

# Candidate Brief

Teacher of Biology with responsibility  
MPS/UPS  
plus TLR up to £5421 for the right candidate  
September 2017



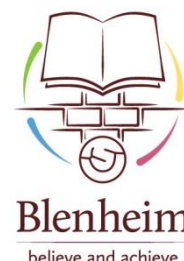
**BLenheim HIGH SCHOOL**  
LONGMEAD ROAD, EPSOM, SURREY, KT19 9BH

# Candidate Brief

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## Teacher of Biology

May 2017



Dear Applicant,

Thank you for your interest in the post of Teacher of Science and I hope that after reading the enclosed information, you will be encouraged to join our team at this exciting time in the school's development. Please come and visit us to see for yourself what a dynamic and vibrant department this is, within a forward-looking establishment, and to see the importance we place on Science across our school.

You have hopefully read our Ofsted report and gained further information on the background of Blenheim High School. We are entering a key phase in Blenheim's development and are determined to work tirelessly to ensure we address the issues outlined in the report so that Blenheim becomes one of Surrey's outstanding providers of education with specialism in Science, Technology and Maths (STEM).

Appointed to the school in October 2016, I am excited to have taken the helm at Blenheim High in April 2017. Previously a Leader in an Ofsted outstanding school, I recognise the strengths that Blenheim already has and aim to build on these foundations to ensure Blenheim's future will be one where students' life chances, including those of our disadvantaged students highlighted in our Ofsted report, become even richer. I've been struck by the relationships between staff and students, which are clearly a strength of the school. I am impressed with the commitment and diligence of staff who clearly have students' best interests at heart and who regularly go 'above and beyond' to ensure that young people are given every opportunity to realise their potential both inside and outside the classroom.

I am now looking for a committed and talented Teacher of Science to join us on a journey of further improvement for the school. In return, we can offer you the chance to shape the future direction of the department, the wider school and your own professional development and pathways.

The person appointed will be both an excellent classroom practitioner and an outstanding coach, securing strong outcomes for students, whilst ensuring Science remains a very high profile subject area.

We are part of two teaching alliances; The Sutton School Alliance and George Abbot, Guildford, and we are a technology training hub. Consequently, professional development is a key feature of the school and we aim to be an exceptional place to work, attracting, retaining and developing the finest teaching and support staff.

At Blenheim, every student and teacher has an iPad for learning and therefore the successful candidate will need to be willing to become familiar with the use of iPad technology and understand and champion the benefits of using technology to accelerate and transform teaching and learning in Maths. We are working towards becoming an Apple Distinguished School and offer training opportunities to all staff and the wider community.

*“ICT is used effectively to support learning. Each pupil has access to a tablet, which is used in a range of ways to support lessons and other activities. For example, pupils can complete and submit work for teachers to mark online, use their tablets as whiteboards for quick-response questions and use them instead of textbooks. Pupils find it motivating and enjoyable using tablets, and say that the instant feedback it can provide is really helpful.” (Ofsted 2017)*

Blenheim is a fantastic place in which to work. We have a strong and experienced Leadership Team, a large and vibrant student body and dynamic staff who are willing to work hard to ensure positive learning experiences for young people. We have achieved numerous accreditations including Investors in People, Investors in Careers, Healthy Schools’ Award, Partnership with Parents award, the Sports and Arts Mark and we are a designated Science Academy. Students enjoy coming to school, and consistently remark on the high quality relationships with staff and each other.

*“Behaviour is good. Almost all pupils behave well in and around school, even when unsupervised. Staff know pupils well and treat them as individuals. This leads to positive, respectful relationships between staff and pupils. Pupils demonstrate respect for themselves and their school. They take pride in their uniform and the environment, which is clean, uncluttered and appealing.” (Ofsted 2017)*

I believe that this is an ideal post for someone who is ambitious, prepared to work hard and firmly committed to developing the life chances of all young people.

I very much hope that after your initial investigations, you can see that this role and school will provide the right candidate with a significant career opportunity and that this will encourage you to apply.

School tours can be arranged at any time. Please contact the Head’s PA, Mrs Hart, on 01372 745333, or email [headteacher@blenheim.surrey.sch.uk](mailto:headteacher@blenheim.surrey.sch.uk) to arrange a visit.

