



Gravesend
Grammar School

Working at Gravesend Grammar School

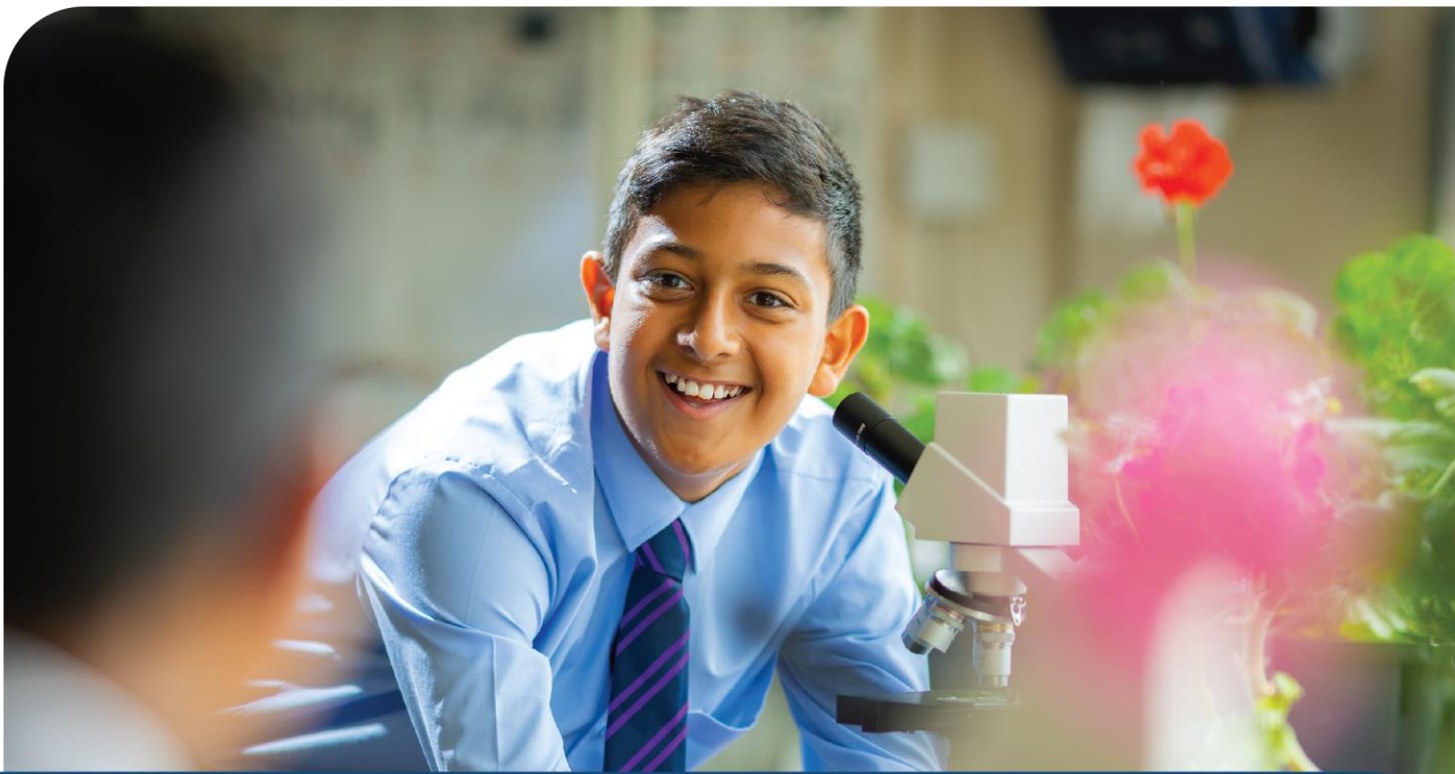
Join our Team



For appointment of:
Teacher of Biology



PROUD TO BE
Aletheia
Academies Trust



Headteacher Welcome

Mr Malcolm Moaby

Thank you for your interest in the role at Gravesend Grammar School. I hope that what you read will encourage you to apply to be part of our team.

I am incredibly proud to be the Headteacher of Gravesend Grammar School. Having spent many years here as both a teacher and a leader, I am deeply committed to ensuring that our traditional values are preserved in a modern context.

