

The Grange School

Teacher of Biology



# Our School

The Grange School has been one of the great success stories of independent education over the past thirty years. The school was founded in 1933 as a Kindergarten and Preparatory School. In 1977, the Governors took the major step of developing secondary education and since 1978 the school has grown steadily and developed an outstanding academic reputation. Today, The Grange has a total enrolment of 1165 pupils with 439 in the Junior School (4-11 years) and 726 in the Senior School including 170 in a thriving Sixth Form. It is consistently the best performing school in Cheshire and undoubtedly among the very best independent co-educational day schools in the country.

More importantly we are a very happy school. The relationship between staff and students is exceptional; although very busy and, at times, pressurised, it is a pleasure to work and study in such a friendly environment. Expectations of teachers and pupils are high, but this serves both to stimulate achievement and provide reward.

We understand our chief purpose to be to help produce young people who truly flourish and find fulfilment as adults. We try to do this by helping them to identify and develop their unique combination of strengths, talents and passions, and to challenge them to find a purpose for their lives which such attributes can serve.

## The Place

The Grange is situated in Hartford, a thriving village in its own right but also, in effect, an extension of the town of Northwich. Part of the Vale Royal of Cheshire, equidistant from Manchester and Liverpool, with Chester only 15 miles away. It is a delightful area to live in; nowhere is more than a few minutes from lovely countryside; hills, coast, even mountains, are within easy reach. Nearby cities provide terrific opportunities that supplement the cultural, sporting and commercial life of the area. There is a good variety of housing available to suit all tastes and budgets; both staff and pupils travel to the school from a wide area and a variety of both urban and rural locations. In short, the standard of living in the area is attractive and sought after.



# Our Curriculum

In most dictionaries the word curriculum is usually defined in terms of 'the courses of study offered by a school or college'. At The Grange our definition is much closer to the context in which the word –whose original Latin meaning is 'race track' or 'lap'– was originally understood in education in the early twentieth century: the 'course' represented by all those experiences through which children become successful adults in society.

Consequently we understand that everything we do in school from which our young people learn about the world and themselves is a part of our curriculum. They learn from their studies, their involvement in activities outside the classroom, their relationships with their peers and their teachers, their successes and (often more helpfully) their mistakes.

Thus we define our curriculum in an all-embracing and holistic way. We structure it to include our Academic Programme, our Enrichment Programme and our Personal Development Programme.



# Our Values

At The Grange School we value particularly an approach to our community from all who work and learn here which is:

- Caring and respectful, embracing differences and sensitive to the needs of all.
- Straightforward, demonstrating integrity in all that we do.
- Wholehearted, showing commitment in all areas of school life.
- Ambitious, aspiring to be the best that we can be.
- Adventurous, seizing opportunities and becoming resilient through challenge.
- Supportive, celebrating talent and creativity to build character and confidence.

# Job Description

<b>The Role:</b>	Teacher of Biology
<b>Reporting:</b>	The Head of Biology
<b>Qualifications:</b>	A recognised teaching qualification e.g. Degree plus a PGCE or equivalent
<b>Period</b>	Fixed Term (30 <sup>th</sup> August 2018- 5 <sup>th</sup> April 2019) <small>There is the potential that this contract could be extended up until the end of the Summer term (5<sup>th</sup> July 2019).</small>
<b>Salary:</b>	Dependent on experience

*This job description should be seen as enabling rather than restrictive and will be subject to regular review.*

## Job Purpose

### The Opportunity

The Grange is seeking to recruit a Teacher of Biology on a full time and fixed term basis, to cover a period of leave from the Team. This position is to take effect from September 2018. This position is suitable for an experienced teacher looking for an exciting challenge, or an excellent NQT. The post requires teaching general Science to Year 7 and the teaching of Biology to Year 8-Year 10 classes.

The Biology Department is a strong team whose teaching environment is productive and exciting with both teachers and pupils contributing generously to its success. Field trips include biennial expeditions to Thailand and in the past have included trips to the Galapagos Islands and Ecuador.

The teaching environment is productive, but most of all exciting. It is a department that teachers and students enjoy being a part of and all members are willing to contribute to its continued success. Thus, numbers taking the subject, particularly at A Level have grown greatly in recent years and it is now one of the largest departments in the school. Examination results reflect the high standards that are expected and pursued: last summer the department achieved 96% A\*/B grades at GCSE and 88% A\*/B grades at A-Level.

Willingness to teach a small number of PHSE lessons is desirable for this position, although not an essential criterion for applying.



# Responsibilities

The list of professional duties below is set out in addition to the expectations that The Grange School has of any member of the teaching staff, as detailed in the Job Description for Senior School Teacher.

