



Weald of Kent
Grammar School



Teacher of Biology

Job Description



Employment Status:	Full-time and permanent
Salary:	MPS/UPS
Start Date:	ASAP 2023 or January 2024
Closing Date:	Monday 9 th October 2023, 9AM
Interview Date:	Tuesday 17 th October 2023
Location:	Weald of Kent Grammar School is located on two campuses; Tonbridge and Sevenoaks. You will be required to work across both campuses.

*Please note, interviews and appointments are likely to be arranged where a suitable candidate is found prior to the closing date. We encourage early applications.

The Team

Reporting to: Head of Subject

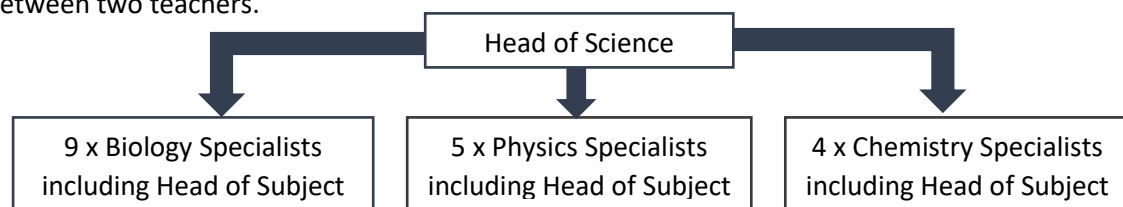
The Science Department has developed a strong reputation for excellent teaching and learning which has resulted in excellent results, a high number of students studying Science at A Level and significant numbers of students then studying for science degrees at leading universities. The Science Department has developed a curriculum which is innovative and focused on developing students' lifelong love of learning, as well as achieving outstanding examination success.

The Science team is constantly seeking ways to improve and engages with educational research to develop the curriculum to equip our students with the substantive, disciplinary and procedural knowledge and opportunities for success to allow them to take the next step with confidence.

The Science Department operates across both Tonbridge and Sevenoaks campuses. It consists of a large number of full and part-time staff along with a strong team of science technicians servicing 15 well equipped laboratories. Much development has gone into enhancing the facilities and our new laboratories at Sevenoaks and Tonbridge provide superb teaching spaces.

Teamwork is vital to the success of a department of this size working over two campuses. It is therefore essential for the successful candidate to be able to galvanize the team, and use the benefits and challenges presented by this to drive teaching and learning forward to meet the needs of our students thus ensuring consistency in standards.

We teach a condensed KS3 curriculum in Years 7 and 8 following the Science Activate scheme, students are taught six-hour long lessons per fortnight. Students follow the AQA GCSE single science specifications throughout Years 9 to 11. In Years 10 and 11, students have a specialist science teacher for each discipline, and a total of thirteen-hour long lessons per fortnight. At A Level our students follow the OCR Physics and Chemistry specifications as well as the Edexcel Biology specifications in ten-hour long lessons a fortnight split between two teachers.



About the Post

All teachers are leaders of learning and are committed to delivering the school's vision and the high ambitions for the school's future. Their proactive support leads to sustained improvements and raised standards across the organization. As members of both "Standards" (Faculties) and Development (Tutoring) teams they model and actively implement "Development and Standards" policies and contribute to their development. They are accountable for specific identified and agreed operational functions within the teams to which they belong and which form part of the areas' day to day work.

All teachers strive to be an outstanding teacher and tutor who also consistently models Professional Standards. All teachers, given the nature of the school's context, accept that all teaching and tutoring should, when applying the Ofsted criteria, be at least good.

Teachers' on-going professional development is valued as part of the school's commitment to Investors in People and staff recognize their responsibility in seeking to improve their practice. Feedback to support professional development is provided formally and informally including through Performance Management reviews and the routine, rigorous and robust Quality Assurance process which underpins the school's self-evaluation strategies. Staff are aware that underperformance will be challenged and that they will be held accountable for the performance of students for whom they have a direct responsibility. Whilst it is accepted that not all students will realize their full potential evidence of strategies to remove barriers to inclusion and achievement should always be maintained. In addition, all staff support the school's single opportunity policy and promote community cohesion as well as actively supporting the activities of the school community and the wider community.



Job Description

General

Teachers are responsible for the achievement and attainment of students they tutor and teach. In addition, as leaders of learning and as part of on-going professional development teachers will be required depending on their experience to take on some responsibility for the development of policy and practice. Line Managers should ensure that specific contributions and areas of development including those that link directly to the job description are noted and reviewed as part of the Performance Management process.

