



**Appointment of Teacher of Biology  
Upper School  
to start September 2018**

The Perse School is looking to appoint a high achieving Biologist to join this popular, dynamic and successful department. The ability to teach a second scientific subject to Key Stage 3 or above would be an advantage.

Full details about the School, its locality, teacher benefits and current teaching staff profiles can be viewed and downloaded from the school website: <http://www.perse.co.uk/job-vacancies/>

**The Department**

Biology is an energetic, supportive and collegiate department which is led by Dr Cheryl Buchanan. The successful candidate will have a genuine enthusiasm for Biology and be well placed to generate and sustain a high degree of motivation in all pupils, who are mainly of a high ability. The ability to teach a second science, to Key Stage 3 or beyond, will be an advantage.

Biology is a core subject alongside Chemistry and Physics. All pupils currently take three separate sciences to IGCSE having completed a preparatory Biology course in years 7 and 8. We follow the CIE IGCSE course (0610) in years 9, 10 and 11. The examination results from the June 2017 session were superb and the department achieved outstanding IGCSE results with 85% of students achieving A\* - A grades.

Biology is a popular A-level choice. In 2017 approximately 100 students chose to study Biology in the Lower and Upper Sixth with 93% achieving an A or an A\* at A-level. Since September 2013 the department has been teaching the CIE International A-level course (9700), which is academically challenging and requires pupils to thoroughly develop their independent learning and questioning skills to achieve success. The course tests practical skills through a practical examination at AS and a practical skills paper at A2 and so practical work is an integral part of our teaching. Our laboratories are thus equipped to the highest standards.

Students studying Biology regularly succeed in gaining places to read Natural Sciences or Biological Sciences at Cambridge and Oxford University. Many students use their Biology in degrees such as Dentistry, Medicine and Veterinary Science. The Medical Forum and Sixth Form Biology Society provides extension material for students hoping to apply for these competitive degree courses. All Biology students from years 9 and 10 are entered into the annual national Biology Challenge competition achieving 71 Gold awards, 73 silver awards, 80 bronze awards, 44 highly commended awards and 38 commended awards.

The Biology department also enters students into the annual Biology Olympiad competition. In 2017 Perse students were awarded 8 Gold awards, 15 Silver awards, 20 Bronze awards, 11 Highly commended and 17 Commended awards overall from round 1. One student progressed through all the rounds and represented the UK at the International Biology Olympiad gaining a Gold medal overall.

Further information about the department's curricular and extra-curricular activities (and public examination results) can be found on the School's website: [www.perse.co.uk](http://www.perse.co.uk)

## **Timetable**

The School operates to a ten-day timetable cycle, consisting of 80 periods. Most members of staff teach about 59 periods per cycle including games and enrichment sessions. Newly qualified teachers receive period remission in their first year for training and induction.

## **Applicants without formal teaching qualifications or experience**

Applicants without formal teaching qualifications or experience will be considered for this position. The Perse has a long record of training and developing teachers in situ, and many highly successful teachers started with no formal teaching qualifications. For applicants without a teaching qualification we are looking for: a high level of subject knowledge, enthusiasm, good communication skills, patience, an empathy with young people and a desire to get involved in the extra-curricular life of the school. The Perse supports unqualified teachers in achieving Qualified Teacher Status and the Post Graduate Certificate of Education qualification whilst working at the School.

## **Newly Qualified Teachers**

The School is fully accredited to participate in the IStip NQT Induction Programme in order to provide qualified teacher status.

## **2016 ISI Inspection Report**

The Pelican, Prep and Upper were inspected during the spring of 2016. The inspection report can be viewed at <http://www.perse.co.uk/about-us/our-approach/inspection-reports/>

## **Applications**

Applications are to be made using the School's online application form, available from the School website <http://www.perse.co.uk/job-vacancies/>

Any queries regarding the application process should be directed to the HR Co-ordinator at [recruitment@perse.co.uk](mailto:recruitment@perse.co.uk).

## **Safer Recruitment**

The Perse School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post including: references from previous employers, a Disclosure and Barring Service check at the enhanced level, as well as eligibility to work in the UK (in compliance with UK immigration regulations). Interviews will be conducted in person, and they will explore candidates' suitability to work with children.

## **Recruitment Policy**

The School's Recruitment, Selection and Disclosure Policy and Procedure is available for your information on the School website.

## **Interviews**

Candidates will be invited to spend a day at the School and to meet the Head and Deputy Heads as well as the Head of Biology, Head of Science and the department. Candidates will be asked to teach a lesson as part of the selection process and further details will be available from the Head of Biology, Dr C Buchanan. The closing date for applications is **Thursday 1st February at 2.00pm** and interviews will be on **Wednesday 7th February**.

## **JOB DESCRIPTION**

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.

## **Accountability**

The Teacher of Biology is ultimately accountable to the Head through the Senior Deputy Head but day to day accountability will be to the Head of Department.

The following duties shall be deemed to be included in the professional duties which the Teacher may be required to perform:

### **Curriculum**

- Teaching throughout the school in a manner appropriate to students' ages and abilities;
- The ability to teach a second scientific subject to Key Stage 3 or above would be an advantage;
- Assessing and recording students' progress in accordance with departmental and school policies;
- Preparing students for university applications in related subjects;
- Promoting and teaching IGCSE/GCSE; I A Level/A Level/Pre-U;
- Attending and contributing to departmental meetings;
- Developing and sharing teaching and learning resources;
- Monitoring the work and progress of pupils, including those with specific learning needs;
- Maintaining professional skills through INSET and our Professional Development programme;
- Being proactive in exploring innovative ways of delivering ICT through the curriculum;
- Producing displays to create an attractive learning environment.

### **Extra-curricular**

- Contributing to the extra-curricular life of the school through Games, the Enrichment Programme or other appropriate commitment.

### **Pastoral**

- Taking part in the pastoral life of the school as a form tutor;
- Contributing to the PSHE programme.

### **Safeguarding**

- Promoting and safeguarding the welfare of children and young persons for who you are responsible and with whom you come into contact.

### **Review**

- The job specification will be reviewed biennially as part of the professional development cycle. Any changes may only be made by agreement with the Head of Department and Senior Deputy Head.

## **PERSON SPECIFICATION**

### **Qualifications**

- High Class Honours Degree in Biology or related subject.
- PCGE desirable but by no means essential.

### **Skills and Experience**

- The capacity to inspire pupils of all abilities and enhance pupil learning.
- Proven communication and interpersonal skills.
- High level of literacy, attention to detail and ability to use initiative.
- High order administrative skills, effectively manages commitments and deadlines.
- ICT competence and willingness to learn and use new technologies.

### **Personal competencies and qualities**

- Motivation to work with children and young people.
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
- Emotional resilience in working with challenging behaviours.
- Positive attitude to use of authority and maintaining discipline.
- Empathy for pupils, parents, staff and the community.
- Shares in the values that define the School community: intellectual curiosity and scholarship, endeavour, breadth and balance, and valuing one another.
- Works collaboratively and supportively with colleagues within school and with colleagues in other organisations.
- Respects and values the different experiences, ideas and backgrounds others can bring to work and to teams.
- Ability to motivate and encourage participation in activities both inside and outside the classroom and a willingness to take part in / organise trips and visits.
- A generosity of spirit and a willingness to contribute to the extra-curricular life of the School.
- Committed to continual personal and professional development.