While academic excellence is at the core of our mission, I believe that a rich and diverse curriculum is equally important in fostering well-rounded individuals. This balance enables our students to confidently navigate the next phase of their lives, complementing the demands of a rigorous academic program.

Our goal is clear: we strive to help every student progress and achieve success in life, while offering opportunities for teachers and support staff to excel and grow within their roles.

As a selective school we are fortunate to be educating students who have high aspirations and have a strong commitment and loyalty to the School. In return, we provide a high quality learning environment with opportunities and challenges for all of our students both within and beyond the curriculum.

We offer a positive learning atmosphere, a network of supportive colleagues, and a comprehensive professional development program.

I look forward to receiving your application.

Consule Cunctis - take thought for everyone



About Gravesend Grammar School



Gravesend Grammar School, established in 1893, is a prestigious and highly respected institution with a long-standing tradition of academic excellence. Situated in Gravesend, Kent, the school has consistently delivered exceptional education to generations of students, fostering a learning environment that is both challenging and supportive. With a focus on both academic achievement and personal development, Gravesend Grammar School offers a broad and balanced curriculum, enriched by a wide range of extracurricular activities that allow students to explore their passions and talents. The school's dedicated and highly skilled staff are committed to providing high-quality teaching, nurturing each student's potential, and ensuring that they are well-prepared for future success.

Our vision is to provide students with challenges and opportunities that will equip them with the qualifications, skills, and personal attributes necessary for success in later life. We offer an ambitious and rigorous curriculum that fosters high academic aspirations for all students. Our expert teachers design engaging lessons that develop both subject knowledge and essential skills, empowering students to reach their full potential as they progress through their education.

Beyond academics, we aim to provide a wealth of opportunities that encourage students to explore their interests, build confidence, and foster a strong sense of community and belonging. Our extensive extracurricular programme is an essential part of this, and we value and recognize hard work and effort both within and beyond the classroom. The Parthenon and Milton Award schemes celebrate students' dedication and achievements, highlighting their growth and contributions to the school.

At the heart of our school is a commitment to the well-being and pastoral support of every student. We strive to build positive, supportive relationships where students feel safe, happy, and respected. Our aim is to create an environment where all students can thrive, seek guidance when needed, and feel valued as members of our community.

At Gravesend Grammar School, we prioritise the well-being and pastoral support of every student. We build positive, respectful relationships, ensuring that students feel safe, happy, and supported in an environment where they can thrive. Our school motto, *Consule Cunctis* – "take thought for everyone" – reflects our commitment to mutual respect and courtesy. The school's core values, or Pillars of Success, guide our efforts to help each student become the best version of themselves, preparing them for success in both their academic and personal lives.



"Pupils are highly respectful of each other, courteous and polite. Relationships between staff and pupils are exceptionally positive, which leads to very strong attitudes to learning. This is reflected in their excellent attendance". **Ofsted 2025**

Staff Benefits



We value every one of our employees and want to give back as much as possible. To show our appreciation, we offer a range of perks and benefits as outlined below:



Trust-wide commitment to your ongoing Continuous Professional Development (CPD) including secondment opportunities.



Unlimited access for you and your family to 24/7 GP telephone consultations.



Enhanced annual leave allowance with term-time offerings.



Access to a wide array of discounts including Motorfinity, Kent Rewards and Blue Light Card.



Access to mental health and wellbeing support including counselling, mindfulness and physiotherapy sessions.



Access to Local Government and Teachers' Pensions Schemes.



Free eye test, examinations and eye care vouchers.

For a full range of what Aletheia Academies Trust offer, please scan:



Job Description

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|--------------|-----------------------------------|
| Job Title | Teacher of Biology |
| Location | Gravesend |
| Duration | Permanent |
| Work Hours | Part/Full Time |
| Reporting to | Subject Leader of Science |
| Salary | MPS/UPS (depending on experience) |
| Pension | TPS |
| Start date | September '25 or January 26 |



About the Role

Ofsted "Good" Gravesend Grammar School is looking to appoint a Teacher of Biology to join our highly successful and very popular Science Department. We are interested in someone who will contribute positively to the full range of teaching in this 11 – 18 selective school, but must be able to teach the subject at A Level.