Teaching, Tutoring and Learning

All teachers will support by:

- Implementing “developmental” and “standards” policy in line with ECM principles.
- Establishing a learning environment that extends students’ academic, personal, learning and thinking skills in order to increase their independence and prepare them to take their place as responsible adults.
- Ensuring classroom practice is always engaging and challenging and that student behaviour is well managed and safe.
- Delivering learning, tutoring and teaching that when judged against the Ofsted criteria is judged to be at least good.
- Ensuring learning is inclusive and that they maintain an overview of each individual student’s progress and identify appropriate intervention strategies to enable them to realize their potential.
- Taking responsibility for Reporting and Assessment of the specified groups of students, taking a proactive role in the organization and delivery of the reporting and assessment process including consultation and information evenings for the relevant year groups.

Leading Learning and Team Work

All teachers will support by:

- Fostering positive working relationships across the school community.
- Developing positive relationships with parents, Trustees and other stakeholders.
- Considering constructive criticism.
- Following the guidance regarding adults who work with young people.
- Maintaining a clear view of how subject and faculty targets contribute to achieving the school's targets for academic, attendance and personal development.
- Proactively contributing to the development and delivery of "developmental" and standards policy in line with ECM.

Operational Responsibilities:

- To ensure students and tutees for which you are responsible are supported to achieve their academic and personal targets in line with the school's vision.
- To intervene whenever necessary to ensure that students are adhering to school expectations with regard to behaviour, dress code and health and safety both in and outside the classroom.
- To assist other team members with the delivery of key events and moments planned for the relevant year groups.
- To contribute to Curriculum and Specialism development and take a proactive role in shaping decisions and the delivery of curricula and extracurricular based activities including ACT Day.
- To foster positive links with the parents and carers of the students you teach and tutor in the school ensuring parents are well informed about the curriculum and academic, attendance and personal targets for their children.
- To work on negotiated and specified areas of responsibility and professional development as identified as part of the Performance Management process.

Person Specification

	Essential	Desirable
Qualifications		
Qualified Teacher Status	✓	
Degree or equivalent	✓	
Experience		
Outstanding classroom teacher and tutor	✓	
Sustained performance securing very good student outcomes	✓	
The ability to teach Biology to A-Level	✓	
The ability to teach all 3 sciences at KS3	✓	
The ability to teach Chemistry and/or Physics to KS4		✓
Skills & Knowledge		
Able to communicate effectively, orally and in writing	✓	
Able to consistently demonstrate effective planning for practical lessons to help support the delivery of outstanding lessons	✓	
Confident in own ability to be effective and to take on challenges	✓	
Ability to relate well to students, colleagues, parents and Trustees	✓	
Effective behaviour management	✓	
Able to support students in maintaining high standards	✓	
Efficient and effective administrative, organisational and personal management skills	✓	
Personal Attributes		
Ability to inspire, challenge and motivate	✓	
Have a positive approach with a desire to succeed	✓	
Energy, enthusiasm and perseverance	✓	
Reliability and integrity	✓	
Good interpersonal skills	✓	
Professional appearance and manner	✓	
Positive commitment to individual personal development	✓	
Capacity to work hard, under pressure, to meet deadlines and manage time effectively	✓	
A good record of attendance	✓	
Adaptable and amenable with respect to working practices	✓	
Ability to work independently and in a team, take a collaborative approach	✓	
Ability to build supportive working relationships with colleagues	✓	
Commitment to supporting the full life of the school	✓	
Suitable to work with children	✓	
Equal Opportunities		
A commitment to inclusive education	✓	



Benefits

- Generous pension scheme (TPS/LGPS)
- Healthcare cash plan
- Occupational health support
- Priority admission for staff children (see admissions policy on school website)
- Employee Discount Scheme (Multiple Retailers – Kent Reward Scheme)
- Cycle to Work scheme
- Free refreshments
- Free onsite parking
- Opportunity to perform paid lunch-time duties (with free lunch)
- Free annual flu vaccination
- Employee Assistance Programme
- Individual performance development plans for career development and lifelong learning



Application Process and Safeguarding

Applications

Application forms can be found on our website or on tes.com and should be sent to Human Resources on HR@wealdgs.org. The communication should set out how your proven relevant experience relates to this role.

For safer recruitment purposes application forms need to be completed in full and CV's will not be accepted.

References

References may be taken up before being short-listed, please indicate on your application form if you have any objection to us contacting the referee prior to interview.

Safeguarding Duties and Responsibilities

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. The successful applicant will be expected to uphold this duty with regard to all children and young persons for who they are responsible and with whom they come into contact.

This role is a teaching or teaching support role involving extensive contact and responsibility for children.

More Information

For more information on the role, or to come and visit Weald of Kent prior to applying then please contact HR on HR@wealdsgs.org. We look forward to hearing from you.