Teacher of Psychology

Full-time/Part-time

Application Pack

Woking College

Welcome from the Principal

As Principal, I am delighted that you are considering becoming part of our community. Woking College is a highly successful and oversubscribed sixth form college, serving more than 1,800 students from over 60 schools. Our reputation is built on outstanding teaching, exceptional student outcomes, and a culture that places people, ambition and opportunity at its heart.

The College is focused on providing the very best environment for high-quality teaching and learning. Alongside academic excellence, we offer a rich and diverse programme of enrichment opportunities that broaden horizons, develop cultural capital and equip students with the skills and confidence to thrive in their future lives and careers. We are proud of our inclusive and welcoming community. Our student population reflects a broad range of backgrounds and experiences, creating a vibrant and diverse learning environment. We are committed to ensuring that every member of our community feels valued, supported and able to achieve their full potential.

Innovation, ambition and care are central to our success. By combining high expectations with a genuinely supportive ethos, we have created a culture where students and staff flourish. This approach has contributed to significant student growth in recent years and was recognised in our last Ofsted inspection, where the College was awarded Grade 1 “Outstanding” in all seven inspection categories.

Woking College continues to enjoy excellent examination results, strong value-added performance and consistently high levels of student demand. Equally important, we are proud of the positive working environment we have created for our staff. In recent staff surveys, more than 95% of colleagues reported that they were proud to work at the College, reflecting the strong sense of community and shared purpose that defines us.

We believe exceptional learning deserves exceptional facilities, and significant investment in our campus has created outstanding spaces for both teaching and learning. Collaboration is a key strength of the College, and we work closely with local schools, colleges, the Local Authority and wider community partners. We are also a long-standing member of the S7 group of Surrey and Sussex Sixth Form Colleges. These partnerships help us share best practice, drive innovation and create the best possible opportunities for our students.

Our success is driven by strong leadership and talented, committed and passionate staff who care deeply about making a difference to young people's lives. As we continue to build on our strengths and shape the next chapter of the College’s development, we are looking for enthusiastic professionals who share our commitment to excellence, inclusion and student success. If you are inspired by the opportunity to help young people achieve their ambitions while developing your own career in a supportive environment, I very much encourage you to apply.

I look forward to receiving your application and hope to welcome you to Woking College in the future.

N. Razaq

Nuweed Razaq
Principal

WOKING AND PROUD

Woking College

The College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974 and successful applicants will be subject to Enhanced Disclosure and Barring Service (DBS) checks. The College is committed to equal opportunities.

The Role

The College is looking to appoint an inspiring and dedicated teacher to deliver A Level Psychology from January 2027, or as soon as possible after this date. We are looking for a full-time member of staff with dynamism and passion for their subject, although part-time will be considered (minimum of 3 days). With a friendly, supportive team, and exceptional College facilities, this is an exciting time to be part of our College.

The College has a strong sense of community, the new academic year has seen the Deputy Principal progressing to the role of Principal, enabling the College the opportunity to build on its strong foundations of leadership while looking ahead to the new phase of development. This is therefore an exciting time to join the friendly and supportive Behavioural Sciences Department team and be part of the College community.

Applications from ECTs and Teachers in Schools and Sixth Form College sectors are welcome. A full mentoring programme is provided to introduce all new staff to sixth form college systems and procedures and to support and encourage professional development. We are looking for an exceptional candidate to join the team and inspire our students. We expect high performance from all our staff and candidates should demonstrate their ability and suitability to both the role and the culture of the College. After reviewing the job description, we strongly encourage candidates to explore our website to gain a deeper understanding of the College's culture, values, and aspirations.

Start Date: Monday 4 January 2027 (or as soon as possible after this date)

Salary: £34,806 to £53,055 pa FTE, including fringe allowance, depending on experience, on the Sixth Form Colleges' Association Teaching scale. Pro-rata for part-time. Pending nationally-agreed pay increase

The Department

The Behavioural Sciences Department is a thriving area of the College, offering A Level Psychology and Level 3 Vocational Criminology. The department is committed to delivering outstanding teaching and learning, enabling students to develop a deep understanding of human behaviour, society and the criminal justice system while achieving strong academic outcomes.

We have high expectations of our students and provide a comprehensive programme of academic support to help them fulfil their potential. This includes regular study support workshops, personalised one-to-one appointments, target-setting activities and an intensive revision programme. A strong emphasis is also placed on the development of exam technique, independent study, academic literacy and written communication skills.

