

**Welcome**



Thank you for your interest in the position of Teacher of Biology at Hereford Cathedral School. I hope that this information booklet will help provide you with some insight into our Cathedral School, Hereford city, and the outstanding county in which we are privileged to be located.

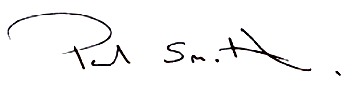
From our three year-olds in Nursery to our 18 year-olds in the Sixth Form, we seek to meet the specific needs of every pupil – providing stretch and challenge in the classroom and a wide variety of opportunities to develop individual interests, skills and self-esteem.

Alongside our small class sizes, excellent results and the outstanding range of opportunities on offer, we feel that our greatest strength lies in our friendly, family, inclusive ethos, encouraged by excellent staff pupil relations and a highly supportive parent body. It is this ethos, widely recognised as a special characteristic of the school, which enables pupils, young and old, to excel both in and out of the classroom.

The school is one of the UK’s leading independent co-educational day schools. We also benefit from the finest of settings, adjacent to a beautiful Cathedral and within a stone’s throw of the thriving city centre.

This is an exciting time in the development of the school and the Teacher of Biology will play their part in helping the school provide a lively, enriching and relevant curriculum. Details of the position, and the qualities that we seek in the successful applicant, are included in the job description.

I hope that the information provided in this pack gives you a sense of what to expect at Hereford Cathedral School and helps you to decide whether this is the right post for you. Please feel free to contact me directly if you have any further questions.



Paul Smith,

Headmaster

*“Justifiably growing more self-assured, a school with a great deal to offer and an ethos of careful, thoughtful, nurture. Much to impress, with truly outstanding arts and music, a wide curriculum, a great sense of community service and genuine commitment to developing courage, confidence and a sense of adventure in even the quietest child.”*

*The Good Schools Guide Review 2013 of Hereford Cathedral School*

**Aims, Ethos & Vision**

We provide boys and girls aged 3 to 18 with an excellent standard of teaching and individual care, offering them a broad range of opportunities to develop every aspect of their potential. The Hereford Cathedral School culture produces well-balanced, confident and considerate young adults ready for the wider world.

We seek:

* To meet pupils’ academic and personal needs and to promote the acquisition of moral values.
* To provide an environment in which pupils feel valued and learn to work co-operatively in a community.
* To provide a balanced, appropriate and challenging curriculum and a wide range of extra-curricular opportunities.
* To encourage pupils to achieve their academic potential and to foster a climate in which teaching and learning of high quality are given central priority.
* To ensure a high degree, within and outside the formal pastoral structure, of personal care, support and guidance.
* To respond to pupils’ aspirations and to be attentive to those of parents, and to their views.

As part of an ancient Cathedral foundation, and as a Choir School, which has the privilege of a Cathedral as its chapel, we are a Christian School in the Anglican tradition, although we welcome and value those of other denominations and faiths. Each pupil is encouraged to consider seriously and openly the Christian tradition within which the School is founded.

We place great value on maintaining close, constructive communication with parents and seek to establish the education of each pupil as a joint endeavour. While the academic development of each pupil is a central objective of both the school and the parent body, we seek, through example and ethos, to prepare our pupils for life beyond school by developing certain qualities and values. These include: self-discipline, diligence, acceptance of responsibility and challenge, regard for proper authority, honesty, courtesy, fairness, trustworthiness, loyalty, sensitivity to the needs and views of others, courage, and the capacity to look to the future.

Our aim is to fulfil our charitable status through service to the local community by support for Cathedral choristers, charitable fundraising, the loan of buildings and other services to the community. Through competitive fee levels and the award of choristerships, scholarships, and bursaries, the pupil body reflects a wide cross-section of the local population.

**A Brief History**

Hereford Cathedral School is amongst the oldest schools in the United Kingdom and is thought to have been founded as a song school attached to Hereford Cathedral in Anglo-Saxon times. The first written reference of the School dates back to Bishop Gilbert’s letter of 26th December 1384 appointing Richard of Cornwall as Headmaster.

The Junior School (formerly Hereford Cathedral Preparatory School) is also equally rich in history and was founded in 1898, moving to its current location in 1925.

**Life at the School**

We are very much a family school, catering for pupils from age 3 to 18. Many of our pupils have siblings at the school, and in some cases their parents were here too. Pupils and parents are very loyal and supportive of ‘their’ school. We have a reputation for outstanding pastoral care and as a result pupils are remarkably tolerant and understanding of one another. It is important to us that every child is valued within our community. Good academic results are not enough: we seek to provide young people with the necessary skills and self-confidence to become well rounded, balanced adults who will make a positive contribution to those around them.

