



**Mayfield Grammar School  
Gravesend**

**Appointment of  
Full-time Subject Leader of Biology  
required from September 2021**

**Closing date: 1pm – Wednesday 3<sup>rd</sup> March 2021**

**Interviews will be held week beginning  
Monday 8<sup>th</sup> March 2021**



# Mayfield Grammar School

## Gravesend

Pelham Road, Gravesend, Kent DA11 0JE  
Telephone: 01474 352896 Fax: 01474 331195  
Website: [www.mgsg.kent.sch.uk](http://www.mgsg.kent.sch.uk) Email: [enquiries@mgsg.kent.sch.uk](mailto:enquiries@mgsg.kent.sch.uk)

### **Subject Leader of Biology**

### **Full Time. Required from September 2021**

### **Main Professional Scale, UPS**

### **TLR 2B currently £4,783**

This is an exciting opportunity for an enthusiastic and committed Teacher of Biology with the ability to teach up to A Level. We are looking to appoint a suitably qualified colleague to lead our Biology Department. You will be joining a very successful department within a high performing 11-18 selective girls' school with boys in the Sixth Form.

We are looking to appoint a well qualified colleague who is flexible, highly motivated and creative. The successful applicant will possess sound knowledge of their subject and be able to maintain the excellent results in this popular area of study.

The person appointed will receive high quality mentoring and support. There is plenty of scope to be involved in a wide range of extra-curricular activities and to play an important role in the school's growth and development.

The school has a high profile for achievement locally and nationally and prides itself on its strong record of internal professional development. The school was judged by Ofsted to be 'Outstanding' in all categories of inspection in June 2013.

Further details and an application form are available from the Staff Vacancies section of the school website [www.mgsg.kent.sch.uk](http://www.mgsg.kent.sch.uk)

Applications made via TES Online and Kent-Teach will also be accepted.  
CV's will not be considered and should not be submitted.

All applications with a covering letter addressed to Mrs E Wilson, Headteacher  
must be received by **1.00pm on Wednesday 3<sup>rd</sup> March 2021**  
**Interviews to be held week beginning Monday 8<sup>th</sup> March 2021.**

***This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.***



# Mayfield Grammar School, Gravesend

Mayfield Grammar School, Gravesend is a selective girls' school with boys in the sixth form which is situated in the town of Gravesend, with easy access to the A2 and M25 and a direct rail link to Charing Cross. In February 2012 we converted to Academy Status and the school celebrated its Centenary throughout 2014/15.

The school occupies two sites. One houses the original 1926 building with its distinctive quadrangle and bell tower, surrounded by its playing fields. New Science, Technology and Dining facilities opened across 2020-2021. The other has specially designed facilities for Technology, Sports and Drama opened in 1995. There is ICT provision on both sites and a new teaching block will open in September 2021 to house our Learning Resources Centre, Music, Multi-purpose Sports Hall, additional classrooms and specialist IT rooms.

The school is an 11-18 grammar school. Entry at age 11 is via the Kent 11 plus selection procedure comprising nationally standardised Verbal, Non-Verbal and Mathematics tests. The procedure allows admission of the top 25% of the ability range. An optional additional opportunity to assess eligibility for admission is available through the Mayfield testing procedure.

The school was judged to be Outstanding by Ofsted in June 2013. Ofsted reported that "achievement in all subjects including English and Mathematics is exceptionally high" and that "The behaviour of students is exemplary. They engage enthusiastically with their learning, are courteous, polite and keen to contribute fully to the life of the school".

We are an outward looking school determined to provide the highest quality education by capitalising on opportunities available to the school. We work as a team where the contributions of all the staff are equally valued. We place major importance on providing new staff with an effective induction into the school and all staff are constantly seeking to improve their professional practice through external and internal training. Governors, parents and the community are extremely supportive of the work of the school.

The Senior Team consists of the Headteacher, a Deputy Headteacher and five Assistant Headteachers. Curriculum Leaders lead their subject teams to ensure a high-quality teaching and learning experience for all our pupils. Pastoral care is led by an experienced team of Learning Leaders who work with Form Tutors and are supported by Key Stage Co-ordinators (AHTs). A House System was introduced in September 2013. Merit points are given to students during the year and the Aster Trophy is awarded to the House with the most points overall.

