Charterhouse is in its infancy with Psychology currently being taught for the IB Diploma and at A level (AQA). It is an exciting time to be a part of the department as popularity for the subject grows and many pupils to choose to further their studies in related areas after their time at Charterhouse.

The department currently offers a six week immersion experience to the Fourth Form (year 9) as part of the Future U programme, providing an opportunity for younger pupils to delve into areas of Social Psychology and neuroscience.

There is a wealth of opportunities to offer off-site activities and trips, as well as expanding the provision for talks, seminars and guest speakers within the field of Psychology.

The field of Psychology is an ever changing and evolving area of study, and both A level and IBDP will be exciting and rewarding courses to teach. A number of pupils apply to read Psychology at undergraduate level and the department plays a key role in helping pupils secure places at top universities.



## Overall Purpose and Responsibilities

The successful candidate will have a deep-rooted passion for Psychology and be highly capable in communicating this to pupils. We seek committed, forward-thinking individuals who are open to innovation, respond well to feedback, rise to challenges and are keen to develop their ideas and professional practice.

Upon joining the Psychology Department, they will teach a number of classes to the Sixth Form and potentially year 9. The successful candidate will be offered

in-house professional development to nurture their pedagogical practice, including regular observations, mentoring and training in the planning and delivery of lessons.

By training within the School, we know that candidates make swift progress in the profession. There may be an opportunity and funding available to gain their PGCE and Qualified Teacher Status qualifications, should they wish to pursue them.

All Teachers are responsible, through their Head of Department to the Deputy Head, Director of Teaching & Learning or Assistant Head (Academic), in turn to the Head for the academic performance, organisation and administration of their teaching, in addition to the general responsibilities of a teacher within a boarding school environment. You are accountable for the quality, success and development of your teaching, all regular activities throughout the working week and providing feedback on pupil, staff or organisation issues; and for internal and external examination results. In particular, you should expect to:

### Curriculum

- Teach (or be available for Private Study supervision or emergency cover) a set timetable per week.
- Set and mark work in accordance with School and department policies, giving constructive feedback from appropriate tasks, and maintain accurate records of pupils' attainment and academic progress and writing assessments and reports on pupils as required.
- Draw up and deliver Schemes of Work, including opportunities for stretching the highest attaining, SEND considerations and the setting of Banco (homework) and regular testing.
- Deliver coursework for chosen syllabuses, in line with examination board guidelines, ensuring internal and external deadlines are met.



### Rooms and Resources

- Ensure classrooms and associated areas are secure, safe, and orderly for pupils.
- Ensure that departmental areas provide a stimulating and attractive learning environment which project a positive image of the department.
- Be aware of and ensure compliance with all Health and Safety requirements.
- Develop and share resources and good practice with the rest of department, contributing to departmental meetings and the development of the on-line departmental handbook.

### Communication

- Monitor the progress of all pupils, giving constructive feedback from oral, written or examinable tasks; maintain up-to-date documentation of such monitoring.
- Attend meetings, including (but not limited to) staff meetings, chapel services, INSET days, and parents' briefings.

- Communicate with parents over pupil progress both at planned school events (such as Parents' Briefings) and on an 'as-needs-be' basis (either by email or face-to-face).
- Actively participate in the promotion of the School e.g. on open days.

### Professional Development

- Show evidence of and a continuing interest in professional and personal development.
- Participate in the Teaching Professional Development Review (appraisal) system.
- Share resources and best practice with the rest of the department.

### Additional Responsibilities

- Take a proactive role in ensuring the pastoral wellbeing of pupils, promptly highlighting any issues affecting the welfare or progress of a pupil to the relevant staff.
- Be available to cover for absences both inside and outside the department as reasonably required by the Head of Department and/or the Deputy Head Academic.
- Assist the Head of Department with the marking of scholarship, Common Entrance and other examinations.
- Ensure that lessons are covered and work is set when absent, in conjunction with the Head of Psychology.
- Assist the Head of Department through the organisation and supervision of departmental trips and academic support sessions.
- Invigilate exams (internal and external) as reasonably requested by the Examinations Officer and in accordance with the regulations of the Examining Boards.