As a Cathedral School we expect pupils and staff to be sympathetic to our Christian ethos, although we welcome and value those of other faiths too.

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*“The children, from the nursery class eagerly talking about their book choices in the school library, to the reception children, busy with puzzles and problem solving, to Year 4s enthusiastically reciting poetry, are the best possible advertisement for the school. Each child we spent time with was friendly, relaxed, happy and engaged. Bouncing about full of things to talk about. You can pretty much hear their little brains fizzing. A delightful place to start exploring life’s possibilities.”*

*The Good Schools Guide Review 2013 of Hereford Cathedral Junior School*

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**The Biology Department**

Hereford Cathedral School pupils are intelligent, good-humoured and conscientious.

The Biology Department, which consists of three full time members of teaching staff (Biology specialists) and a full time experienced technician, is very successful and well-resourced. There are three large, well-resourced laboratories, two of which are brand new. There is also a departmental office with plenty of storage space.

Head of Biology, Mrs Elena Segalini-Bower, a finalist in The Society of Biology’s 2015 Teacher of the Year Award, currently serves on the Royal Society’s curriculum committee. The emphasis within the Department is very much on a collegiate approach, with all members of the Department contributing to the development of programmes of study and offering support beyond the classroom. Whilst in a small team there is inevitably some individual responsibility in terms of the delivery of particular courses, this is always done in an atmosphere of mutual support. The Department believes in the importance of creating stimulating, imaginative teaching spaces which encourage an interest and enthusiasm for our subject.

Biology is taught in all years, from the age of 11 to 18, and is an extremely popular subject – the Headmaster, also a biologist, is keen to see the department flourish.

In Year 7, all pupils follow a combined science course comprising aspects of all three sciences. In Year 8 and Year 9 pupils are taught the three separate sciences by subject specialists. Pupils follow a general Biology science course in Year 8 and use ‘Exploring Science’ textbook. The Year 9 Biology course is heavily weighted towards Anthropology and Evolution. At GCSE, Year 10 and Year 11 students follow the Biology AQA specification. Over 50% of pupils study the sciences separately, leading to the award of three GCSE qualifications. In recent years the remaining students have followed a Dual Award Science and Additional Science course, resulting in the award of two GCSE qualifications. Invariably our Biology GCSE results are excellent, with over 90% of all candidates achieving A\*/A grades in the last three years.

Biology is one of our most popular A-level options. In the current Lower Sixth, 35 students are taking AS; at A2 we have 23 students. Students at A Level currently follow the AQA GCE Biology course. Our Biology A-Level results are excellent and in the last three years almost 90% of grades achieved have been at A\*- B grade.

The department is proud of its reputation of offering additional support to students, with many extra lessons and one-to-one tutorials taking place outside of the timetable, especially in the run up to public exams. It is expected that the successful candidate will wish to continue to offer this support.

Outside of lessons, all students are actively encouraged to attend conferences and lectures to stimulate interest in the subject, as well as to contribute to the School’s Biology Club and Biology Society. Each year students win medals in the annual British Biology Olympiad and national Microbiology Competition.

Students attend the Oxford University Natural History Museum lectures on cells in December, the Active Ecology day at Oxford Botanic Gardens in September, Oxford Oncology Open Day in March and London Anthropology Day in early July. Biology students have also enjoyed an ‘Operation Wallacea’ ecology trip to Mexico. The Department celebrates national Biology Week (in the Autumn Term) as well as Science Week (in the Spring Term) with outreach activities involving local state primary and secondary schools. We aim to expand the number of trips and outreach offered in the future, perhaps including an expedition to Iceland during the Autumn Term.

The Biology Department is also involved in the Biomedical General Studies option as well as in the Extended Project Qualification. All our Sixth Form biology students are encouraged to support the department and its requirements, especially our thriving dissection club and wildlife photography club.

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*“Sporting success is seen as important but participation is also perceived as a means of increasing pupils’ confidence and strengthening relationships. Successful teams fielded in rugby, cricket, hockey, netball, rounders and tennis.”*

*The Good Schools Guide Review 2013 of Hereford Cathedral School*

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**The Curriculum**

Our curriculum is well planned, wide ranging and enriching. Its balance and focus on individual development, helps us to stimulate an enquiring mind, establishing key skills and a wealth of experience in our pupils that will be of great benefit to them for the future.