The department offers a range of enrichment opportunities that extend learning beyond the classroom. Students benefit from guest speakers and educational visits designed to broaden their understanding of the disciplines they study. Recent speakers have included a District Judge, representatives from Charlie's Promise and a former Metropolitan Police detective. Students have also visited Royal Holloway, University of London, alongside participating in a range of other subject-related activities. Through the College's Woking Way programme, students can also participate in a range of short courses. A recent example included *Ethics in Psychology: The Implications of Research in Shaping Behaviour*, which explored the ethical impact of psychological research on individuals and society, and a research-focused course that introduced students to key academic research skills relevant to higher education.

Students are supported by both the department and the College's Work Experience and Careers teams and also benefit from extensive guidance on progression pathways, including university, apprenticeships and employment.

The department is based in a purpose-built teaching facility that opened in 2023, providing eight spacious classrooms. The team consists of a Head of Department and seven teaching staff who work collaboratively to share expertise, develop high-quality teaching resources and support student success. Department members also serve as personal tutors, contributing to the pastoral support programme delivered in partnership with the Heads of Year team.

Ambitious, supportive and student-centred, the department offers an exciting and rewarding environment in which to teach and contribute to the wider life of the College.

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Why work with us?

Woking College has a strong sense of community in which everyone is valued; we look forward to welcoming new members of staff to join our team.

We have an inclusive ethos, and are proud of our diverse students and staff community. The College is committed to safeguarding, alongside our core values of inclusiveness, adhering to the highest personal, professional and academic standards, supporting individual wellbeing, supportive management and positive relationship and a sustainable future for all. We expect all staff, volunteers and others involved in the College community to share this commitment.

Following the College's Outstanding, Ofsted inspection, the report noted:

> *"Staff feel proud to work at the College. They are exceptionally positive about the culture leaders have created. They describe leaders as visible, approachable and highly focussed on staff wellbeing. Leaders celebrate achievement frequently in staff forums which helps staff to feel recognised, highly valued and a member of the Woking College family."*

Staff survey results state that:

- ✓ 95% of staff are proud to work at Woking College.
- ✓ 99% agreed that leaders are considerate of staff wellbeing.

- A positive approach to staff development; including regular cross-College sharing best practice sessions
- Regular whole-College communication including weekly staff briefings
- Regular departmental meetings to ensure support and share departmental best practice
- Excellent student behaviour and productive working relationships with the Student Union
- Excellent links with local schools, businesses and universities
- Welcoming, friendly and approachable community, a harmonious working atmosphere
- Laptop for all teaching staff

S7 Consortium:

- Opportunities for staff training within the S7 consortium of Colleges & liaison with peers within the consortium: S7 Professional Development Video

Benefits include:

- Free on-site parking
- Staff room with free hot drinks available to all staff, Friday cakes
- Onsite canteen with a range of healthy options to purchase, and a Costa coffee shop
- Regular staff social events: bowling, staff quiz, summer BBQ, weekend walks/cycling, Christmas lunch, Christmas party
- College gym available for staff use, yoga classes, staff football (new 3G pitch), run club
- Staff clubs/support groups: book club, menopause group, group for parents/carers of children with mental health concerns
- Access to prayer/multi faith room
- Free eye test vouchers
- Flu jab
- Cycle to work scheme
- Pension: eligible employees will be automatically enrolled in the Teacher's Pension Scheme, or the Local Government Pension Scheme (support staff), unless you decide to opt-out
- Employee support: staff have access to a confidential employee support helpline
- Location: Excellent train links from London Waterloo and the South Coast, walking distance of Woking station. Close to A3, M25 & M3 junctions

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Application & Selection

Application forms: please download from our website: Staff Vacancies CVs will not be accepted on their own. Applicants must have the **Right to Work in the UK**, the College is unable to sponsor work visas.

We would like to see your passion for the role in your **supporting statement**, please use this opportunity to include:

- personal skills and previous experience that are relevant to this role;
- what you will bring to the College community, both as a teacher and through extracurricular activities;
- Courses you have taught, and results in these areas;
- Training you have undertaken to enable you to be successful in your role;
- Please ensure **education** and **employment history** is completed fully, gaps in employment must be accounted for under the section entitled "Periods when not working".

Completed application forms/queries & visits to the College: recruitment@woking.ac.uk

Closing date: **9am, Monday 9 November 2026**
Interviews: **to be held shortly after the closing date**

All candidates will receive an application acknowledgement. Please note that, due to time constraints, it is not possible to inform candidates who have been unsuccessful at short-listing.