The teaching staff are supported by Administrative Staff in the main office, a Reprographics Assistant, Librarians, Finance staff, an Assessment Officer, a Cover and Examinations Officer, a Pastoral Support Manager, Cover team and a team of Technicians. A Premises Manager, supported by two assistants, looks after the two sites.

The curriculum follows National Curriculum guidelines. All students have the opportunity to gain ten or eleven GCSEs at the end of Year 11.

There are circa 1206 students on roll, 266 of whom are in the Sixth Form.

From 2018, we expanded the Pupil Admission Number (PAN), to 180. For the last five years, the school has admitted above PAN, and from September 2021 will be increasing our PAN to 210.

Extra-curricular activities include a full sporting programme, choirs, orchestras and other club activities. A large number of students participate in the Adventure Service Challenge (Lower School) and the Duke of Edinburgh Award scheme (Upper School and Sixth Form). There are Conferences, the Graduation Ball and discos for students run in conjunction with Gravesend Grammar School. The school enjoys strong links with the local business community and runs a full Careers (CEIAG) programme. The school runs an extensive programme of trips and visits both home and abroad for all year groups.

Mayfield Grammar School, Gravesend is a happy community where relationships are exceptionally good.

This is a non-smoking school.

Anyone interested in the school is welcome to visit our website at [www.mqsg.kent.sch.uk](http://www.mqsg.kent.sch.uk)

## **Mayfield Grammar School, Gravesend**

### **Science Faculty**

A vacancy has arisen for a Subject Leader of Biology who will also support the Science Faculty. The person appointed will join a lively, experienced, enthusiastic and academically successful Faculty which at present comprises seven full-time and three part-time members of the teaching staff.

Miss Erica Yeong	Chemistry	Head of Faculty
Mr Marius Weilbach	Physics	Subject Leader
Mrs Shirley Gurteen	Biology	Subject Leader
Mrs Claire Buchanan	Biology	(part-time)
Ms Yaiza Sese	Biology	
Mrs Janice Murfet	Chemistry	Assistant Headteacher
Mr Ian Gordon	Chemistry	Learning Leader for Year 7
Dr Andrew Morris	Chemistry	
Mrs Lucy Trill	Physics	(part-time)
Dr George Pender	Physics	(part-time)

Science is taught in a suite of ten laboratories in the main Science block, which has just been renovated. Each room has either a projector linked to a computer, an interactive smart boards or touchscreen television screen.

The Faculty is supported by 3 technicians and Mr James Burns the Senior Technician.

#### **Lower School Science**

Year 7 and 8 currently follow an in-house 2-year course with 6 lessons, per fortnight, in Year 7 and 6 lessons, per fortnight in Year 8.

Members of the Faculty also contribute to the Year 10 personal development courses.

#### **Upper School Science GCSE**

Students begin Edexcel GCSE courses in Year 9. Taught by subject specialists they receive 3 lessons of Biology, 2 lessons of Chemistry and 2 lessons of Physics per fortnight. Details of the course content can be found in the Year 9 Options booklet available to view via the school website.

The current Year 10 and 11 students continue working towards their GCSEs either following the Separate Sciences qualification or the Combined Award.

Year 10: 3 lessons of Biology, 4 lessons of Physics and 3 lessons of Chemistry.

Year 11: 3 lessons of Biology, 3 lessons of Physics and 4 lessons of Chemistry

#### **A Level Sciences**

We offer 3 Science A Levels:

Biology – OCR (A)

Chemistry – AQA

Physics – AQA

Students follow 10 periods per fortnight.