**Whole School A Level Results:** (of all grades)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | % A\* grade | % A\*/A grades | % A\*-B grades | % A\*-C grades |
| 2016 | 16 | 45 | 73 | 87 |
| 2015 | 23 | 55 | 80 | 93 |
| 2014 | 19 | 48 | 76 | 93 |
| 2013 | 16 | 52 | 76 | 91 |
| 2012 | 25 | 56 | 79 | 93 |

**Whole School GCSE Results:** (of all grades)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | % A\* grade | % A\*/A grades | % A\*-B grades | % A\*-C grades |
| 2016 | 28.2 | 56.7 | 81 | 95 |
| 2015 | 35.3 | 58.3 | 77.3 | 87.2 |
| 2014 | 32 | 59 | 82 | 94 |
| 2013 | 35 | 63 | 84 | 97 |
| 2012 | 39 | 63 | 84 | 95 |

*“Pupils’ success is the result of teaching of high quality within a broad and interesting curriculum, which includes many trips and talks from visitors, as well as the provision of a wide range of extra-curricular activities.”*

*ISI Integrated Inspection 2014 of Hereford Cathedral Junior School*

**ISI Integrated Inspection 2014**

|  |  |  |
| --- | --- | --- |
| Main Findings | ISI Grading: HCS | ISI Grading: HCJS |
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| **The quality of academic and other achievements and learning:** |  |  |
| * The quality of the pupils’ achievements and learning | Excellent | Excellent |
| * The contribution of curricular and extra-curricular provision | Excellent | Excellent |
| * The contribution of teaching | Excellent | Excellent |
|  |  |  |
| **The quality of the pupils’ personal development:** |  |  |
| * The spiritual, moral, social and cultural development of the pupils | Excellent | Excellent |
| * The contribution of arrangements for pastoral care | Excellent | Excellent |
| * The contribution of arrangements for welfare, health and safety | Excellent | Excellent |
|  |  |  |
| **The effectiveness of governance, leadership and management:** |  |  |
| * The quality of governance | Excellent | Excellent |
| * The quality of leadership and management, including links with parents, carers. | Excellent | Excellent |

*HCS: Hereford Cathedral School / HCJS: Hereford Cathedral Junior School*

*ISI use a four point grading scale when making judgements of quality, these are ‘Excellent’, ‘Good’, ‘Sound’ or ‘Unsatisfactory’.*

*“Staff know the pupils well and create a happy, friendly atmosphere, in which the pupils feel safe, secure and supported. They provide a high standard of help, guidance and monitoring, valued by the pupils and parents.*

*ISI Integrated Inspection 2014 of Hereford Cathedral School*

***A cosmopolitan city, culture and a taste of tranquil countryside***



As a school we are fortunate to enjoy a position at the very heart of a fine cathedral city, at the centre of one of England’s least spoiled counties.

Hereford and the county beyond - with a range of housing to suit all tastes and price brackets, and ready access to beautiful countryside - affords an enviable quality of life. The River Wye flows past our doorstep through the city down to the Forest of Dean, while the Brecon Beacons, the Malvern Hills, Hay-on-Wye, with its internationally-acclaimed literary festival, and Ludlow, famous for its food festival, are all within easy commuting distance.

Hereford itself also offers a wide-range of independent eateries, great places to eat and drink; a new Odeon and a great shopping centre. Commuting is easy with great transport links to London, Birmingham and Cardiff.

A city renowned for its wonderful music, Hereford was also home to the composer Elgar for a significant period in his life. The cathedral and school play host to the Three Choirs Festival every three years, and everyday choral music of the very highest standard can be enjoyed at Evensong. For those with a more eclectic taste, the county is home to a host of talented musicians who regularly perform at venues and festivals across the region. It is little wonder that many people who have visited Hereford on holiday choose to settle in the area permanently.

[www.visitherefordshire.co.uk](http://www.visitherefordshire.co.uk)

**House Prices in Hereford** (taken from [www.rightmove.co.uk](http://www.rightmove.co.uk), 07/03/2017)

Last year most property sales in Herefordshire involved detached properties which sold for on average £313,469. Semi-detached properties sold for an average price of £201,767, while terraced properties fetched £171,155.

During the last year, sold prices in Herefordshire were similar to the previous year and 5% up on 2010 when the average house price was £225,118.