Yours sincerely,  
Tony Bodell  
Headteacher

# BACKGROUND INFORMATION



Blenheim is a dynamic, exciting and supportive environment in which to work. The school opened in September 1997 with one year group and has grown to its current size of approximately 1370 students on roll including over 200 in the Sixth Form. Blenheim is a mixed comprehensive and our reputation in the community is excellent and as a result the school is very popular. The intake comprises of students from all areas surrounding the school and ability levels and the cultural blend is varied. Candidates should be entirely committed to the comprehensive ideal of education.

We converted to Academy status in March 2012 and through our Science specialism which now includes Maths and Technology, we have developed many community and primary school links.

We are fortunate to have outstanding facilities and we are a well-resourced school. All classrooms are equipped with interactive whiteboards and we work hard to provide a stimulating environment in which to learn. We have launched an iPad for Learning Scheme under which all students have access to an iPad, the majority having their own personal device. All teaching staff, therefore need to be willing and committed to using new technologies as a tool for enhancing learning. We work closely with Apple and we hope to become an Apple Distinguished school in the near future.

Visitors to the school constantly remark on the calm, purposeful learning ethos that they observe. We are fortunate for the school to be situated in its own grounds and have grass football and rugby pitches along with gardens around the school. We also have an All Weather Pitch and excellent sports facilities.

We have extremely high expectations of the students and believe in a traditional approach to school uniform and behaviour. Staff are expected to have high aspiration in all that they do and to work hard in order to achieve the very best for all our students. That said, we support staff fully both in their day to day work and their professional development. We hold a comprehensive professional development programme on a weekly basis and expect all staff to take responsibility for their continuing development. We hold an annual two day conference for all staff and offer professional development bursaries for specific areas of development within the school. We also support staff who may wish to continue their academic study. The Staff Association offers a range of social and sporting opportunities which are always very popular and staff are entitled to a full benefits package including for example the cycle to work scheme, employee assistance etc.

Blenheim is situated five minutes' walk from Ewell West train station which is an Oyster card station and within easy reach of the M25. We are, therefore, easily accessible from central London or Surrey and the Home Counties.

# Job Profile

## Teacher of Biology

### Job Purpose:

To ensure high quality learning takes place through the effective teaching of lessons and the participation in activities in support of the aims of the school.

### Safeguarding

You are expected to be familiar with all school policies in particular safeguarding procedures and to promote the welfare of children.

### Accountable to:

Head of Department

### Accountable for:

Students in classes taught.

### Key Accountabilities:

#### Curriculum.

- To ensure the delivery of high quality teaching and learning opportunities for the students of Blenheim High School.
- To prepare and teach appropriate and challenging lessons.
- With the Head of Department to review systematically, change and modify the curriculum as necessary by planning suitable courses for students of all abilities and to meet the wider aims of the school.
- To ensure that ICT is an integral part of the curriculum.
- To contribute towards the production of a Departmental handbook, schemes of work and programmes of study for each year group.
- Keeping abreast of current developments in the educational field to enable curriculum planning.
- Work with other Departments to ensure curriculum integration.
- To assess students' work and report on progress as required.

#### Department

- To work closely with all members of the Department to achieve departmental and whole school aims and to assist with whole school projects.
- To promote student progress and well-being with due regard for discipline, health and safety
- To ensure that the environment of the classroom is always of a high quality and contribute to the environment of the Department area.
- To monitor student progress throughout the subject.
- To participate and contribute to appropriate meetings, staff development, performance management and school routines and duties.

### Community

- To work closely with parents and other members of the community where appropriate.
- To promote the school outside of school by becoming involved in activities within the community.
- To work with feeder schools & colleges to ensure successful transfer of Blenheim High School students in conjunction with other staff.
- To demonstrate a keen interest in the life of the school.