## Teaching Responsibilities

- planning and thoroughly preparing courses and lessons;
- establishing and preserving a positive atmosphere for learning within the classroom;
- teaching all pupils assigned and regularly setting and marking of work to be carried out by the pupils;
- maintaining knowledge of those assigned pupils on SEND register and putting into practice strategies suggested by the SEND Coordinator.
- assessing, recording and reporting on the development, progress and attainment of all pupils, according to the school's policy and schedule;
- preparing pupils for public examinations and assessing pupils for the purpose of such examinations;
- ensuring appropriate differentiation in work set;
- promoting independent learning;
- assisting individual pupils to maximize their potential;
- in each case, having regard for the curriculum of the school.

## Pastoral Responsibilities

- promoting the general purpose and well-being of the pupils assigned to them;
- providing guidance and advice to pupils on educational, social, moral and spiritual matters;
- participating in meetings of staff and parents to discuss pupil's progress as required,
- including Parents' Evening of all pupils taught;
- acting as a Form Teacher when required to do so.

## Professional Responsibilities and Duties

- maintaining good order and discipline;
- safeguarding the pupils' welfare and safety at all times, both on school premises and elsewhere, while under supervised school activities;
- having due regard for the health and safety of all members of the school community, and following the school health and safety policy;
- exercising responsibility for preventing damage to property and for looking after teaching rooms;
- supervising and, if practicable, teaching other pupils whose teacher is absent;
- participating in organisational, administrative and supervisory tasks, such as staff duties;
- attending Morning Assembly;
- invigilating internal examinations;

- making teaching areas attractive by providing display material;
- advising and co-operating with the Head and other teachers on the development of the school;
- participating in arrangements for their further training and professional development;
- helping to train student teachers who have been accepted by the school for training;
- attending and helping at public events; in particular, attendance at Prizegiving, Open Morning (usually the last Saturday in September) and Entrance Examination (usually the first Saturday in February) is compulsory. All teachers are encouraged to attend and support those school events that involve pupils for whom they have pastoral responsibility;
- giving a good impression of the School when in discussion, inside or outside the school, with individuals and outside agencies.

### Enrichment Responsibilities

- participation in the extra-curricular programme;
- participation in the activities of the assigned House (and its section), as directed by the House Leader, including attendance at House meetings.



# The Person

Key to recruitment activity: A = Application, I = Interview, E = Experience, T = Task, R = Reference

Qualifications:	Activity
A recognised teaching qualification e.g. Degree plus a PGCE or equivalent	A
Knowledge and Understanding:	
To understand the requirements of the Biology curriculum across all Key Stages	E
To understand and be able to lead on the principles of assessment for learning, a full range of assessment techniques, recording and reporting requirements consistent with whole school policy	E, I
To know the characteristics of high quality teaching and the variety of teaching and learning styles and how they impact on the quality of learning and student achievement	I, T
To be able to articulate a vision for Biology at The Grange School	I, A
To know and understand how to use comparative data to set realistic and challenging targets, track student progress and evaluate achievement outcomes	I
To be able to implement change and development in collaboration with senior leadership as appropriate	I, R
Experience:	
Substantial, recent and successful teaching experience across the age and ability range	A
Ability to teach GCSE and A Level Biology	A, E, I
Teaching and Learning Skills:	
To be an effective teacher able to deploy a range of teaching and learning styles and manage the learning environment to promote excellence and high achievement for students of all abilities	I, T, R
To inspire students in their study and enjoyment of Biology	T, R
To be able to relate well to students in a professional manner in a variety of contexts	I, T
To be committed to leading a range of inclusive extracurricular activities, adding breadth to student experience	E
Qualities:	
To be able to support the wider aims of the school	I
To be committed to the safeguarding and wellbeing of every student in your care	I, R
To be committed to the entitlement of all students to a broad and balanced curriculum	I
To be able to support the school's mission and values	I
To be able to demonstrate excellence in one's professional work and the achievements of students	I
To be committed to continuous professional development at all levels	E, I
To be able to maintain effective and professional relationships with colleagues at all levels	I, R
To be able to work effectively as a member of a team	E, I, R
To be resolute in the promotion of the department	I
To be resilient and cope with periods of pressure effectively with good humour and a sense of proportion	I
To be committed to the philosophy of inclusive education	I, R
To participate wholeheartedly in evening and weekend activities as appropriate	I

# The Process

To apply for the role of Teacher of Biology please write a letter of application to support a fully completed application form and names of two referees to:

**The Head  
The Grange School  
Bradburns Lane  
Hartford  
Cheshire  
CW8 1LU**

Please mark the envelope 'FAO: Sarah Arden' in the top left hand corner. Applications are also accepted via e-mail to [recruitment@grange.org.uk](mailto:recruitment@grange.org.uk)

Closing date for applications is 18<sup>th</sup> June 2018 at 12 noon. Interviews have not yet been scheduled, however will probably take place week commencing 25<sup>th</sup> June 2018.

As part of the interview process, candidates will; be required to teach an observed lesson – details of which will be provided upon shortlisting, have an interview with the Head of Biology and member of the SLT and have a tour of the School and facilities.



*The Grange 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 candidate will be subject to a DBS check. This post is exempt from the Rehabilitation of offenders Act 1974.*

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