*“Pupils are an absolute delight – very supportive of one another, articulate and appreciative. Comfortable in their own skin, but not full of themselves. Extremely positive about the School and proud of their achievements, but no trace of entitlement or arrogance – if they are a little on the quiet side one gets the impression that this is the result of not having to shout in order to be heard.”*

*The Good Schools Guide Review 2013 of Hereford Cathedral School*

**Quick Facts:**

**Hereford Cathedral Junior School** (Head of Junior School: Mr Chris Wright)

28 Castle Street, Hereford HR1 2NW

Tel: 01432 363511, Email: [enquiry@herefordcs.com](mailto:enquiry@herefordcs.com), Website: [www.herefordcs.com](http://www.herefordcs.com)

Type: Day/Co-Education

Age Range: 3 to 11 years

Roll: 226 pupils

Fees: £2,624 to £3,307 per term

Inspection: ISI – Excellent in all areas (2014)

Affiliation: IAPS

**Hereford Cathedral School** (Headmaster: Mr Paul Smith)

Old Deanery, The Cathedral Close, Hereford HR1 2NG

Tel: 01432 363522, Email: [schoolsec@herefordcs.com](mailto:schoolsec@herefordcs.com), Website: [www.herefordcs.com](http://www.herefordcs.com)

Type: Day/Co-Education

Age Range: 11 to 18 years

Roll: 486 pupils

Fees: £4,447 per term

Inspection: ISI – Excellent in all areas (2014)

Affiliation: HMC

*“Parents are overwhelmingly positive and supportive of the School, and are very happy with the education their children receive.”*

*ISI Integrated Inspection 2014 of Hereford Cathedral Junior School*

**The Role: Teacher of Biology**

**September 2017 or January 2018**

Location: Hereford Description: Full time and permanent

Hereford Cathedral School seeks to appoint a full-time teacher of Biology from September 2017 or January 2018. Applicants must be able to teach up to and including GCSE and A Level Biology. The post will suit a high-calibre graduate, either an NQT or more experienced teacher, with the enthusiasm, energy and commitment to really inspire their pupils.

The Biology Department teaches approximately a third of all Sixth Form students at AS Level and A Level.Invariably our GCSE results are excellent, with approximately 90% of all candidates achieving A\*/A grades in the last five years.

In addition to academic teaching, the successful candidate will also be asked to contribute fully to the pastoral and extra-curricular life of the school. They will need to have first rate interpersonal skills, with the ability to work well and communicate effectively with pupils, colleagues and parents. In addition, energy, vision and high expectations are essential qualities for this position. An ability to teach another subject, although perhaps useful, is not essential.

Hereford Cathedral School has a well-established and thriving extra-curricular programme, and the successful applicant will be expected to play an active part in this.

An application form and information pack may be downloaded from the school website [www.herefordcs.com/job-vacancies](http://www.herefordcs.com/job-vacancies).

Completed applications should be accompanied by a covering letter and sent to Mrs Cath Knowles, Hereford Cathedral School, Old Deanery, The Cathedral Close, Hereford HR1 2NG or to [c.knowles@herefordcs.com](mailto:c.knowles@herefordcs.com)

The deadline for applications is **19th June 2017.**

*The School is committed to safeguarding and promoting the welfare of children and young people and expects all members of staff and volunteers to share this commitment. Appointments are subject to DBS clearance, satisfactory employment references and*

*pre-employment checks.*

Registered in Cardiff No 2081261 (Limited by Guarantee)

Registered Charity No 518889

*We reserve the right to withdraw* ***this*** *advertisement* ***at any time***

**Job Description: Teacher of Biology**

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| **Post Title** | Teacher of Biology  Based at Old Deanery, The Cathedral Close, Hereford HR1 2NG |
| **Salary** | Competitive |
| **Hours/Weeks** | This is a full time position. |

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| **Purpose of this Job Description:**  Hereford Cathedral School considers this document as a “snapshot” of the job and the tasks listed are not an exhaustive list. It aims to provide a clear guide at the time of writing to all that is involved about the requirements of the job. It will also be used to communicate expectations about performance and will be used to monitor effective performance.  The job description which follows is not exhaustive and may, occasionally, be reasonably amended by the Headmaster: |

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| **The** **Organisation**  Hereford Cathedral School is one of the UK’s leading independent co-educational day schools. Providing boys and girls aged 3 to 18 with an excellent standard of teaching and individual care, offering them a broad range of opportunities to develop every aspect of their potential. The Hereford Cathedral School culture produces well-balanced, confident and considerate young adults ready for the wider world. We also benefit from one of the finest settings, adjacent to the beautiful Cathedral. We enjoy an air of tranquillity within a stone’s throw of the thriving city centre.  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.  Further information from <http://www.herefordcs.com> |