Expectations of student performance at our School is very high, so there is an excellent opportunity for a teacher who is passionate about their subject to make a marked difference working with high potential and extremely focused students.

We seek:

- A qualified science teacher, specialising in Biology, able to teach to A-level
- An outstanding classroom practitioner who is flexible, enthusiastic and innovative
- Excellent subject knowledge, and a rigorous approach to assessment and learning
- A committed team-member, who will be willing to contribute to the wide school activities
- We will consider ECT's for this post
- We will consider flexible working arrangements

We offer:

- Enthusiastic and highly able students who "attain very high standards and make excellent progress" (OFSTED)
- A large and enthusiastic uptake of Biology and other sciences at A level
- A well-resourced science department, fully staffed by qualified subject specialists
- Supportive and enthusiastic colleagues, and a positive working environment
- A strong relationship with the local community with fast links to London and Europe, free on-site parking
- Potential for on-site accommodation
- We are an International Business Sponsor
- Healthcare Membership



Key Responsibilities

Job Purpose

To facilitate and encourage learning which enables students to achieve high standards; to share and support the corporate responsibility for the well-being, education and discipline of all students.

Accountabilities

Prepare and teach lessons of a high standard to the students assigned to them.

Actions

- Following designated programmes of study
- Carrying out the necessary assessments
- Providing information/comments for records
- Monitoring students in accordance with agreed departmental strategies
- Maintain discipline in accordance with school policies and demonstrate good practice in the classes taught with regard to attendance, appearance, uniform, punctuality, behaviour, homework etc.
- Contribute to the corporate tasks of development, record keeping, monitoring, and evaluation of lessons and maintenance of materials
- Participate in the applications of the departmental homework policy which includes setting, marking of homework and monitoring homework diaries
- Work closely with and consult those teachers who are responsible for similar curriculum areas, ensuring continuity and progression for students.
- Engage in continuous professional self-development in relevant areas.

Person Specification



| | E | D |
|--|---|---|
| Qualifications and Experience | | |
| QTS | X | |
| Degree | X | |
| Evidence of continuous professional development | | X |
| Experience in preparation of schemes of work and lessons | X | |
| Evidence of delivering strong outcomes for all pupils | X | |
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| Skills and Knowledge | | |
| Principles and practices of effective teaching and learning | X | |
| Preparation of schemes of work and lessons | X | |
| Knowledge and understanding of subject area(s) including requirements of GCSE and A level specifications | X | |
| Knowledge of practical skills, techniques and safety requirements for relevant lab work at up to A level | X | |
| Principles and practices of monitoring/assessment/evaluation | X | |
| The application of information and communications technology (ICT) to learning and teaching in subject area(s) | X | |

Personal Qualities

The ability to command respect from others.
 Ability to initiate and manage change.
 Ability to build and sustain effective working relationships with a range of stakeholders and external partners.
 Ability to demonstrate enthusiasm and sensitivity while working with others.
 Ability to make considered decisions.
 Be creative, flexible and innovative.
 Promote a well-reasoned educational philosophy in relation to the school ethos.
 Be encouraging and supportive in the development of others.
 Be emotionally self-aware.
 Have high personal aspirations and inspire the same in all members of the school community.
 Demonstrate a high level of integrity, honesty and fairness.
 Readiness to reflect on, evaluate and improve practice and to hold self and others to account.

All Essential Criteria

E = Essential

D = Desirable

How to Apply



If you are excited by this role and believe you have the values, vision, and expertise to lead our school through this exciting period of development, then we would love to hear from you.