Shortlisted candidates will be provided with full details of the interview process and references will be requested.

Safeguarding

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The College encourages all candidates to be familiar with the following documents, which are available to view on the College's Staff Vacancies page:

- Section 1 of the DfE paper on "Keeping Children Safe in Education" September 2026
- Woking College's Safeguarding and Child Protection Policy.
- In line with the General Data Protection Regulation (GDPR) the College asks candidates to consider the Privacy Notice for Job Applicants

As part of the College's commitment to Keeping Children Safe in Education, statutory checks will be carried out as part of the recruitment process, which will include:

- Ensuring gaps in employment history are explained,
- Checking ID and relevant qualifications;
- Following up on references for shortlisted candidates;
- Ensuring the successful candidate(s) have an up-to-date Enhanced DBS, Prohibition check (teaching staff) and Section 128 (where appropriate).
- Carrying out an online search in advance of the successful candidate being offered a role;

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Job Description

Post Title: **Teacher (Full-time/Part-time)**

Responsible: **Head of Department**

Job Purpose: **Teaching and developing within Curriculum Area(s) in the College**

Job Responsibilities

1. To work with those teaching within the Department to create an environment in which the aims of the Department, Curriculum and College can be achieved.

2. To attend regularly meetings of the Department and, when requested, the Curriculum Area, to enable issues relating to the Department, Curriculum Area and College to be discussed.

3. To assist in the provision of appropriate courses and the promotion of activities to provide for and support the learning needs of students within the Department.

4. To fulfil one's own responsibilities as a teaching member of the Department, in accordance with the quality standards of the Department.

5. To promote:

    i) the Department's contribution to the cross-curricular work in the College

    ii) the opportunities offered by the Department to students not taking an examination course.

    iii) the use of ICT in the classroom teaching and learning.

6. To work to improve one's professional performance by taking advantage of the department's opportunities to develop skills and broaden experience and participating in the College's appraisal arrangements.

7. To assist in managing effectively and efficiently the physical resources of the Department. In particular, to:

    i) consider the use of accommodation and to make recommendations to the Head of Department for its continued and improved use

    ii) suggest suitable items for departmental expenditure

    iii) observe the College's health and safety policies and encourage safe working practices.

8. To assist in the arrangements within the Department for the induction of students and monitoring progress, offering guidance to students where necessary and liaising with parents where appropriate.

9. If required, to be a personal tutor, and subject to timetabling, to meet the responsibilities defined by the College for personal tutors and be answerable in that context to the Principal.

10. To assist in the arrangements made for students to receive advice on courses in Higher Education and Career opportunities related to, or progressing from those in the Department, ensuring that references are produced when requested.

11. To assist in the setting up and organisation of College examinations in the subjects covered by the Department and assisting, where necessary, the Examinations Officer in the supervision of public examinations.

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12. To ensure that departmental records are kept up to date. To share in the recording and analysis of internal examinations, Alps and external examination results and, with the Head of Department, take whatever action is necessary to sustain and improve performance by students.

13. When necessary and appropriate, to represent the Department at meetings and to publicise the work of the Department at the various events in the College and its partner schools.

14. To act at all times in accordance with the College's Equality & Diversity policies.

15. To act at all times in accordance with the College's Safeguarding policy. Ensuring the safeguarding of students at the College, recognising one's own role in liaison with the designated safeguarding team.

16. To contribute to the safety policies of the College as directed by the Principal and to ensure that Health & Safety Regulations are observed within the Curriculum Areas and within the College in general.

17. To take part in the training programmes provided by the College and agree to the process of professional reviews.

18. To undertake any other particular duties which may be reasonably assigned to you by the Principal from time to time.

Person Specification

The person appointed will be expected to have:

- An understanding and support for the ethos of the College.
- The ability to teach A Level Psychology.
- A commitment to the principle of continuous improvement and empathy with the College's aim of providing quality education in a supportive environment.
- Suitable qualifications – educated to degree level in appropriate subject.
- Experience of working with or the ability to work flexibly within a department or teaching team.
- Positive interpersonal, organisational and IT skills.
- An awareness of the need for personal development, both as a member of a team and as an individual.
- Qualified Teacher Status.
- A knowledge of the 16 - 19 curriculum, and an awareness of the needs of students in this age range.
- Ability to mark and assess written work with examination board criteria.

The following is desirable for this role:

- The ability to teach an additional subject up to Level 3.

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