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| **Reporting Lines:**  The post holder reports to the Head of Department. |

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| **Accountabilities:**   1. To contribute to the Science Department by carrying out the professional duties of a teacher. 2. To maintain the department’s strong academic record. |

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| **Responsibilities:**   1. To teach Biology and deliver an inspiring, challenging and balanced curriculum to students that supports the subject areas. 2. To assess, record and report on the development, progress and attainment of pupils. 3. To liaise with the Head of Department to ensure a coherent programme of study for pupils. 4. To maintain good standards of behaviour amongst students, both when they are on School premises and when they are engaged in authorised School activities elsewhere. 5. To participate in the development of the department and contribute to the departmental and overall School aims and objectives. 6. To take part in the School’s professional development programme and take responsibility for own professional development. Actively seeks to reflect on and enhance own practice. 7. To maintain appropriate records and provide relevant and accurate information for information systems to ensure that all records are up-to-date. 8. Undertake whole school duties as outlined annually. 9. To support through involvement the School’s extra-curricular activities. 10. Safeguard and promote the general well-being of pupils and to be a role model for pupils at all times. |

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| **Safeguarding and Protection of Children and Young Persons**  In accordance with the Children’s Act 1989, on appointment post holders will be required to commit to their responsibilities with regards to safeguarding. In addition offers of appointment will be subject to an Enhanced criminal record check from the Disclosure and Barring Service (DBS).  These checks will highlight cautions, reprimands and final warnings as well as any convictions. The post holder must not have any spent or unspent convictions that would prevent working with children. |

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| **Health and Safety:**  As an employee you are expected:   1. to take reasonable care of your own health and safety 2. to take reasonable care not to put other people - fellow employees and members of the public - at risk by what you do or don't do in the course of your work 3. to co-operate with your employer, making sure you get proper training and you understand and follow the company's health and safety policies 4. not to interfere with or misuse anything that's been provided for your health, safety or welfare 5. to report any injuries, strains or illnesses you suffer as a result of doing your job 6. to tell your employer if something happens that might affect your ability to work (e.g. becoming pregnant or suffering an injury) 7. if you drive or operate machinery, to tell your employer if you take medication that makes you drowsy   **Particular H&S issues for this post are:**  Sit and use standard office VDU equipment |

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| **Person Specification** | |
| **Essential Criteria** | **Desirable Criteria** |
| **Qualifications** | Strong academic record: evidence of success at A-level and degree level  PGCE & Qualified Teacher Status  Degree level qualification  Evidence of involvement in relevant CPD | Master’s degree or above  Other relevant professional qualifications |
| **Experience and Knowledge** | Excellent knowledge and understanding of the curriculum and a passion for the subject.  Knowledge and experience of lesson planning, use of resources and assessment.  Understanding of the theory and practice of effective teaching.  Knowledge of Safeguarding and Child Protection of Young People | Experience of creating a positive learning environment for pupils.  Development of schemes of work  Successful teaching at secondary/sixth form level (can be teaching practice)  Worked effectively as a form tutor |
| **Skills/Abilities** | Build and maintain effective  relationships through effective interpersonal skills  Strong organisational and administrative skills  Excellent communication skills to  inspire, challenge, motivate and empower others  Think creatively to anticipate and solve problems  Inclusive approach to education  Ability to manage own time effectively  Good IT knowledge in Microsoft Office applications to include Word, PowerPoint, Excel. | Motivate and inspire confidence in pupils, staff, parents, governors and the wider community in order to further develop and promote the school  Ability to deliver feedback effectively. |
| **Aptitude** | Naturally demonstrates a ‘can do’ helpful attitude  Work under pressure, maintaining a sense of perspective and humour  Reliability and integrity  Resilience and tenacity  Commitment, honesty and dedication  Shares the School’s values and vision and committed to the School’s vision for learning experience and outcomes for pupils. |  |
| **Circumstances** | Able to work flexibly, some earlier starts, evenings and weekends will be required.  A strong commitment to support the School’s extra-curricular activities programme. |  |
| **Safeguarding Children, Young People and Vulnerable Adults** | Understands their role in the context of safeguarding children, young people and vulnerable adults  Ability to form and maintain appropriate relationships and personal boundaries with children and young people |  |
| **Equal Opportunities** | Understanding of the requirements of Equality and Diversity |  |