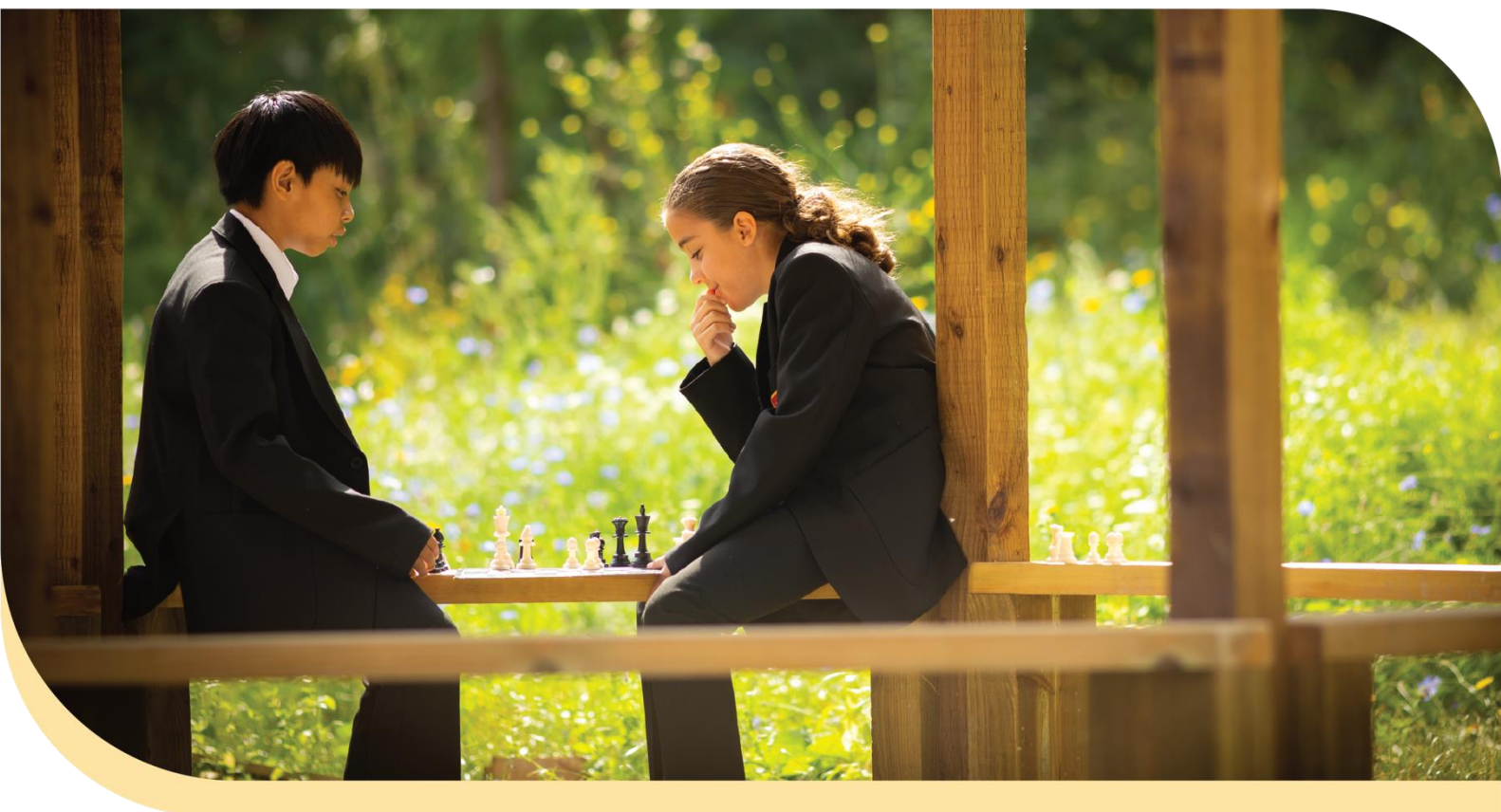
Jo Barker-Platt, Director of People and Culture
HR@aletheiatruster.org.uk
01474 533 082.

To apply for this role, please visit MyNewTerm

School Visit Date:
w/c 16/06/2025

Closing Date:
13/06/2025

Interview Date(s):
w/c 16/06/2025



Aletheia Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and governors to share this commitment. All successful candidates will be subject to an enhanced DBS check along with other relevant employment checks, including overseas criminal background checks where applicable. Our policy statement on the recruitment of ex offenders can be found on our website. All new employees, volunteers and governors will be required to undertake safeguarding training on induction which will be regularly updated in line with statutory guidance.

Please click here to view: [Our Trust policies](#) or [Our recruitment of Ex-Offenders policy](#).



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Contact Us

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