### Pastoral Care

- Play a full part in the pastoral responsibilities associated with working in a boarding school seeking to keep all pupils safe, secure and supported during their time at Charterhouse.
- Act as a Tutor, supporting the overall development of pupils in their academic, pastoral and co-curricular lives at School. Tutors are all attached to a boarding house and will undertake weekly evening House duties and School-wide supervision duties as required.
- As a full boarding school, with a broad co-curricular offering, candidates with the relevant skills, ability and experience to contribute to these aspects of the School are of particular interest. Please make reference to these areas in support of your application.

### Co-curricular Responsibilities

- Promote the values of Charterhouse in order that pupils acquire the values, attitudes, skills and knowledge needed to make a positive contribution to society and actively participate in the promotion of the School both intra- and, as reasonably required.
- Participate fully in leading and supporting co-curricular activities provided for pupils.
- Promote and assist with the development, delivery and supervision of pastoral and academic enrichment activities such as co-curricular projects and subject-related societies.

### Safeguarding

- Demonstrate the highest levels of commitment and compliance to safeguarding and promoting the welfare of children and young people.

*No job description can fully cover all aspects of the role and consequently the responsibilities are likely to evolve and change over time. This description does however give an overall view of the position*





## Person Specification

### Qualifications

**Essential:** a good Honours degree relevant to the teaching aspect of the role

**Desirable:** a recognised teaching qualification, such as a PGCE (the role may suit a newly qualified teacher)

### Relevant Experience/Knowledge & Technical Competencies

The successful candidate will possess a strong track record or potential for achievement in:

- demonstrating and sharing a knowledge of Psychology with an intuitive awareness of classroom management skills and an appropriate rapport with pupils
- being able to understand and demonstrate outstanding teaching ability within a co-educational environment

- problem solving – analysing the task to be undertaken, together with reviewing and evaluating the outcomes
- working with others to achieve goals by negotiating and allocating tasks
- nurturing and supporting pupils' wellbeing with well-developed pastoral instincts
- communicating concepts in classical subjects articulately, positively and sensitively to pupils of different ability and age, developing a working relationship of mutual trust and respect
- being able to design every lesson individually, to a high standard, conforming to the scheme of work laid out in the department's working document.

### Personal Competencies / Skills

- capable of turning a vision into results and able to inspire and motivate others through verbal and written communications
- genuine enthusiasm for Psychology and confidence in communicating this to pupils;
- deployment of a range of teaching resources and strategies so that pupils enjoy lessons tailored to their individual educational needs and all pupils maximise their progress;
- proactivity, empathy and the ability to form strong relationships with pupils and colleagues;
- ability to use initiative and make positive contributions to the life/work of a busy department;
- high levels of literacy, possession of good keyboard skills and the ability to use software such as *Microsoft Office 356* or equivalent;
- ability to organise and manage time effectively to meet the demands of the teaching week, including commitment to a role which will require work outside of normal hours;
- desire to contribute to the wider life of the School having the ability, skill and experience to contribute to extra-curricular activities.



## Application Process



Applications should be made in accordance with the School's application and safer recruitment procedures, via the School's website, selecting the relevant vacancy. The selected vacancy link will take you to our online recruitment system and give you the opportunity to register and complete an application form. You will also have the opportunity to upload your latest CV.

Early applications are warmly encouraged, and a bespoke invitation to interview may be offered in advance of the closing date.

All successful job applicants will be required to undertake a Criminal Record check and to undergo child protection screening.

### [Visit our website – Employment Opportunities](#)

We are creating an inclusive culture where all forms of diversity are seen and valued – for our pupils, for our staff. A culture that supports the enduring Charterhouse education provided to pupils in our global and multi-cultural environment. Join us now to be a part of it.

If candidates would like an informal conversation before applying, Hannah Tennant (Head of Psychology) would be very happy to talk with you. Please contact her by email ([hxt@charterhouse.org.uk](mailto:hxt@charterhouse.org.uk)) to arrange a mutually convenient time.



Closing date for applications is 12 noon on 21 January 2025.  
Interviews will be held during the following week



# The Charterhouse Campus



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