

THE DEPARTMENT

The Biology Department is a dynamic and high achieving department consisting of five teachers and one laboratory technician. Housed within the larger science department building, Biology has four recently refurbished specialist labs, including two purpose-built Sixth Form labs and shares two specialist KS3 teaching labs with the other sciences.

Biology is a positive, enthusiastic team who are each highly knowledgeable in their own areas of interest and we aim to inspire the students to find their own interests by setting the theory into current context as much as possible and providing students with opportunities to work on their own research projects and develop their presenting and debating skills. Practical work is integral to the curriculum and we have excellent facilities allowing us to carry out a wide range of techniques from cloning to genetic manipulation and dissection. Extension beyond the specification is expected at all ages and this is built into the timetable for A Level where students experience a fortnightly Biology lesson where they study only off-specification material, usually led by the students themselves on topics of personal interest. The Department maintains a large library for students and staff to borrow from at their leisure and all Sixth Form students regularly read books and complete online courses to broaden their understanding of the subject.

Field work is also highly valued and the department runs field courses for all key stages including a three-day residential for Year 12 students to Preston Montford Field Centre where students experience everything from sampling techniques to small mammal trapping.

Biology is a key contributor to the Science co-curriculum; all teachers run clubs according to their own interests and current offerings include Silver CREST Awards, Dissection Club and Year 7 and 8 Science Club. Students regularly enter competitions including the Biology Olympiad, the Biology Challenge and the MISAC Award and attend lecture trips to London and further afield.

Science at STAHS is taught as separate subjects from Year 7, allowing for specialist teaching, although there is a lot of collaboration between departments and many teachers will teach more than one science as per their own interests and department requirements. At GCSE, the Edexcel IGCSE is taught with the majority of students choosing to pursue the Triple Award qualification and at A Level we study OCR Biology A. Uptake at A Level is high; there are three or four classes in each year group and of these, the majority of the students will go on to study a life science related degree with high uptake of Medicine, Veterinary Science and Dentistry as well as Biology and Natural Sciences.

THE ROLE

Reporting to the Head of Department, the Teacher of Biology will be required to deliver creative and exciting lessons to inspire the students across all key stages.

The post holder will have the expertise and insight to stretch and challenge the most able pupils, especially those who have ambitions to pursue study at the best universities, including Oxbridge, and who are planning to pursue further study in the life sciences or in Medicine, Veterinary Medicine, or Dentistry. Exceptional organisational skills and pedagogical knowledge will be required to follow schemes of work, deliver impactful lessons and to work collaboratively with colleagues in the department and throughout the School.

The post holder will be required to take on a form tutor role and will contribute to the extra-curricular life of the school.

This position is offered on a permanent, full-time basis.

The start date for this position is January 2025.

This position involves contact with children and will amount to regulated activity as defined by Keeping Children Safe In Education (KCSIE) for safeguarding children and safer recruitment.



RESPONSIBILITIES

All teachers are appointed by the Head and are expected to:

- Plan and prepare relevant material to teach classes allocated to them, according to the policies of the department(s) to which they are accountable. Keep a record of their teaching.
- Set and mark pupil's work regularly and appropriately for the subject(s) taught; record marks, monitor and assess progress and write reports as required.
- Participate in the arrangements for preparing and assessing pupil's work for public examinations.
- Work positively and co-operatively as a member of a team to include liaising and working with colleagues in operating mark schemes, researching materials, keeping abreast of new developments and developing new courses.
- Take part in professional development including training.
- Share in pastoral responsibility for all pupils in school and especially for those in their tutor or teaching groups, liaising where appropriate with pastoral staff.
- Maintain good order and discipline among pupils, safeguarding their health and safety at all times when they are the responsibility of the school. The teacher must be familiar with the school and departmental policies on discipline and health and safety.
- Share in supervisory and general duties; uphold good standards of behaviour and punctuality among pupils.
- Attend staff meetings and participate in working groups as required.
- Attend assemblies and as often as is reasonable other school functions, playing an active part in wider aspects of school life including co-curricular activities.
- Attend Parents' Evenings.
- Be a part of the School's performance development programme.
- Adhere to School policies.

In addition to the above, the post holder will carry out any other professional duties as reasonably required by the Head.

The High 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 will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

PERSON SPECIFICATION

STAHS is a vibrant school supported by a diverse and enthusiastic community of staff, pupils, parents and alumni. It is important that our staff reflect the diversity of our community, and we therefore welcome and encourage applications from people of all genders and sexual orientation, those from Black, Asian and other minority ethnic backgrounds, and those with disabilities.

The successful candidate will be required to fulfil all of the duties, as outlined in the job description. In addition to this, the candidate should possess the following competencies which are essential to this position:

QUALIFICATIONS & EXPERIENCE

- Experience as an excellent classroom teacher.
- Degree level qualification.
- Post graduate professional qualification e.g. PGCE.
- Strong level of scholarship in Biology.

SKILLS

- A passion for Biology education together with excellent subject knowledge.
- A commitment to developing innovative and stimulating pedagogy.
- Extensive knowledge of the current educational landscape with respect to the teaching of Biology.
- Evidence of continued professional development.
- ICT literate.
- Excellent time management and organisational skills.
- A commitment to getting to know each student as an individual learner.
- Knowledge and experience of using various types of technology to enhance teaching and learning.
- Excellent communication skills, particularly when addressing staff, pupils or parents directly.
- Ambitious to establish and develop actual and virtual links with the wider school community and beyond.

PERSONAL QUALITIES

- Hard working team player, with a positive and enthusiastic attitude.
- Proactive; ability to lead new initiatives.
- Eager to improve your own professional skills.
- Flexible in order to accommodate changes in work priorities, using own initiative and prioritising effectively.
- Reflective.
- Understand and respect the principles of confidentiality.
- High professional standards of yourself and students.
- Ability to think creatively and demonstrate initiative, dealing calmly with different situations as they arise.

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PERSON SPECIFICATION (Continued)

PHILOSOPHY AND ETHOS

- A commitment to safeguarding and promoting the welfare of children and young people and to follow the child protection procedures detailed in the School's safeguarding policy
- Ability to form and maintain appropriate relationships and personal boundaries with children
- Contribute positively to the overall ethos, objectives and aims of the School

HEALTH AND SAFETY

- Support health and Safety training initiatives and to actively participate in this area

PHYSICAL WORKING AND ENVIRONMENT

- None