## Mayfield Grammar School, Gravesend

### Job Description

<b>Post Title:</b>	Subject Leader Biology
<b>Post Holder:</b>	Subject Leader
<b>Purpose:</b>	<ul style="list-style-type: none"><li>• To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.</li><li>• To monitor and support the overall progress and development of students as a teacher/Form Tutor.</li><li>• To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.</li><li>• To contribute to raising standards of student attainment.</li><li>• To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.</li><li>• To play a full part in the life of the school community, to support its distinctive ethos and to encourage colleagues and students to follow this example.</li></ul>
<b>Reporting to:</b>	Faculty Leader
<b>MAIN (CORE) DUTIES</b>	
<b>Operational/ Strategic Planning</b>	<ul style="list-style-type: none"><li>• To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Curriculum Area and Department.</li><li>• To contribute to the Curriculum Area development plan and its implementation.</li><li>• To contribute to the whole school's planning activities.</li></ul>
<b>Curriculum Provision:</b>	<ul style="list-style-type: none"><li>• To assist the Faculty and/or Subject Leader to ensure that the curriculum area provides a range of teaching which complements the school's strategic objectives.</li></ul>
<b>Curriculum Development:</b>	<ul style="list-style-type: none"><li>• To assist in the process of curriculum development within the subject area and change so as to ensure the continued relevance to the needs of the students and the school's Strategic Objectives.</li><li>• To assist the Subject Leader to identify resource needs and to contribute to the efficient/effective use of physical resources.</li></ul>
<b>Staffing Staff Development: Recruitment/ Deployment of Staff:</b>	<ul style="list-style-type: none"><li>• To take part in the school's staff development programme by participating in arrangements for further training and professional development.</li><li>• To continue personal development in the relevant areas including subject knowledge and teaching methods.</li><li>• To engage actively in the Appraisal Review process.</li><li>• To ensure the effective/efficient deployment of classroom support where appropriate.</li><li>• To work as a member of a designated team and to contribute positively to effective working relations within the school.</li></ul>
<b>Quality Assurance:</b>	<ul style="list-style-type: none"><li>• To contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed school procedures, including evaluation against quality standards and performance criteria. To seek/implement modification and improvement where required.</li></ul>

<p><b>Teaching:</b></p>	<ul style="list-style-type: none"> <li>• To teach students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere.</li> <li>• To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.</li> <li>• To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.</li> <li>• To ensure that ICT, Literacy, Numeracy and school subject specialism(s) are reflected in the teaching/learning experience of students.</li> <li>• To undertake a designated programme of teaching.</li> <li>• To ensure a high quality learning experience for students which meets internal and external quality standards.</li> <li>• To prepare and update subject materials/share with colleagues in the team.</li> <li>• To use a variety of teaching and learning approaches which will stimulate learning appropriate to student needs and demands of the syllabus.</li> <li>• To maintain discipline in accordance with the school's procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.</li> <li>• To undertake assessment of students as requested by external examination bodies, departmental and school procedures.</li> <li>• To mark, grade and give written/verbal and diagnostic feedback as required.</li> <li>• To communicate effectively with the parents of students as required.</li> <li>• To maintain appropriate records and to provide relevant accurate and up to date information for the management information system.</li> <li>• To complete the relevant documentation to assist in the tracking of students.</li> <li>• To track student progress and use information to inform teaching and learning.</li> </ul>
<p><b>Form Tutor Role:</b></p>	<ul style="list-style-type: none"> <li>• To promote the general progress and well-being of individual students and of the Form Tutor Group as a whole.</li> <li>• To be the first point of contact for students in the tutor group for both academic and welfare concerns.</li> <li>• To maintain effective communication between students in the tutor group, staff and parents in relation to the students' progress and welfare.</li> <li>• To liaise with a Learning Leader to ensure the implementation of the school's Pastoral System.</li> <li>• To register students, accompany them to assemblies and remain with them as appropriate, encourage their full attendance at all lessons and their participation in other aspects of school life, including form assemblies and form council meetings.</li> <li>• To evaluate and monitor the progress of students and keep up to date student records as may be required.</li> <li>• To contribute to the preparation of Action Plans, progress files, reviews and school reports.</li> <li>• To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.</li> <li>• To communicate as appropriate, with the parents of students and with outside agencies.</li> <li>• To contribute to PSHE and citizenship and enterprise learning according to school policy.</li> </ul>

	<ul style="list-style-type: none"> <li>• To apply the Behaviour Management systems so that effective learning can take place.</li> <li>• To make effective use of form time to progress student learning.</li> </ul>
<b>Other Duties</b>	<ul style="list-style-type: none"> <li>• To support the school in meeting its legal requirements for worship.</li> <li>• To promote actively the school's corporate policies.</li> <li>• To support Sixth Form students in the completion of the EPQ as directed by the school. This will include monitoring student progress and assessment of student work.</li> <li>• To undertake any other duty as specified by STPCB not mentioned in the above.</li> </ul>

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Staff are expected to undertake any other duties as may be reasonably expected.

Staff are expected to uphold the ethos of the school in all aspects of their work.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date shown, but, in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.