



# WATFORD GRAMMAR SCHOOL FOR GIRLS

Headmistress: Miss Sylvia Tai BA (Hons)

## INFORMATION PACK FOR APPLICANTS

|                       |   |
|-----------------------|---|
| <b>Name of Post:</b>  | <b>Teacher of Biology</b>                           |
| <b>Required from:</b> | <b>September 2021</b>                               |
| <b>Location:</b>      | <b>Watford, Hertfordshire</b>                       |
| <b>Closing Date:</b>  | <b>noon 10<sup>th</sup> May 2021</b>                |
| <b>Interviews:</b>    | <b>20<sup>th</sup> May 2021 (subject to change)</b> |

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Thank you for requesting details of the above post. The following documents form part of this pack: this applicant letter, job description and person specification. In order to apply please use the teaching staff application form on our website, and make yourself familiar with our child protection and safer recruitment policies, also on the website. Please also complete the Equalities Monitoring form via the link.

You are welcome to send a copy of your CV however it must be accompanied by a fully completed and signed application form. A CV alone will not be considered. The application form can be completed and returned electronically however if this is the case it will need to be signed in person if you are called for interview.

Completed application forms will not be acknowledged. Successful applicants will be notified within two days of the closing date. Applicants who are not called for interview will not be informed that they have been unsuccessful.

Applicants invited for interview will be required to bring with them original copies of relevant qualifications for verification, including for teachers evidence of their degree certificates and teaching qualifications, as well as documentation to comply with the provisions of the Immigration, Asylum and Nationality Act 2006. Details of documents required will be specified in letters to those called for interview.

Contact details for Return of Completed Application forms and other enquiries:

Sue Granville  
EA to Headmistress  
HR Manager

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01923 223403



[admin@watfordgirls.herts.sch.uk](mailto:admin@watfordgirls.herts.sch.uk)



[watfordgrammarschoolforgirls.org.uk](http://watfordgrammarschoolforgirls.org.uk)

Registered in England & Wales Company No: 07348254 Registered name and address as detailed

Watford Grammar School for Girls  
Lady's Close,  
Watford, Hertfordshire  
WD18 0AE

## WATFORD GRAMMAR SCHOOL FOR GIRLS



### DEPARTMENTAL INFORMATION – BIOLOGY

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The Biology Department is a very successful and highly motivated department in our School. There are currently seven specialist Biology teachers in the department who contribute to the teaching of Key Stage 3 Science and Biology at GCSE and A Level, as well as a dedicated Biology technician. The staff are passionate about their subject and have developed a Biology curriculum that is exciting and stimulating but with a focus on academic rigor. The Biology staff work very closely as a team – producing shared resources and teaching notes for all topics across every Key Stage. We aim to support one another and encourage good teaching practice, but also expect initiative and the ability to think independently. As a very large department with an excellent standard of teaching, commitment to the subject, determination, and an enthusiastic approach to teaching are essential.

Science is taught by one teacher in mixed ability groups in years 7 and 8, who follow a modified Key Stage 3 programme of study.

All students begin GCSE courses in Year 9 and the three sciences are taught separately by subject specialists. We follow the Edexcel (9-1) GCSE course for separate qualifications in Biology, Chemistry and Physics and Combined Science.

A significant number of students choose to study Biology in the Sixth Form; the students follow the Eduqas specification for A Level. There are five groups in each of Year 12 and 13, each group is taught for 5 periods of an hour per week by two members of staff.

Results for Biology GCSE and A-Level are outstanding with 100% gaining 9-6 at GCSE and 85% A\*-C at A-Level in 2020.

Extra-curricular activities are of great importance within Biology. Staff and students in the department participate in Junior Science Club and the CREST award scheme. Sixth Form students have the opportunity to participate in a range of clubs and can do the Biology Olympiad. Year 10 participate in the Biology Challenge.

There are six well equipped Biology laboratories. Each has white boards and digital projectors. A large greenhouse is used for propagation of plant material and as an additional teaching resource. The department is fortunate in having a wide range of specialist equipment available for use, and a large library of other resources including videos, DVDs, books, journals and CD-ROMS.

The Biology department is part of a large and thriving science department which is staffed by 19 specialist teachers and 5 technicians. There are 16 laboratories, some recently refurbished and all well equipped to deliver the science curriculum across all key stages. The department works together as a close-knit team and each member of staff contributes to teaching, developing the curriculum and participating in extra-curricular clubs and activities across all age groups.

The departments of Biology, Chemistry and Physics are each managed by a Head of Department who reports to the Head of Science. The Heads of Science team works very closely together to ensure the smooth running of this exceptionally successful department.



## Watford Grammar School for Girls

### Person Specification

Position: Teacher of Biology

Department: Science

|                                       | <b>Requirement</b>  | <b>If ticked this is essential</b>   | <b>How this will be assessed</b>                              |
|---------------------------------------|---|--|---|
| <b>Qualifications</b>                 | A passion for Biology and a good honours degree in their subject area.  | <i>Essential</i>   | <i>Application form.</i>                                      |
| <b>Specific Training Requirements</b> | Teaching qualification.   | <i>Essential</i>   | <i>Application form.</i>                                      |
| <b>Experience</b>                     | An outstanding classroom teacher with the ability to teach Biology at Key Stage 3, GCSE and A level.  | <i>Essential</i>   | <i>Application form.<br/>Lesson observation<br/>Interview</i> |
| <b>Knowledge</b>                      | IT skills and experience of using ICT in teaching.  | <i>Essential</i>   | <i>Application form.<br/>Interview</i>                        |
| <b>Skills and Competencies</b>        | Excellent organisational and administrative skills.<br>An ability to teach all three Sciences to Key Stage 3.   | <i>Essential</i><br><br><i>Essential</i>   | <i>Application form.<br/>Interview</i>                        |
| <b>Communication skills</b>           | Articulate and accurate communication.  | <i>Essential</i>   | <i>Application form.<br/>Lesson observation<br/>Interview</i> |
| <b>Personal Attributes</b>            | A commitment to raising achievement and providing challenge in the classroom.<br>Ability to work as part of a team.<br>Willingness to take a full part in extended-curricular activities, including day trips.<br>In sympathy with the aims of the school.<br>Enthusiasm, energy, initiative and a sense of humour. | <i>Essential</i><br><br><i>Essential</i><br><i>Essential</i><br><br><i>Essential</i><br><i>Essential</i> | <i>Application form.<br/>Interview.</i>                       |
| <b>Other</b>                          |   |  |   |

Applicants called for interview should note that the interview itself (and/or any additional tasks to be performed, if applicable) will, as appropriate to the role:

- (i) Focus on the requirements to carry out the duties of the job, as described
- (ii) Explore issues relating to the safeguarding and promoting the welfare of children, including:
  - 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
  - Attitudes to use of authority and maintaining discipline.
- (iii) Be used to explore any relevant issues arising from references received.