# Person Specification – Teacher of Biology

Essential	Desirable
<b>Qualifications</b>	
<ul style="list-style-type: none"> <li>Well qualified graduate in Science with Qualified Teacher Status.</li> </ul>	<ul style="list-style-type: none"> <li>Commitment to continuing professional development.</li> </ul>
<b>Safeguarding</b>	
<ul style="list-style-type: none"> <li>Full understanding of the Safeguarding and Child Protection requirements and how teachers promote the welfare of children.</li> <li>Enhanced DBS and validated references.</li> <li>Eligibility to work in the UK.</li> </ul>	
<b>Experience</b>	
<ul style="list-style-type: none"> <li>Have met the Teacher Standards and continue to meet them.</li> <li>Have a secure knowledge and understanding of own subject/curriculum area.</li> <li>Evidence of taking responsibility for own professional development.</li> <li>Evidence of good teaching skills, leading to consistently high standards of achievement.</li> <li>Knowledge of current developments in teaching and learning.</li> <li>IT literate and willingness to use iPad technology to inform teaching and learning.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of teaching a second subject.</li> <li>Experience of using Apple technology.</li> <li>Evidence of leading high quality extra-curricular activities.</li> <li>Evidence of working with other professionals as part of a team. Experience of teaching across all Key Stages.</li> <li>Experience of tutoring students in a pastoral capacity.</li> </ul>
<b>Knowledge Skills/Ability</b>	
<ul style="list-style-type: none"> <li>Develop a broad and imaginative range of teaching skills.</li> <li>High-level communication and presentation skills applicable to a range of audiences.</li> <li>Think creatively and imaginatively to solve challenges.</li> <li>Make effective use of assessment for learning in the classroom.</li> <li>Good class management</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of how to use and adapt a range of teaching, learning and behaviour management strategies including how to personalize learning to provide opportunities for all learners to achieve their potential.</li> </ul>
<b>Personal Attributes</b>	
<ul style="list-style-type: none"> <li>Enthusiasm for the subject and a desire to communicate that to others.</li> <li>Commitment to running and leading extra-curricular activities, where appropriate.</li> <li>Enjoy working with young people.</li> <li>Demonstrate energy, vigour and perseverance and promote and 'I can' philosophy.</li> <li>Ability to priorities, plan and organize own work and that of students.</li> <li>Self-motivate and a desire to achieve the highest possible standards.</li> <li>Excellent communicator, both orally and in writing.</li> <li>Ability to work as part of a team.</li> </ul>	<ul style="list-style-type: none"> <li>Involvement in creative and innovative teaching developments.</li> <li>Willingness to take on delegated responsibility</li> <li>Ability to build on the experience, advice and contribution of others.</li> </ul>

# Science Curriculum Area Information



The Curriculum Area, which is housed in well-equipped and well-maintained Science laboratories, is staffed by sixteen teachers with specialists from all three branches of Science. The teaching is supported by an experienced team of five highly effective technicians.

These are exciting times in the development of Science at Blenheim. In September 2004 Blenheim was designated as a Specialist Science College and many new initiatives have been implemented to build on the outstanding Science teaching that was already taking place. Three new Science laboratories have been constructed, bringing the total to thirteen, and all are equipped with interactive whiteboards. In the last three years, we have introduced a range of resources to support student learning with iPads. These include a range of interactive class activities, quizzes, data recording techniques and assessment tools.

At present, Key Stage 3 students study a modular course of Science units adapted from the popular 'Activate' scheme. It is a well-resourced teaching programme, incorporating a wide range of practical and assessment activities. The majority of students follow a programme aimed at completing Key Stage 3 in just over two years, allowing more time to develop the skills required for success at GCSE. At Key Stage 4, most students study either Double Award GCSE Science (AQA Science followed by Additional Science) or Triple Science GCSE in Biology, Chemistry and Physics. Staff generally teach

their Science specialist subjects at Key Stage 4, but may on some occasions be required to teach other Science disciplines.

In the 6th Form, the Curriculum Area offers all three main Science subjects at AS and A2 level. The Biology Department is following the new AQA A-Level course, which is proving very popular with students and teachers alike and both Chemistry and Physics follow the OCR A courses.

The curriculum team work very closely together sharing common aims and good practice. They have developed into a very successful part of the school through high quality, innovative teaching and the development of a calm, disciplined learning environment.

Hopefully, these few words have been of some help and have convinced you that the Science Curriculum Area at Blenheim is the place to further your future career. If you are a hardworking, enthusiastic and forward thinking colleague who wants to work as part of a very successful team, we would like to hear from you.



# The Application Process

Please download and complete the Application Form and include a Statement of Application outlining your achievements to date and what you bring to the role. Please ensure that this is no more than two sides of A4.

To find out more about the school or to arrange a tour of the school please contact Mrs Hart, PA to the Headteacher, [headteacher@blenheim.surrey.sch.uk](mailto:headteacher@blenheim.surrey.sch.uk)

Our school is committed to equal opportunities and to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointment to this post will be subject to an enhanced DBS disclosure. I enclose our policies for your information.

Please be reminded that you are liable to prosecution if you are included in the Disclosure and Barring Service's/ Disclosure Scotland's Children's Barred List and engage, or seek or offer to engage, in work which either involves contact with children or provides opportunities for contact with children.

